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RESEARCH THAT MATTERS

The Importance of Employer Support for LGBTQ People and Issues

June 2026

Neko Michelle Castleberry
Brad Sears

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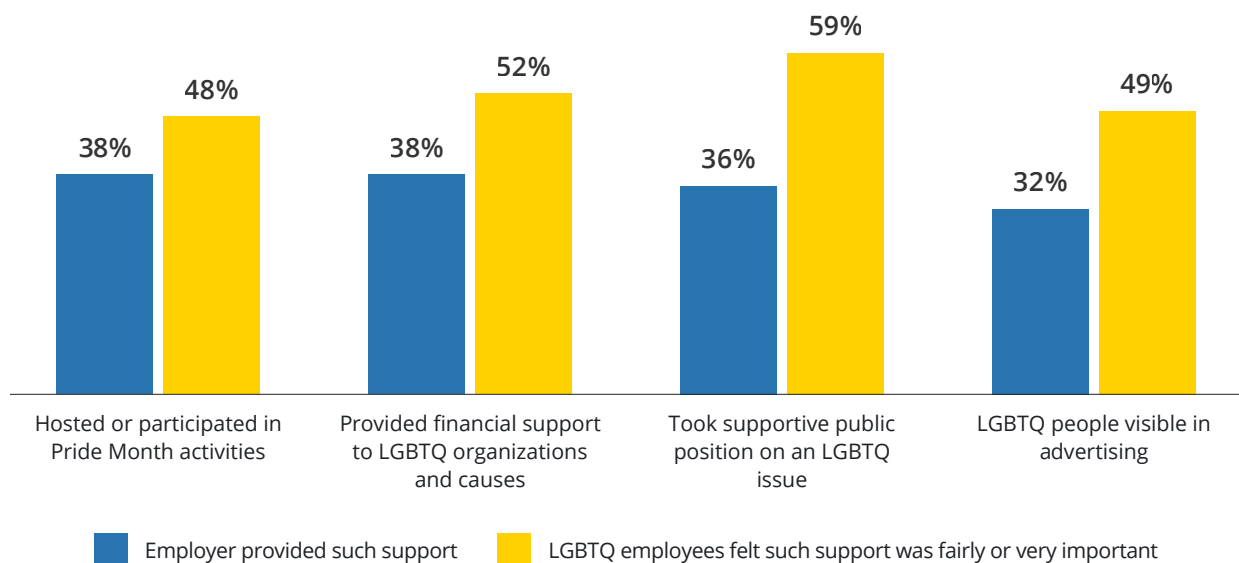
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Executive Summary

Using a survey of 1,902 LGBTQ adults in the workforce conducted in the summer of 2023, this brief examines the extent to which LGBTQ employees worked for employers that participated in Pride Month activities and took other publicly visible, affirmative actions to support LGBTQ communities throughout the year, including providing financial support to LGBTQ organizations and causes, taking supportive public positions on LGBTQ policy issues, and visibly including LGBTQ people in their advertising.

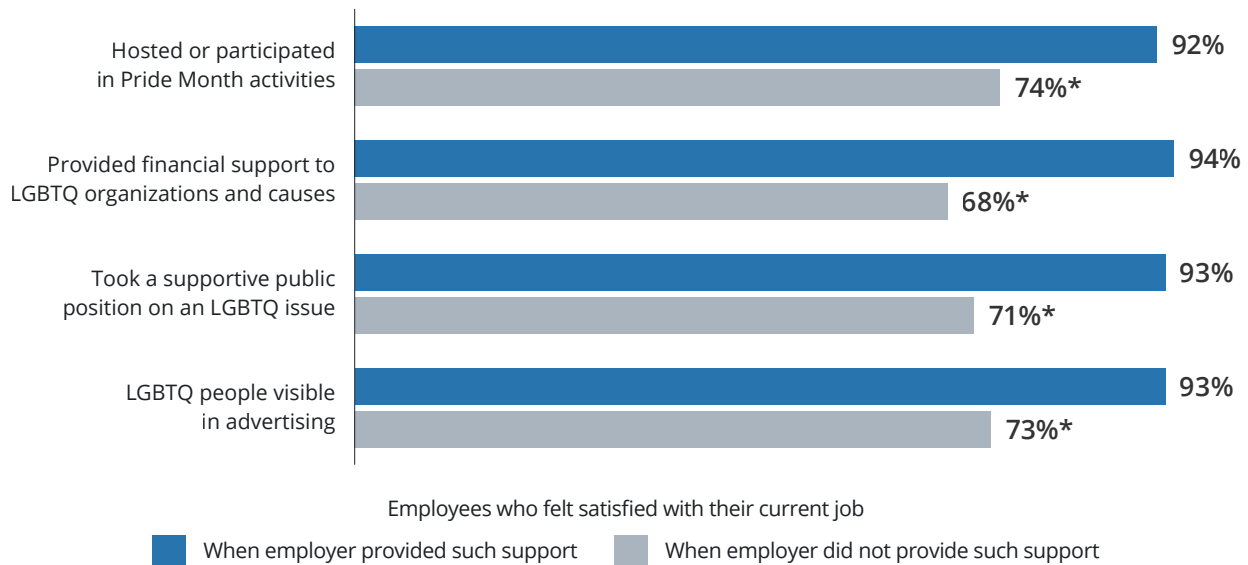
Overall, we find that more LGBTQ employees felt these forms of support were important to them than those who reported that their employers had shown such support. For example, while 38% of LGBTQ employees reported that their employer participated in Pride Month activities, 48% felt it was fairly or very important for their employer to participate. Further, an even greater percentage indicated that it was fairly or very important to them that their employers publicly support LGBTQ issues (59%); similar percentages indicated that it was fairly or very important to them that their employers provide financial support to LGBTQ organizations and causes (52%) and visibly include LGBTQ people in their advertising (49%). This demonstrates that LGBTQ employees are looking for more substantive forms of support that extend beyond participation in Pride Month activities. While over half of LGBTQ employees felt these actions were important to them, a little more than one-third said their employers publicly support LGBTQ issues (36%) or provide financial support to LGBTQ organizations and issues (38%).

Employers' visible support for the LGBTQ community versus LGBTQ employees who felt support was fairly or very important



LGBTQ-supportive actions were related to job satisfaction. Over 90% of LGBTQ employees whose employers had taken visible supportive actions reported being satisfied with their current job, compared with less than three-fourths of those whose employers had not. For example, 94% of LGBTQ employees whose employers had provided financial support to LGBTQ organizations and causes reported being satisfied with their current job, while only 68% of those whose employers had not reported being satisfied with their current job.

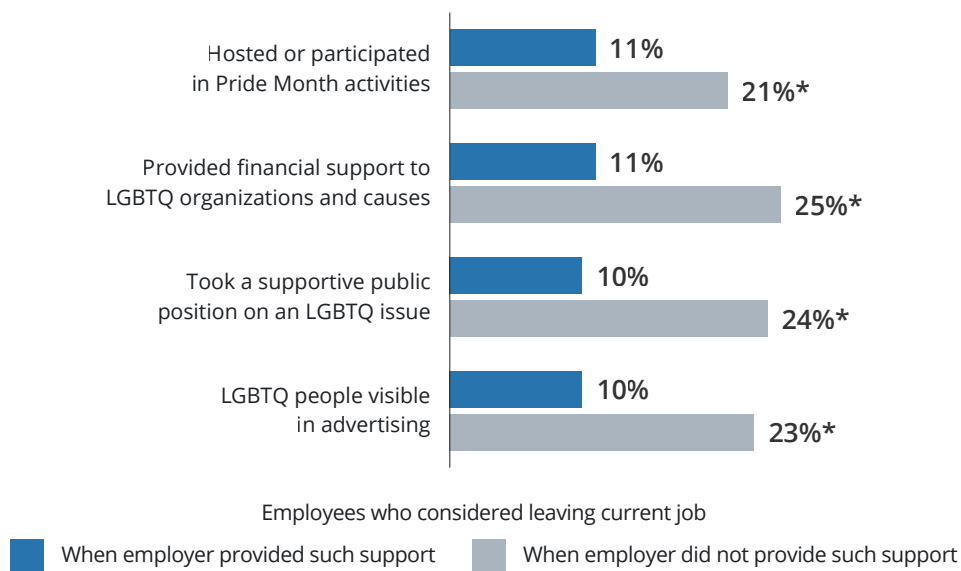
LGBTQ employees who felt satisfied with their current job, by employer support of LGBTQ community



Note: *p-value less than 0.05 when compared to LGBTQ employees whose employers provided such support.

LGBTQ employees whose employers had not taken visible supportive actions were approximately twice as likely to report having considered leaving their current job as those whose employers had taken such actions. For example, 25% of LGBTQ employees whose employers did not provide financial support to LGBTQ organizations and causes reported they had considered leaving their job, compared with only 11% whose employers had provided such support.

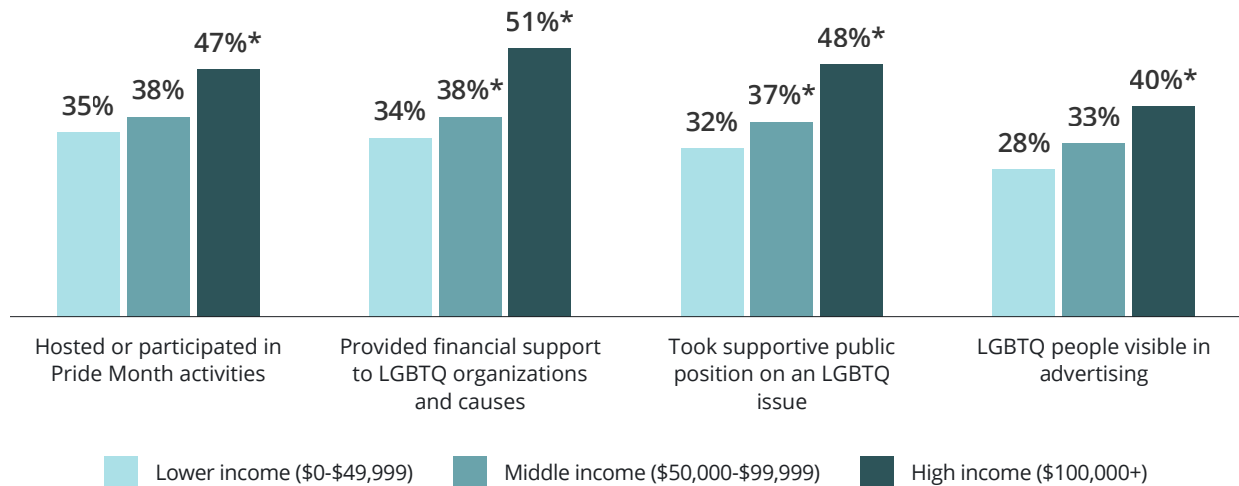
LGBTQ employees who have considered leaving current job, by employer support of LGBTQ community



Note: *p-value less than 0.05 when compared to LGBTQ employees whose employers provided such support.

LGBTQ employees with lower incomes were less likely to report that their employers engaged in visible support of LGBTQ communities. For example, only 35% of those earning less than \$50,000 a year reported that their employers engaged in Pride Month activities, compared with 47% of those earning more than \$100,000. However, employees with lower incomes were also less likely to feel that their employer's participation in such activities was fairly or very important to them.

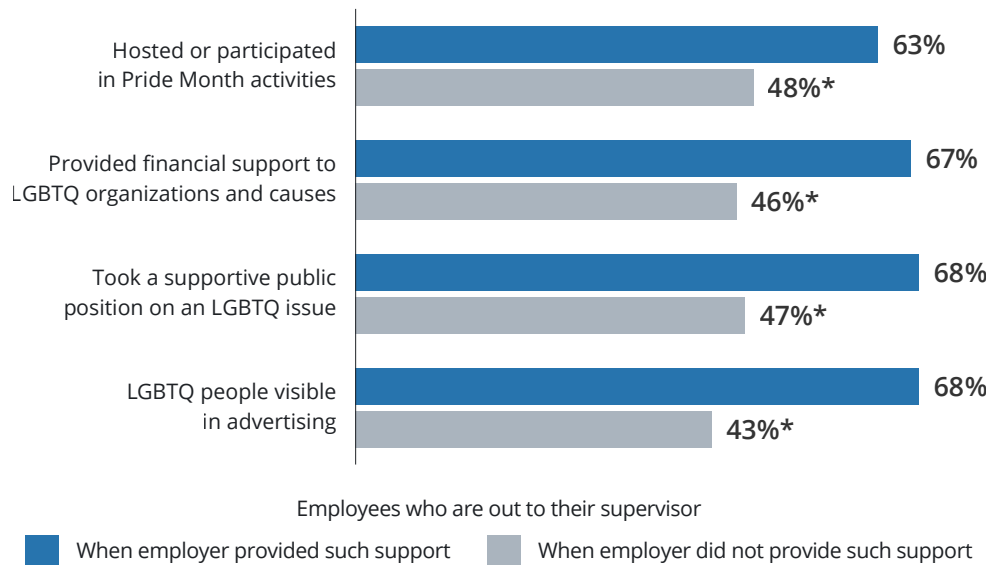
Employers' visible support of LGBTQ community, by employee income



Note: *p-value less than 0.05 when compared to lower-income LGBTQ employees

LGBTQ employees whose employers took visible supportive actions were more likely to report being out as LGBTQ to their supervisor than those whose employers had not. Approximately two-thirds of LGBTQ employees whose employers had shown visible support for LGBTQ communities reported being out to their supervisor, compared with less than half of LGBTQ employees whose employers had not shown such support. For instance, among those whose employers visibly included LGBTQ people in their advertising, 68% of LGBTQ employees were out to their supervisor, compared with only 43% of those whose employers did not.

Percent of LGBTQ employees who are out to supervisor, by employer support of LGBTQ community



Note: *p-value less than 0.05 when compared to satisfaction when employers provided such support.

Younger LGBTQ employees (ages 18 to 34) were more likely to feel that these forms of visible support were fairly or very important to them than LGBTQ employees who were older (ages 45 and older)—in particular, for employers to take supportive public positions on LGBTQ issues (63% vs. 52%) and provide financial support to LGBTQ organizations (56% vs. 44%).

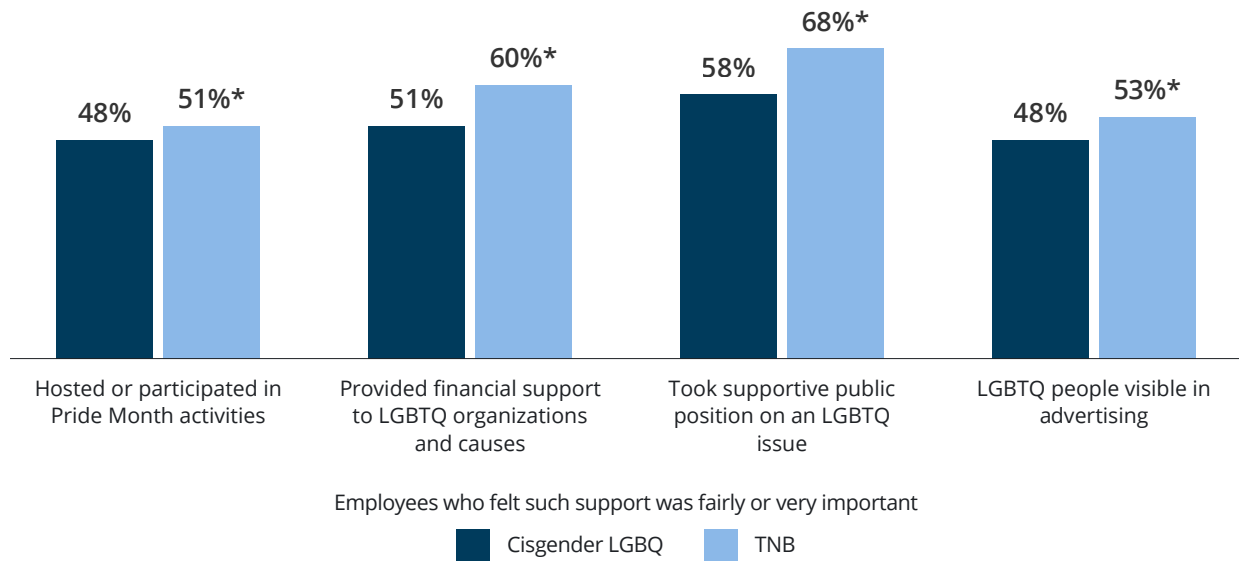
Percent of LGBTQ employees who felt employer support of LGBTQ community was fairly or very important, by age



Note: *p-value less than 0.05 when compared to LGBTQ employees ages 18-34

Transgender and nonbinary (TNB) employees were more likely to have felt that these forms of visible support were fairly or very important to them than cisgender LGBQ employees—particularly, for employers to take supportive positions on LGBTQ issues (68% vs. 58%) and provide financial support to LGBTQ organizations (60% vs. 51%).

Percent of LGBTQ employees who felt employer support of LGBTQ community was fairly or very important, by gender identity



Note: *p-value less than 0.05 when compared to cisgender LGBQ employees

Background

Prior surveys have shown that many LGBTQ employees report that their employers engage in Pride Month activities, but many are concerned that such participation is just for profit or performative and would prefer more meaningful support throughout the year. For example, a 2023 poll using a convenience sample of 1,110 LGBTQIA+ adults aged 18 and over found that most LGBTQIA+ employees (57%) reported their employer engaged in at least one form of Pride Month activity.¹ While the most commonly reported forms of participation were sending company-wide emails and posting social media content, contributing to LGBTQIA+ organizations and causes was the activity most desired by LGBTQIA+ employees.² Over 60% of LGBTQIA+ employees (62%) felt that it was worse for their employers to make half-hearted Pride Month efforts than to do nothing at all.³

Similarly, a 2024 nationally representative poll of over 2,000 adults ages 18 and older who identify as LGBTQIA+ or an ally of the LGBTQIA+ community found that 40% of LGBTQIA+ and allied workers reported that their workplace offered Pride Month activities, but 30% believed their workplace didn't do enough throughout the year to support LGBTQIA+ employees.⁴ Almost two-thirds of LGBTQIA+ adults and their allies (64%) viewed corporate participation in Pride as performative or "rainbow-washing," with 48% preferring "no effort over a disingenuous one."⁵ LGBTQIA+ adults and their allies identified hosting educational panels or workshops on LGBTQIA+ topics and donating money to LGBTQIA+ organizations and causes as the most genuine Pride Month initiatives (done "mostly for the social good"), more so than participating in Pride events or parades. Almost half or more felt that employers doing the following Pride activities were mostly motivated by financial gain (as opposed to advancing "the social good"): featuring LGBTQIA+ individuals in ad campaigns, updating their logo colors or designs, or selling Pride-related products or services.⁶

Despite government pushback, a nationally representative poll conducted in 2026 found that most adults in the United States (68%) agreed that companies and/or brands "should be able to show support to the LGBTQ community during Pride if they want to," including allowing their employees to participate in Pride

¹ A Harris Poll survey conducted 2023 of 1,110 LGBTQIA+ adults aged 18 and over found that 57% of LGBTQIA+ employees (n=696) reported that their company does something to recognize Pride month, including sending companywide emails (33%), publishing social media content (28%), donating to LGBTQIA+ organizations or causes (27%), organizing a volunteer event around LGBTQIA+ causes (26%), displaying LGBTQIA+ flags or banners (26%) and/or organizing Pride related programming or social events (26%). See, Inclusive Insights Report: LGBTQIA+ & Work [PowerPoint slides]. (2023, June). The Harris Poll. <https://theharrispoll.com/wp-content/uploads/2023/06/2023-Inclusive-Insights-LGBTQIA-and-Work-June-2023.pdf>

² Inclusive Insights Report: LGBTQIA+ & Work [PowerPoint slides]. (2023, June). The Harris Poll. <https://theharrispoll.com/wp-content/uploads/2023/06/2023-Inclusive-Insights-LGBTQIA-and-Work-June-2023.pdf>

³ Inclusive Insights Report: LGBTQIA+ & Work [PowerPoint slides]. (2023, June). The Harris Poll. <https://theharrispoll.com/wp-content/uploads/2023/06/2023-Inclusive-Insights-LGBTQIA-and-Work-June-2023.pdf>

⁴ This poll used a nationally representative sample of 4,047 U.S. adults 18+, including 2,079 who self-identified as LGBTQIA+ (identified as transgender, nonbinary, asexual, bisexual, gay, lesbian, pansexual, or queer) or an ally to the LGBTQIA+ community. See, Andrews, A. (n.d.). *Pride Month: Authentic celebrations or rainbow-washing? Statistics from the LGBTQIA+ and ally communities*. Survey Monkey. <https://www.surveymonkey.com/curiosity/pride-month-statistics/>

⁵ Andrews, A. (n.d.). *Pride Month: Authentic celebrations or rainbow-washing? Statistics from the LGBTQIA+ and ally communities*. Survey Monkey. <https://www.surveymonkey.com/curiosity/pride-month-statistics/>

⁶ Andrews, A. (n.d.). *Pride Month: Authentic celebrations or rainbow-washing? Statistics from the LGBTQIA+ and ally communities*. Survey Monkey. <https://www.surveymonkey.com/curiosity/pride-month-statistics/>

parades (62%).⁷ Almost three-fourths (73%) felt CEOs had a responsibility to speak up about issues that matter to their consumers and shareholders.⁸

The current study, using a survey of 1,902 LGBTQ adults in the workforce conducted in the summer of 2023, examined the extent to which LGBTQ employees work for employers that show support for LGBTQ communities, how having employers show such support affects the workplace experiences of LGBTQ employees, and how important these forms of support are to LGBTQ employees. We compared the experiences of LGBTQ employees by age, gender identity, sexual orientation, race, and income to better understand how the experiences and attitudes of LGBTQ employees differ by socioeconomic characteristics. The 2023 survey updates and expands upon a similar 2021 survey focused on the workplace experiences of LGBTQ people. The current study is part of a larger series of reports based on the 2023 survey that have examined the employment experiences of LGBTQ employees, transgender employees, nonbinary employees, LGBTQ employees of color, and other subpopulations of LGBTQ people.

⁷ GLAAD. (2026, June 1). *GLAAD Poll: Supermajority of Americans Support Brands Participating in Pride; Reject Political Attacks on Transgender People*. <https://glaad.org/glaad-poll-supermajority-of-americans-support-brands-participating-in-pride/>

⁸ GLAAD. (2026, June 1). *GLAAD Poll: Supermajority of Americans Support Brands Participating in Pride; Reject Political Attacks on Transgender People*. <https://glaad.org/glaad-poll-supermajority-of-americans-support-brands-participating-in-pride/>

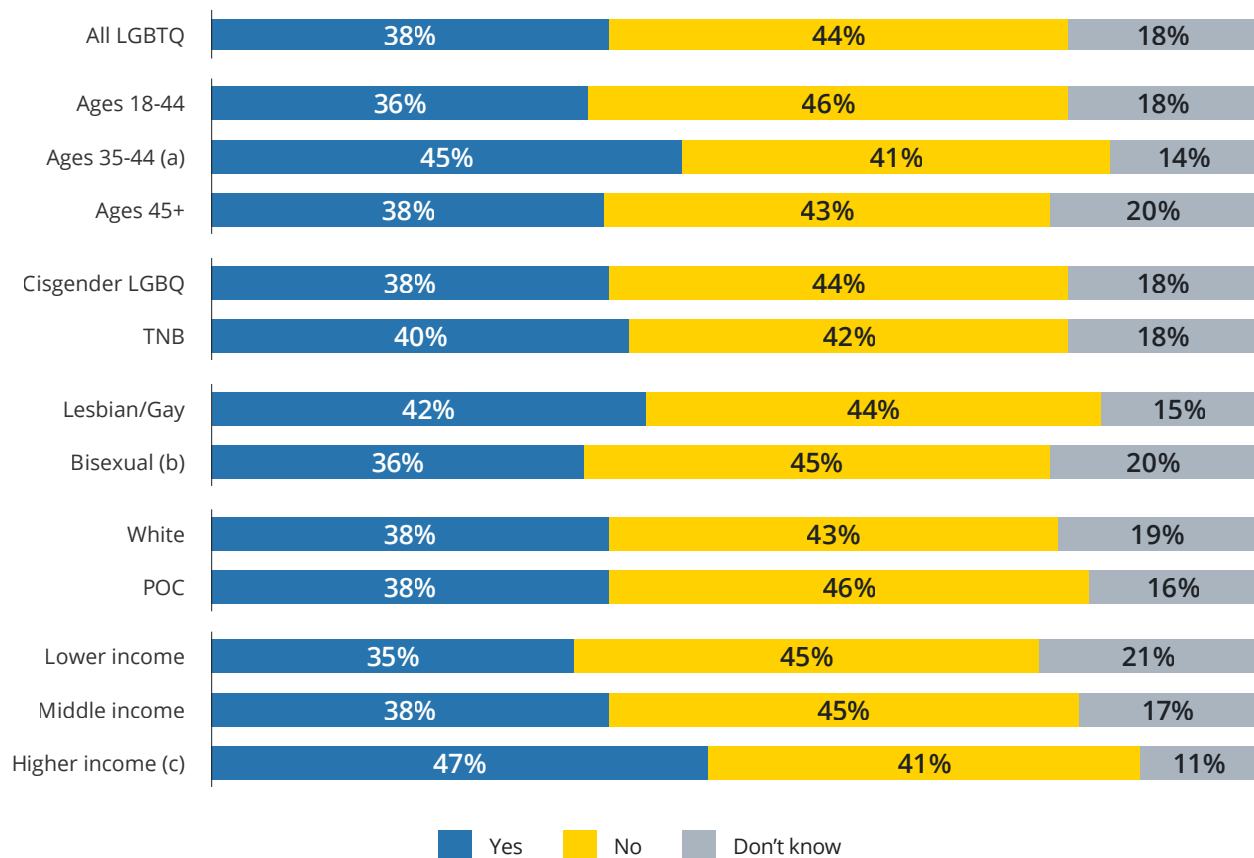
Results

Participation in Pride Month Activities

Thirty-eight percent of LGBTQ employees reported that their employer hosted or participated in LGBTQ Pride Month activities. More LGBTQ employees thought it was fairly or very important that their employer participate in Pride activities (48%) than those who reported that their employer was participating in such activities.

- LGBTQ employees ages 18 to 34 were less likely to report that their employer participated in LGBTQ Pride Month activities than those who were ages 35 to 44 (36% vs. 45%).
- Those who identified as bisexual were less likely to report employer participation in Pride activities than those who identified as lesbian or gay (36% vs. 42%) and were also less likely to report that such participation was important to them (45% vs. 53%).
- LGBTQ employees who earned lower incomes (less than \$50,000 a year) were less likely than those who earned higher incomes (\$100,000 or more) to report employer participation in Pride activities (35% vs. 47%). They were also less likely to report that such participation was important to them (43% vs. 59%).

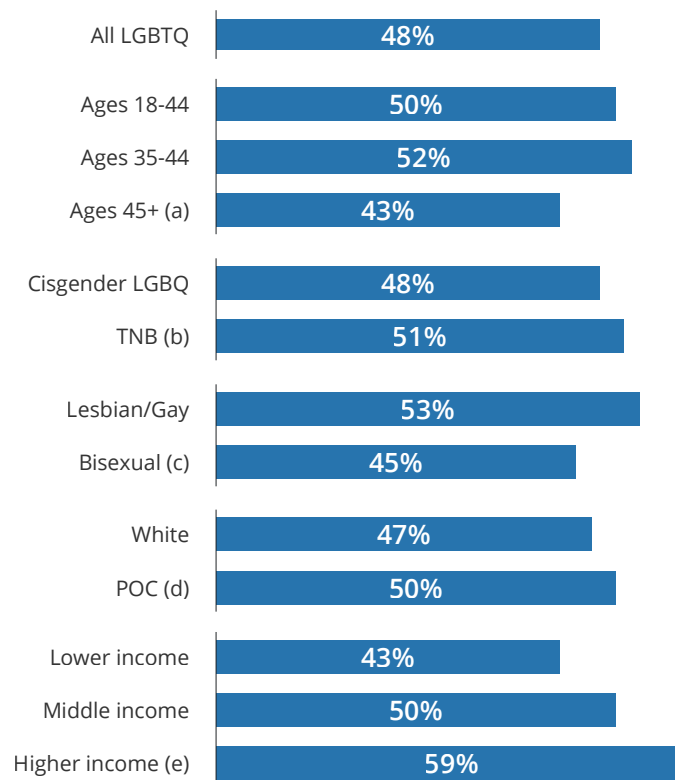
Figure 1. Current employer hosted or participated in LGBTQ Pride Month activities



Note: (a) p-value less than 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value less than 0.05 when compared to lesbian and gay employees (c) p-value less than 0.05 when compared to lower-income LGBTQ employees

- LGBTQ employees ages 18 to 34 were more likely to feel that their employer's participation in LGBTQ Pride Month activities was fairly or very important to them, compared with those ages 45 and older (50% vs. 43%).
- TNB employees were more likely than cisgender LGBQ employees (51% vs. 48%) to feel that their employer's participation in Pride Month activities was fairly or very important. LGBTQ employees of color were more likely than white LGBTQ employees (50% vs. 47%) to feel this way.

Figure 2. Percent of LGBTQ employees who feel it is fairly or very important that their employer hosts or participates in LGBTQ Pride Month activities



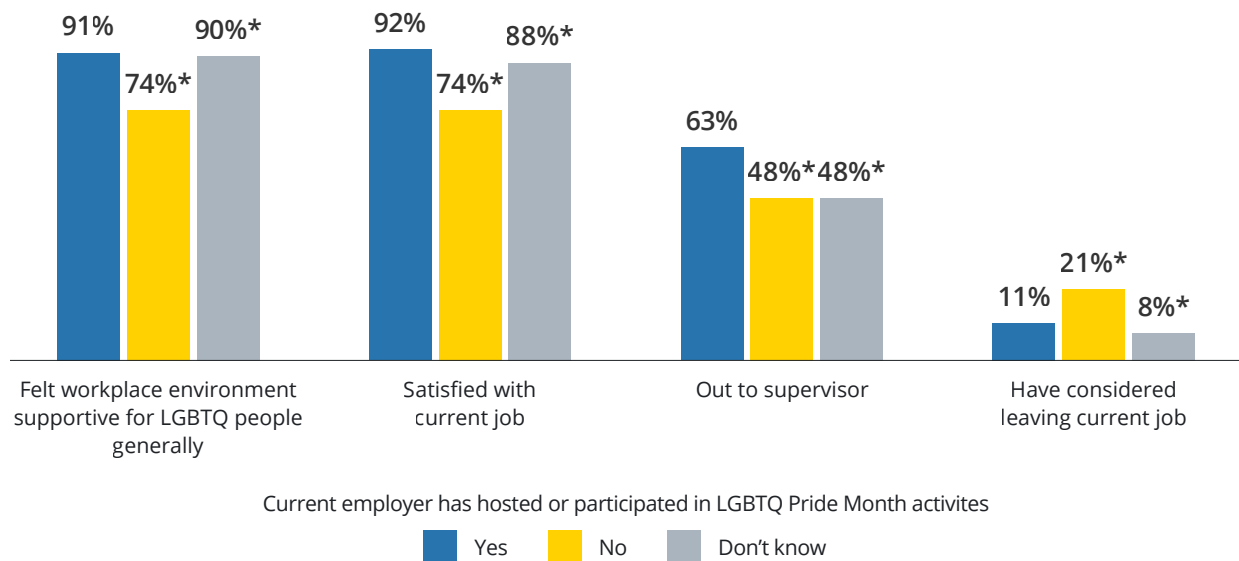
Note: (a) p-value less than 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value less than 0.05 when compared to cisgender LGBQ. (c) p-value less than 0.05 when compared to lesbian and gay employees. (d) p-value less than 0.05 when compared to white LGBTQ employees. (e) p-value less than 0.05 when compared to lower-income LGBTQ employees

- LGBTQ employees whose employers participated in LGBTQ Pride Month activities were more likely than those whose employers did not to report that their workplace environment was generally supportive of LGBTQ people (91% vs. 74%) and that they were satisfied with their jobs (92% vs. 74%).
- LGBTQ employees whose employers participated in LGBTQ Pride Month activities were also more likely than those whose employers did not (63% vs. 48%) to report being out to their supervisor.⁹

⁹ Not being out to their supervisor or coworkers can be one way that LGBTQ employees protect themselves from discrimination and harassment. Prior Williams Institute research has shown that LGBTQ employees who were out to at least a few coworkers and/or their supervisor were three times as

- Conversely, LGBTQ employees whose employers participated in LGBTQ Pride Month activities were less likely to report having considered leaving their current job because of the current environment for LGBTQ employees (11% vs. 21%).

Figure 3. The effect of employers hosting or participating in LGBTQ Pride Month activities on LGBTQ employees

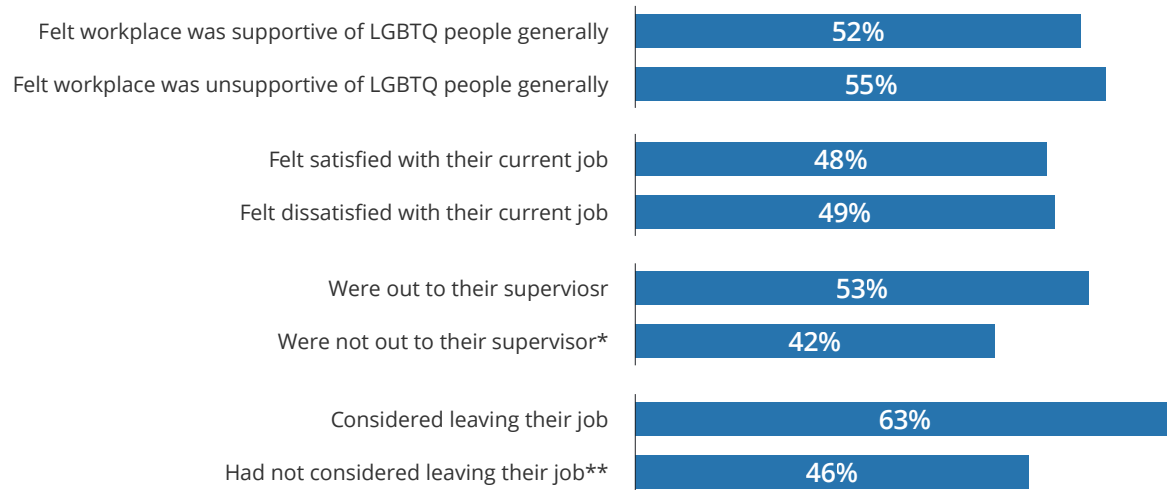


Note: *p-value less than 0.05 when compared to LGBTQ employees whose current employer has hosted or participated in LGBTQ Pride Month activities

- LGBTQ employees who were not out to their supervisor were less likely than those who were out to feel that participation in such activities was fairly or very important to them (42% vs. 53%).
- Those who had considered leaving their current job because of the current environment for LGBTQ employees were more likely to feel that participating in such activities was fairly or very important to them, compared to employees who had not considered leaving their job (63% vs. 46%).

likely to report experiencing discrimination (39% vs. 12%) and more than twice as likely to report harassment (42% vs. 17%) because of their sexual orientation or gender identity compared to LGBTQ employees who were not out to anyone at work. (See, Sears, B., Castleberry, N., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>.) For this analysis, we use a narrower definition of being out, comparing LGBTQ employees who were out to their supervisor with those who were not out to their supervisor. Among other things, this would classify an employee who is out to just one or a few coworkers or friends at work, and who otherwise is not in the workplace as not being out as opposed to being out.

Figure 4. Percent of LGBTQ employees who feel it is fairly or very important that their employer participate in LGBTQ Pride Month activities, by supportiveness, satisfaction, outness, and consideration of leaving current job

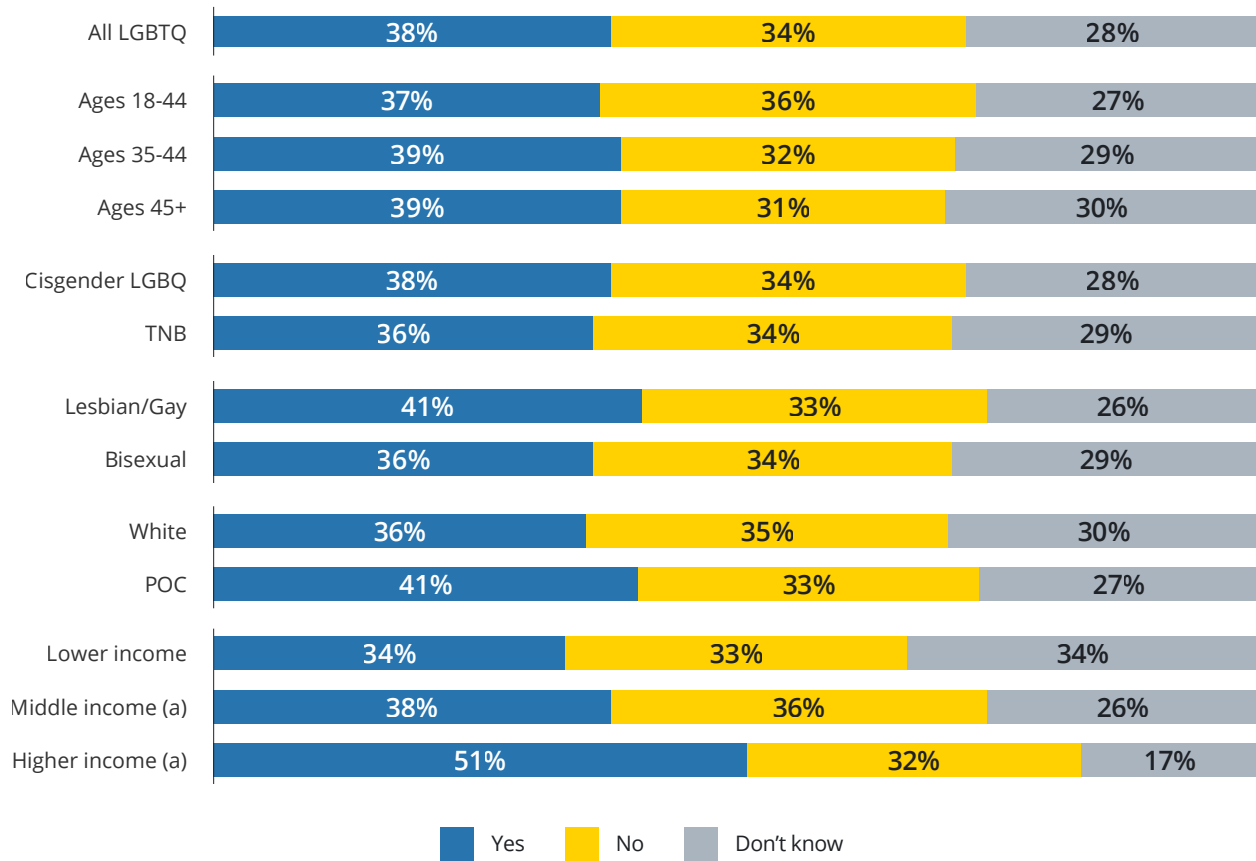


Note: *p-value less than 0.05 when compared to LGBTQ employees who were out to their supervisor. **p-value less than 0.05 when compared to LGBTQ employees who had considered leaving

Financial Support for LGBTQ Organizations, Events, or Causes

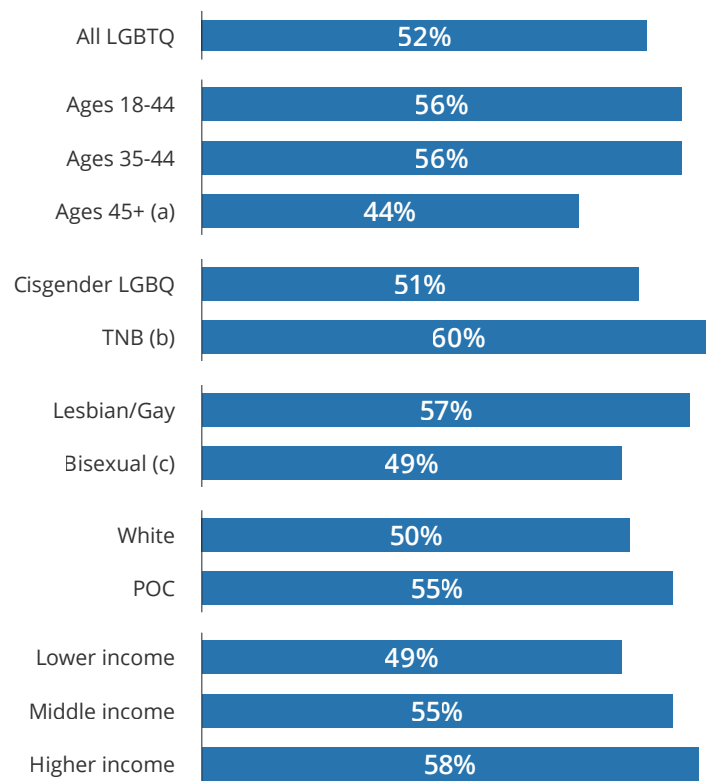
While 38% percent of LGBTQ employees reported that their employer supported LGBTQ organizations, events, or causes financially, over half felt that it was fairly or very important that their employer do so (52%).

- LGBTQ employees with lower incomes were less likely than higher-income LGBTQ employees to report that their employer financially supported LGBTQ organizations, events, or causes (34% vs. 51%).
- LGBTQ employees ages 18 to 34 were more likely to feel that their employer's financial support for LGBTQ organizations, events, or causes was fairly or very important to them compared to those ages 45 and older (56% vs. 44%).
- TNB employees were more likely than cisgender LGBTQ employees to feel that having their employer financially support LGBTQ organizations, events, or causes was fairly or very important to them (60% vs. 51%).
- Employees who identified as lesbian or gay were more likely than bisexual employees to feel that having their employer financially support LGBTQ organizations, events, or causes was fairly or very important to them (57% vs. 49%).

Figure 5. Current employer financially supported LGBTQ organizations, events, or causes

Note: (a) p-value less than 0.05 when compared to lower-income LGBTQ employees.

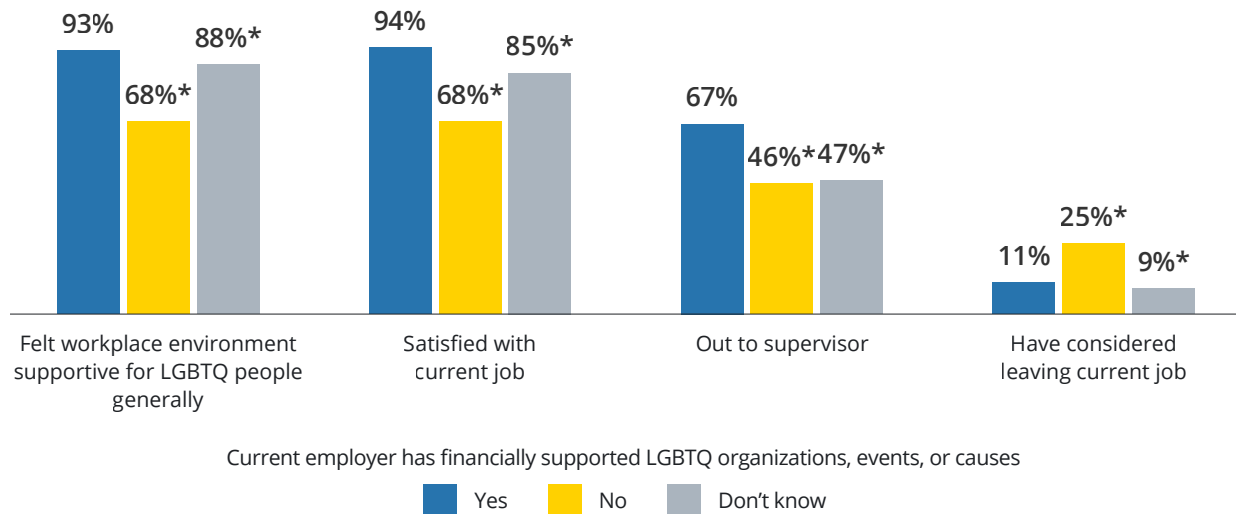
Figure 6. Percent of LGBTQ employees who feel it is fairly or very important that their employer financially supports LGBTQ organizations, events, or causes



Note: (a) p-value less than 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value less than 0.05 when compared to cisgender LGBQ. (c) p-value less than 0.05 when compared to lesbian and gay employees.

- LGBTQ employees whose employers financially supported LGBTQ organizations, events, or causes were more likely than those whose employers did not to report that their workplace environment was generally supportive of LGBTQ people (93% vs. 68%) and that they were satisfied with their jobs (94% vs. 68%).
- LGBTQ employees whose employers provided such support were also more likely than LGBTQ employees whose employers did not to report being out to their supervisor (67% vs. 46%).
- Those employees whose employers financially supported LGBTQ organizations, events, or causes were half as likely as those whose employers did not to report having considered leaving their current job because of the environment for LGBTQ employees (11% vs. 25%).

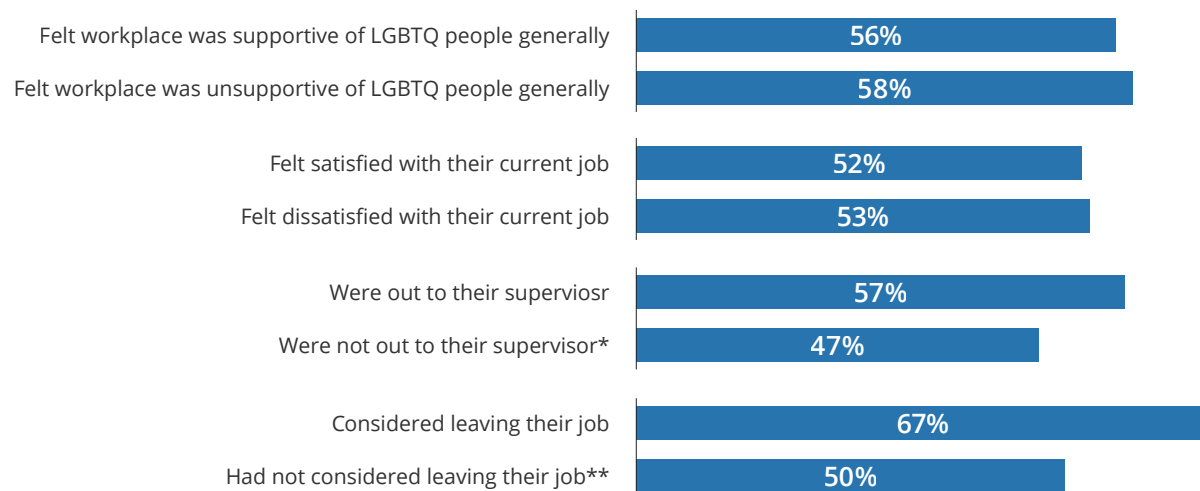
Figure 7. The effect of employers financially supporting LGBTQ organizations, events or causes on LGBTQ employees



Note: *p-value less than 0.05 when compared to LGBTQ employees whose current employers financially supported LGBTQ organizations, events, or causes

- LGBTQ employees who were not out to their supervisor were less likely than those who were out to feel that their employer financially supporting LGBTQ organizations, events, or causes was fairly or very important to them (47% vs. 57%).
- LGBTQ employees who have considered leaving their current job were more likely than those who have not to report that such financial support was fairly or very important to them (67% vs. 50%).

Figure 8. Percent of LGBTQ employees who feel it is fairly or very important to them that their employer financially support LGBTQ organizations, events, or causes, by outness, and consideration of leaving current job



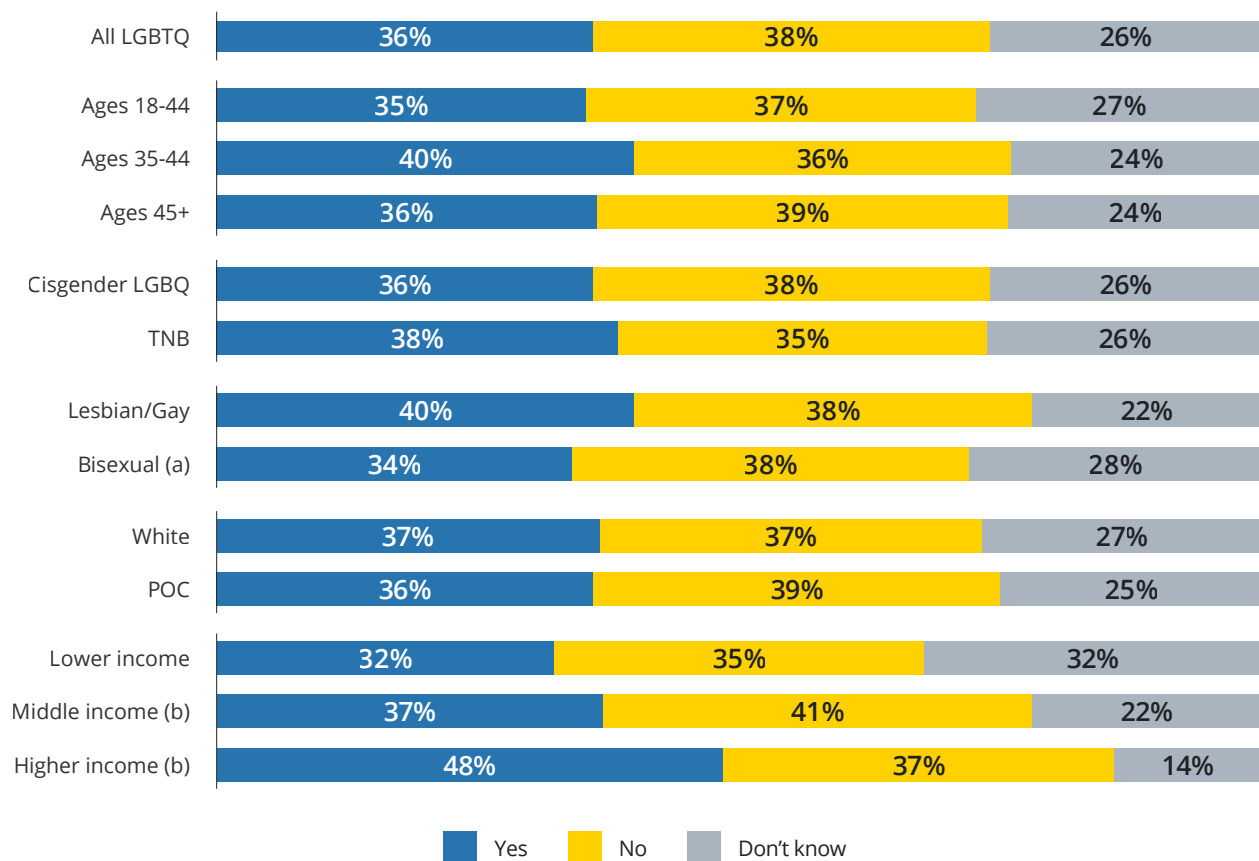
Note: *p-value less than 0.05 when compared to LGBTQ employees who were out to their supervisor. **p-value less than 0.05 when compared to LGBTQ employees who had considered leaving

Supportive Public Position on an LGBTQ Policy Issue

Although 36% of LGBTQ employees reported that their employer had taken a supportive public position on an LGBTQ policy issue, 59% felt that it was fairly or very important for their employer to do so.

- Lesbian and gay employees were more likely than bisexual employees to report that their employer had publicly supported an LGBTQ policy issue (40% vs. 34%).
- LGBTQ employees with lower incomes were less likely to report that their employer had publicly supported an LGBTQ policy issue than those with middle incomes (32% vs. 37%) or higher incomes (32% vs. 48%).

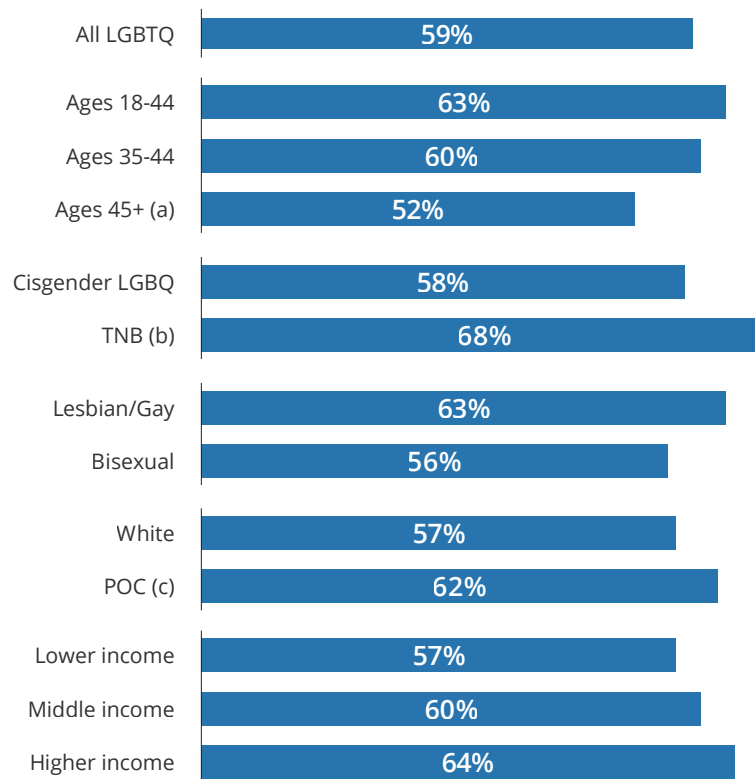
Figure 9. Current employer had taken a supportive public position on an LGBTQ policy issue



Note: (a) p-value less than 0.05 when compared to lesbian and gay employees. (b) p-value less than 0.05 when compared to lower-income LGBTQ employees.

- LGBTQ employees ages 18 to 34 were more likely than those ages 45 and older to report that they felt it was fairly or very important for their employer to publicly support an LGBTQ policy issue (63% vs. 52%).
- TNB employees were more likely than cisgender LGBQ employees to feel that it was fairly or very important to them that their employer publicly supported an LGBTQ policy issue (68% vs. 58%).
- LGBTQ employees of color were more likely than white employees to feel that it was fairly or very important for their employer to publicly support an LGBTQ policy issue (62% vs. 57%).

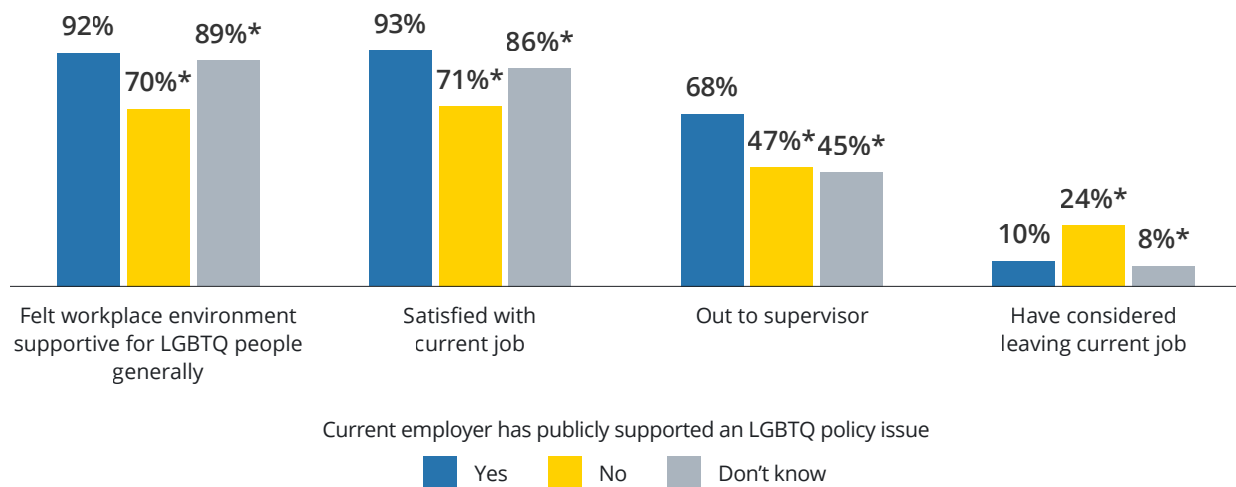
Figure 10. Percent of LGBTQ employees who feel it is fairly or very important that their employer has publicly supported an LGBTQ policy issue



Note: (a) p-value less than 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value less than 0.05 when compared to cisgender LGBTQ. (c) p-value less than 0.05 when compared to white LGBTQ employees

- LGBTQ employees whose employers had publicly supported an LGBTQ policy issue were more likely than those whose employers had not to report that their workplace environment was generally supportive of LGBTQ people (92% vs. 70%) and that they were satisfied with their jobs (93% vs. 71%).
- LGBTQ employees whose employers had provided such support were also more likely than those whose employers had not to report being out to their supervisor (68% vs. 47%).
- Employees whose employers had publicly supported an LGBTQ policy issue were half as likely as those whose employers had not to report considering leaving their current job because of the environment for LGBTQ employees (10% vs. 24%).

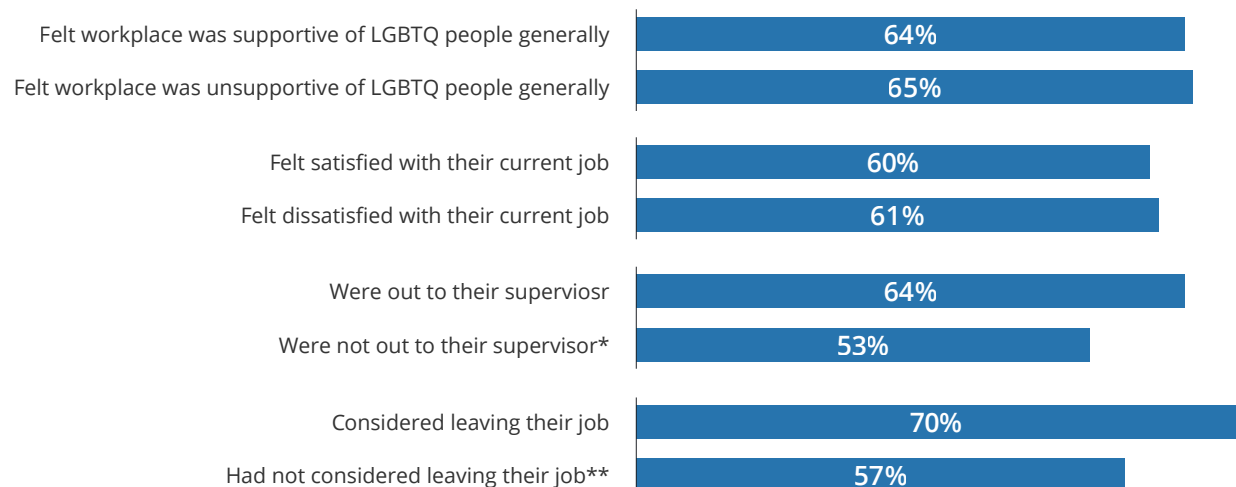
Figure 11. The effect of current employers publicly supporting an LGBTQ policy issue on LGBTQ employees



Note: *p-value less than 0.05 when compared to LGBTQ employees whose current employers publicly supported an LGBTQ policy issue

- LGBTQ employees who were not out to their supervisor were less likely than those who were out to report that it was fairly or very important to them that their employer had publicly supported an LGBTQ policy issue (53% vs. 64%).
- LGBTQ employees who had considered leaving their current job were more likely than those who had not to feel that their employer providing such support was fairly or very important to them (70% vs. 57%).

Figure 12. Percent of LGBTQ employees who feel it is fairly or very important that their employer has publicly supported an LGBTQ policy issue, by supportiveness, satisfaction, outness, and consideration of leaving current job



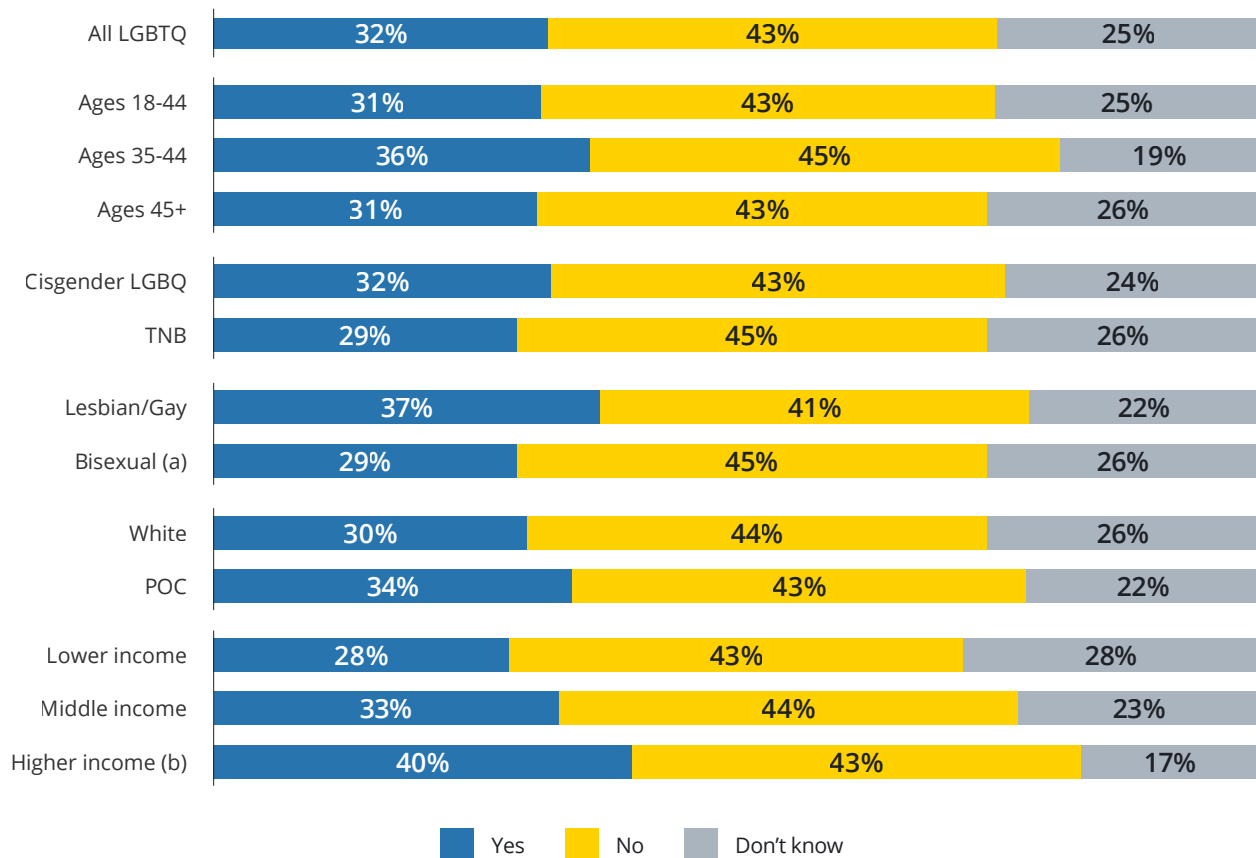
Note: *p-value less than 0.05 when compared to LGBTQ employees who were out to their supervisor. **p-value less than 0.05 when compared LGBTQ employees who had considered leaving

LGBTQ People Visible in Employer's Advertising

A third of LGBTQ employees (32%) reported that LGBTQ people were visible in their current employer's advertising, whereas 49% felt that such inclusion was fairly or very important to them.

- Lesbian and gay employees were more likely than bisexual employees to report that LGBTQ people were visible in their employer's advertising (37% vs. 29%) and that such inclusion was fairly or very important to them (55% vs. 45%).
- LGBTQ employees with lower incomes were less likely than higher-income LGBTQ employees to report that LGBTQ people were visible in their employer's advertising (28% vs. 40%) and less likely to feel that such inclusion was fairly or very important to them (44% vs. 59%).

Figure 13. LGBTQ people visible in their current employer's advertising

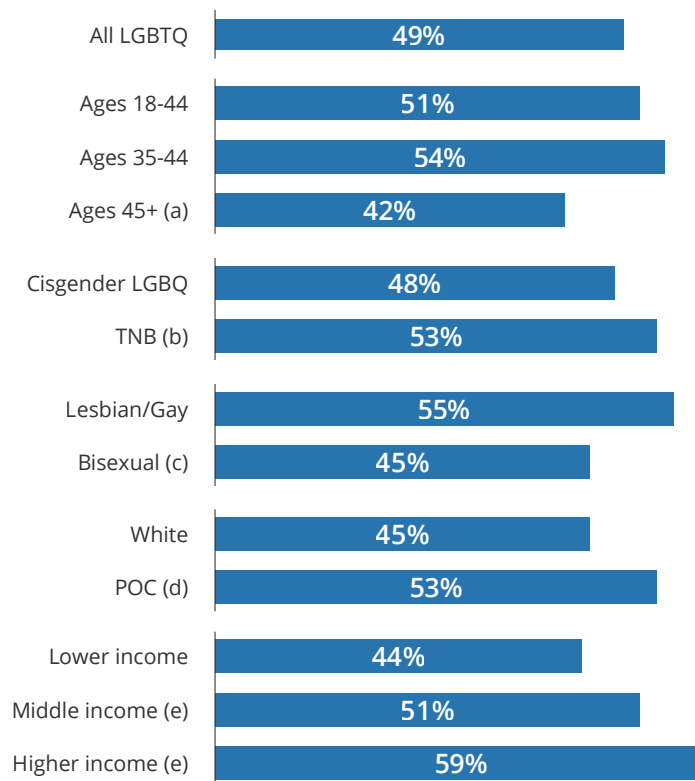


Note: (a) p-value less than 0.05 when compared to lesbian and gay employees. (b) p-value less than 0.05 when compared to lower-income LGBTQ employees.

- LGBTQ employees ages 18 to 34 were more likely than those ages 45 or older to report that they felt it was fairly or very important to them that LGBTQ people were visible in their employer's advertising (51% vs. 42%).
- TNB employees were more likely to feel that it was fairly or very important to them that LGBTQ people were visible in their employer's advertising (53% vs. 48%)

- LGBTQ employees of color were more likely than white LGBTQ employees to feel that it was fairly or very important to them that LGBTQ people were visible in their employer's advertising (53% vs. 45%).

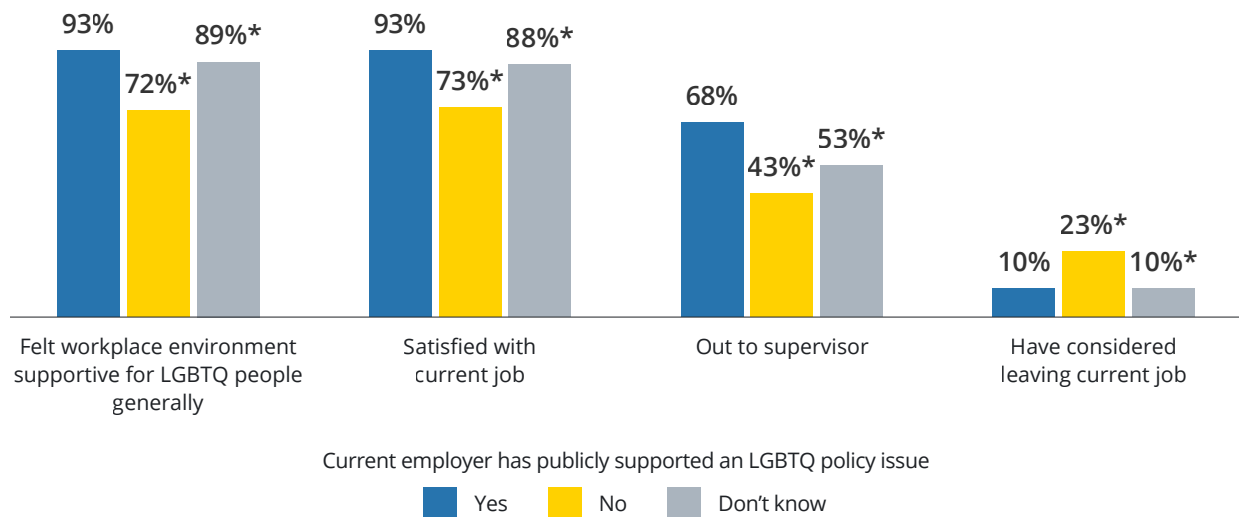
Figure 14. Percent of LGBTQ employees who feel it is fairly or very important that LGBTQ people are visible in their employer's advertising



Note: (a) p-value less than 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value less than 0.05 when compared to cisgender LGBTQ. (c) p-value less than 0.05 when compared to lesbian and gay employees. (d) p-value less than 0.05 when compared to white LGBTQ employees. (e) p-value less than 0.05 when compared to lower-income LGBTQ employees.

- LGBTQ employees whose employers visibly included LGBTQ people in their advertising were more likely than those whose employers did not to report that their workplace environment was generally supportive of LGBTQ people (93% vs. 72%) and that they were satisfied with their jobs (93% vs. 73%).
- LGBTQ employees whose employers had such inclusion in their advertising were also more likely than those whose employers did not to report being out to their supervisor (68% vs. 43%).
- Those employees whose employers visibly included LGBTQ people in their advertising were half as likely as those whose employers did not to report having considered leaving their current job because of the environment for LGBTQ employees (10% vs. 23%).

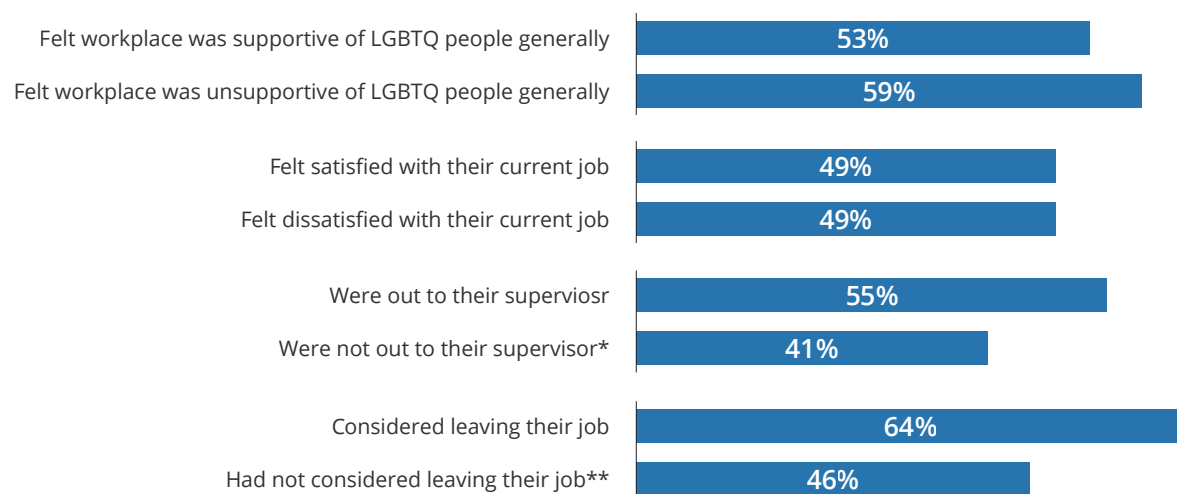
Figure 15. The effect of LGBTQ people being visible in their current employer's advertising on LGBTQ employees



Note: *p-value less than 0.05 when compared to LGBTQ employees whose current employers included visibly LGBTQ people in their advertising

- LGBTQ employees who were not out to their supervisor were less likely than those who were out to report that LGBTQ people being visible in their employer's advertising was fairly or very important to them (41% vs. 55%).
- LGBTQ employees who had considered leaving their current job were also more likely than those who had not to report that such inclusion was fairly or very important to them (64% vs. 46%).

Figure 16. Percent of LGBTQ people who feel it is fairly or very important that LGBTQ people are visible in their employer's advertising, by supportiveness, satisfaction, outness, and and consideration of leaving current job



Note: *p-value less than 0.05 when compared to LGBTQ employees who were out to their supervisor. **p-value less than 0.05 when compared to LGBTQ employees who had considered leaving

Conclusion

Despite broad public support for employers participating in Pride Month activities and other visible support of the LGBTQ community, only 38% of LGBTQ employees reported that their employers had participated in such activities in 2023. Notably, only 35% of LGBTQ employees earning less than \$50,000 a year reported that their employers had engaged in such activities, compared with 47% of those earning \$100,000 or more. Other research and anecdotal reports indicate that the level of employer participation in Pride Month activities may have declined under the Trump administration.

LGBTQ employees who are more vulnerable to discrimination and harassment in the workplace based on their LGBTQ identity were more likely to express that it was important to them that their employers participated in Pride Month activities. For example, TNB employees¹⁰ were more likely than cisgender LGBQ employees, and LGBTQ employees of color¹¹ were more likely than white LGBTQ employees to report that their employer's participation in LGBTQ Pride Month activities was fairly or very important to them.

These findings also indicate that LGBTQ employees are looking for support that extends beyond Pride Month participation. While approximately half of LGBTQ employees (48%) felt that it was fairly or very important that their employers participate in Pride Month activities, even more felt it was important that their employers take supportive public positions on LGBTQ policy issues (59%). Similar percentages indicated it was important that their employer provide financial support to LGBTQ organizations (52%) and visibly include LGBTQ people in their advertising (49%). By not doing so, employers may risk losing LGBTQ employees, particularly younger employees, TNB employees, and LGBTQ employees of color.

This study also suggests that by not engaging in visible supportive activities, employers may signal to LGBTQ employees that the workplace is neither a supportive environment nor a place where they can be out. LGBTQ employees whose employers did not participate in LGBTQ Pride Month activities were less likely to report that they felt their workplace was supportive of LGBTQ people and more likely to report not being out to their supervisor, compared with LGBTQ employees whose employers did participate.

Ultimately, by not publicly supporting LGBTQ communities, employers risk losing LGBTQ employees. LGBTQ employees whose employers did not take visible supportive actions were more likely to report considering leaving their current job than those whose employers had taken supportive actions. For example, 21% of LGBTQ employees whose employers did not participate in LGBTQ Pride Month activities reported considering leaving their jobs, compared with only 11% of LGBTQ employees whose employers did participate in Pride Month activities.

Overall, these findings highlight the importance of employers taking visible supportive actions to attract and retain LGBTQ employees, particularly those just entering the workforce. Beyond Pride Month

¹⁰ TNB employees reported higher rates of experiencing discrimination or harassment because of their sexual orientation or gender identity at some point in their lives compared to cisgender LGBQ employees, including being fired, not hired, not promoted, verbal harassment, physical harassment, and sexual harassment. See, Sears, B., Castleberry, N., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>.

¹¹ LGBTQ employees of color reported higher rates of experiencing discrimination or harassment because of their sexual orientation or gender identity at some point in their lives compared to white LGBTQ employees, including being fired, not hired, not promoted, verbal harassment, physical harassment, and sexual harassment. See, Sears, B., Castleberry, N., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>.

participation, many LGBTQ employees are looking for employers to show more substantive support throughout the year, such as taking positions on LGBTQ policy issues and financially supporting LGBTQ organizations and causes.

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ABOUT THE WILLIAMS INSTITUTE

The Williams Institute is dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy. A think tank at UCLA Law, the Williams Institute produces high-quality research with real-world relevance and disseminates it to judges, legislators, policymakers, media, and the public. These studies can be accessed at the Williams Institute website.

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RESEARCH THAT MATTERS



Appendix

Methods

The Employment Experiences Survey Wave II was an anonymous cross-sectional survey conducted between July 12 and July 21, 2023, with 1,902 LGBTQ adults ages 18 and up who were currently in the workforce. Participants were selected by Morning Consult from the Lucid and Pure Spectrum survey panels.¹² Using screening questions provided by the Williams Institute, panelists were screened on sex assigned at birth, gender identity, sexual orientation identity and workforce participation and job type to recruit sexual and gender minority participants. In addition, we aimed to survey at least 100 LGBTQ people in each of six major geographic regions of the United States.¹³ Eligible panelists reviewed an information sheet before opting to participate in an online English language survey.

The Employment Experiences Survey Wave II was largely based on Employment Experiences Survey Wave I.¹⁴ This survey was developed primarily to gather data about experiences of harassment and discrimination among LGBTQ workers. Where possible, survey questions were modeled on prior questions used to assess employment discrimination and efforts to avoid discrimination.¹⁵

In addition to questions included in the 2021 survey, the 2023 survey included questions about employer-level policies and practices that support LGBTQ people.¹⁶ These supportive actions included:

1. Supports LGBTQ organizations, events, or causes financially
2. Hosts or participates in LGBTQ Pride Month activities
3. LGBTQ people are visible in my employer's advertising
4. Taken a supportive public position on an LGBTQ policy issue (such as supporting marriage equality or non-discrimination protections for LGBTQ people)

Participants were asked the following questions regarding these support actions:

Which of the following {supportive actions 1-4} has your **current** employer done to show support for LGBTQ people?

¹² Prior to selecting the Lucid and Pure Spectrum panels for this study, and others, Morning Consult examined European Society for Opinion and Marketing Research (ESOMAR) documents that contain a uniform set of roughly 30 questions for survey panel providers on topics such as sample sources and recruitment, respondent profiling data, respondent privacy and data security, data quality and validation, and survey incentives. Non-probability panels are formed by recruiting panelists through loyalty and rewards programs, publisher partnerships, advertisements on mobile, tablet and desktop websites, and outreach to online gaming communities; snowball sampling or river sampling are excluded. In addition, Morning Consult examines panels for quality based on average survey completion time and correlations between dozens of variable pairs known to have high correlations (e.g., party identification and political ideology, education and income, country headed in the right direction and leader approval, vote and political party, and consumer confidence variables). In general, only panels that meet Morning Consult's quality requirements are approved as sample providers.

¹³ See Methods Appendix, Sears, B., Castleberry, N., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>

¹⁴ See Methods Appendix, Sears, B., Castleberry, N., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>

¹⁵ See Methods Appendix, Sears, B., Castleberry, N., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>

¹⁶ See Methods Appendix, Sears, B., Castleberry, N., Lin, A., & Mallory, C. (2024). LGBTQ People's Experiences of Workplace Discrimination and Harassment. The Williams Institute. <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>

1. Yes
2. No
3. Don't know
4. NA

On a scale of 1-5, rate how important it is to you that your employer do the following {supportive actions 1-4}:

1. Not at all important
2. Slightly important
3. Important
4. Fairly important
5. Very important
6. Don't know

A total of 1,902 participants who self-identified as lesbian, gay, bisexual or were transgender or nonbinary (as determined by responses to questions about sex assigned at birth and current gender identity) were included in the analytic sample for this report. Participants who selected gender identity options that were the same as their sex assigned at birth were classified as cisgender. Participants who selected gender identity response options, including male, female, transgender, which differed from their sex assigned at birth, were classified as transgender. Participants who selected the nonbinary gender identity response option were classified as nonbinary.

Cisgender participants who reported “something else” as their sexual orientation identity (n=98) were excluded from empirical analyses given uncertainty about whether they were sexual minorities or not.

Participants who selected “White,” “Black,” or “Asian American” and did not self-identify as being of Hispanic origin or descent when asked about their racial identity were classified as their self-identified racial identity. Participants who self-identified as “being of Hispanic origin or descent” were classified as Latinx. Participants who did not self-identify as being of Hispanic origin or descent and selected “American Indian” or “Other” when asked about their racial identity were classified as Other. They were aggregated into this category due to small sample sizes. Because we do not know enough about whether the workplace experiences of these two groups are similar, we do not include them in the chart or text analyses. Participants who self-identified as “Black,” “Asian American,” “American Indian,” or “Other,” along with participants who self-identified as “being of Hispanic origin or descent,” were classified as people of color (POC).

Descriptive analyses were conducted using the survey package in R v4.3.2 statistical software and include design-based F-tests (Rao-Scott chi-square tests) of differences in proportions to assess whether outcomes vary across demographic groups at an alpha of 0.05.¹⁷ Confidence intervals (95% CI) were included in the appendix tables to communicate the degree of uncertainty around an estimate due to sampling error.

¹⁷ J. N. K. Rao & A. J. Scott, On Chi-Squared Tests for Multiway Contingency Tables with Cell Proportions Estimated from Survey Data, 12 J. Ann. Stat. 12 46 (1984).

All analyses were weighted using sampling weights developed by Morning Consult. To construct the sampling weights for the entire sample, Morning Consult used the 2018 Population Assessment of Tobacco and Health (PATH) Public Use File.¹⁸ The 2018 PATH survey was conducted with a large nationally representative sample of U.S. adults and included measures of sexual orientation identity and transgender status. The PATH data were subset on LGBTQ respondents in the workforce (full-time employed, part-time employed, self-employed, or looking for work), and this subset was used to establish weighting targets for age (4 categories), sex assigned at birth (2 categories), race/ethnicity (5 categories), education (3 categories), and region (6 categories). Iterative proportional fitting (or “raking”) was then used to create the weight variable. Weights were trimmed at 6 to avoid over-weighting a small number of respondents, and they were normalized to sum to the sample size, which is common practice.

While selection probabilities for non-probability samples are unknown, in practice, probability panels also face methodological challenges¹⁹ that need to be addressed using statistical adjustment. While most non-probability panels themselves are not representative per se, statistical adjustments can be used to create less biased and more representative samples independently of the initial recruitment process.

The study protocol was reviewed and approved by the Institutional Review Board at UCLA.

¹⁸ Nat'l Inst. of Health, U.S. Dep't of Health & Hum. Scvs., 2018 Population Assessment of Tobacco and Health (PATH) Study Wave 4 [United States] Public Use Files.

¹⁹ Courtney Kennedy et al., Evaluating Online Nonprobability Surveys, Pew Research Center (2016), <https://www.pewresearch.org/methods/2016/05/02/evaluating-online-nonprobability-surveys/>.

Tables

Table 1. LGBTQ employees (N=1,902) whose current employer hosted or participated in LGBTQ Pride Month activities, Employment Experiences Survey, 2023

Employees	Current employer has hosted or participated in LGBTQ Pride Month activities					
	Yes		No		Don't know	
	%	95% CI	%	95% CI	%	95% CI
All LGBTQ Employees	37.8%	[35.3, 40.4]	44.3%	[41.7, 46.9]	18.0%	[16.1, 20.1]
Ages 18-34	35.6%	[32.8, 38.6]	46.1%	[43.0, 49.1]	18.3%	[16.1, 20.7]
Ages 35-44 (a)	45.4%	[39.7, 51.3]	40.7%	[35.2, 46.5]	13.9%	[10.3, 18.4]
Ages 45+	37.5%	[31.8, 43.6]	42.9%	[37.0, 49.0]	19.6%	[15.3, 24.7]
Cisgender LGBTQ	37.6%	[34.9, 40.3]	44.5%	[41.7, 47.3]	18.0%	[15.9, 20.2]
TNB	39.5%	[33.1, 46.4]	42.4%	[35.7, 49.3]	18.1%	[13.3, 24.2]
Lesbian/Gay	41.8%	[37.3, 46.5]	43.6%	[39.0, 48.3]	14.6%	[11.6, 18.2]
Bisexual (b)	35.6%	[32.6, 38.7]	44.5%	[41.4, 47.7]	19.9%	[17.5, 22.6]
White	37.7%	[34.5, 40.9]	43.0%	[39.8, 46.3]	19.3%	[16.7, 22.2]
POC	37.9%	[33.9, 42.0]	45.7%	[41.6, 49.9]	16.4%	[13.7, 19.5]
Lower income (\$0-49,999)	34.6%	[31.3, 38.0]	44.6%	[41.2, 48.2]	20.8%	[18.1, 23.8]
Middle income (\$50,000-\$99,999)	38.1%	[33.7, 42.6]	45.1%	[40.5, 49.7]	16.9%	[13.7, 20.7]
Higher income (\$100,000+) (c)	47.3%	[40.1, 54.6]	41.3%	[34.3, 48.7]	11.5%	[7.7, 16.9]

Note: (a) p-value < 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value < 0.05 when compared to lesbian and gay employees. (c) p-value < 0.05 when compared to lower income LGBTQ employees. CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 2. Importance of employer hosting or participating in LGBTQ Pride Month activities among LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

Employees	Importance of employer hosting or participating in LGBTQ Pride Month activities					
	Fairly/Very important		Slightly important/Important		Not at all important	
	%	95% CI	%	95% CI	%	95% CI
All LGBTQ	48.3%	[45.7, 50.9]	31.9%	[29.5, 34.4]	19.8%	[17.8, 22.0]
Ages 18-34	50.0%	[46.9, 53.0]	33.5%	[30.7, 36.5]	16.5%	[14.4, 18.9]
Ages 35-44	52.0%	[46.3, 57.8]	29.1%	[24.2, 34.7]	18.8%	[14.8, 23.7]
Ages 45+ (a)	43.3%	[37.4, 49.4]	30.5%	[25.2, 36.3]	26.3%	[21.3, 31.9]
Cisgender LGBTQ	48.0%	[45.2, 50.8]	31.3%	[28.8, 34.0]	20.7%	[18.5, 23.1]
TNB (b)	50.6%	[43.8, 57.4]	36.9%	[30.5, 43.7]	12.6%	[8.7, 17.8]
Lesbian/Gay	53.4%	[48.7, 58.0]	27.7%	[23.7, 32.0]	18.9%	[15.4, 23.0]

Employees	Importance of employer hosting or participating in LGBTQ Pride Month activities					
	Fairly/Very important		Slightly important/ Important		Not at all important	
	%	95% CI	%	95% CI	%	95% CI
Bisexual (c)	45.0%	[41.9, 48.2]	34.3%	[31.3, 37.4]	20.7%	[18.2, 23.5]
White	46.7%	[43.4, 50.0]	30.3%	[27.4, 33.4]	23.0%	[20.2, 26.1]
POC (d)	50.1%	[45.9, 54.3]	33.8%	[30.0, 37.9]	16.1%	[13.2, 19.4]
Lower income (\$0-49,999)	43.3%	[39.8, 46.8]	34.4%	[31.1, 37.8]	22.3%	[19.5, 25.4]
Middle income (\$50,000-\$99,999)	50.3%	[45.7, 54.8]	31.1%	[27.0, 35.4]	18.7%	[15.2, 22.7]
Higher income (\$100,000+) (e)	59.5%	[52.1, 66.4]	26.0%	[20.1, 32.9]	14.5%	[9.9, 20.8]
Workplace environment supportive for LGBTQ people generally	51.9%	[48.7, 55.2]	30.5%	[27.6, 33.6]	17.6%	[15.2, 20.3]
Workplace environment unsupportive for LGBTQ people generally	55.1%	[47.9, 62.2]	30.5%	[24.5, 37.2]	14.4%	[10.1, 20.0]
Satisfied with current job	48.3%	[45.2, 51.4]	30.5%	[27.7, 33.4]	21.2%	[18.7, 23.9]
Dissatisfied with current job	48.8%	[41.9, 55.8]	31.3%	[25.1, 38.3]	19.9%	[14.9, 26.1]
Out to supervisor	53.5%	[49.9, 57.0]	29.7%	[26.6, 33.1]	16.8%	[14.3, 19.7]
Not out to supervisor (f)	42.0%	[38.2, 45.8]	34.6%	[31.0, 38.3]	23.5%	[20.2, 27.0]
Have considered leaving current job	62.5%	[56.0, 68.6]	28.4%	[22.9, 34.6]	9.1%	[6.2, 13.3]
Have not considered leaving current job (g)	45.8%	[43.0, 48.6]	32.5%	[29.9, 35.3]	21.7%	[19.4, 24.2]

Note: (a) p-value < 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value < 0.05 when compared to cisgender LGBTQ (b) p-value < 0.05 when compared to lesbian and gay employees. (c) p-value < 0.05 when compared to white LGBTQ employees. (d) p-value < 0.05 when compared to lower income LGBTQ employees. (e) p-value < 0.05 when compared to LGBTQ employees who were out to their supervisor. (f) p-value < 0.05 when compared LGBTQ employees who had considered leaving. CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 3a. How their current employer’s visible support of LGBTQ people and issues affects the workplace experiences of LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

Current employer has hosted or participated in LGBTQ Pride Month activities	How supportive is current workplace environment for LGBTQ people generally				Satisfaction with current job				Out to supervisor at current job				Have considered leaving current job			
	Supportive		Unsupportive		Satisfied		Dissatisfied		Yes		No		Yes		No	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Yes	91.3%	[88.3, 93.6]	8.7%	[6.4, 11.7]	91.9%	[89.0, 94.1]	8.1%	[5.9, 11.1]	63.3%	[59.1, 67.3]	36.7%	[32.7, 40.9]	11.4%	[8.9, 14.5]	88.6%	[85.5, 91.2]
No	74.0%	[69.8, 77.9]	26.0%	[22.2, 30.2]	73.5%	[69.5, 77.2]	26.5%	[22.8, 30.5]	48.3%	[44.3, 52.2]	51.7%	[47.8, 55.7]	20.9%	[17.9, 24.2]	79.1%	[75.8, 82.1]
Don't know	89.7%	[84.5, 93.2]	10.4%	[6.8, 15.5]	87.7%	[82.9, 91.3]	12.3%	[8.7, 17.1]	48.1%	[42.1, 54.2]	51.9%	[45.8, 57.9]	8.4%	[5.6, 12.2]	91.7%	[87.8, 94.4]

Note: CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 3b. How their current employer’s visible support of LGBTQ people and issues affects the workplace experiences of LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

Current employer has supported LGBTQ organizations, events, or causes financially	How supportive is current workplace environment for LGBTQ people generally				Satisfaction with current job				Out to supervisor at current job				Have considered leaving current job			
	Supportive		Unsupportive		Satisfied		Dissatisfied		Yes		No		Yes		No	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Yes	93.1%	[90.2, 95.1]	6.9%	[4.9, 9.8]	94.2%	[91.8, 95.9]	5.8%	[4.1, 8.2]	66.7%	[62.5, 70.7]	33.3%	[29.3, 37.5]	10.9%	[8.3, 14.1]	89.1%	[86.0, 91.7]
No	67.6%	[62.4, 72.4]	32.4%	[27.6, 37.6]	67.9%	[63.0, 72.4]	32.1%	[27.7, 37.0]	46.0%	[41.6, 50.5]	54.0%	[49.6, 58.4]	25.0%	[21.4, 28.9]	75.0%	[71.1, 78.6]
Don't know	88.2%	[84.2, 91.3]	11.8%	[8.7, 15.8]	85.0%	[80.7, 88.6]	15.0%	[11.5, 19.3]	47.3%	[42.5, 52.2]	52.7%	[47.8, 57.5]	8.5%	[6.3, 11.5]	91.5%	[88.5, 93.7]

Note: CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 3c. How their current employer’s visible support of LGBTQ people and issues affects the workplace experiences of LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

Current employer has taken a supportive public position on LGBTQ policy issue	How supportive is current workplace environment for LGBTQ people generally				Satisfaction with current job				Out to supervisor at current job				Have considered leaving current job			
	Supportive		Unsupportive		Satisfied		Dissatisfied		Yes		No		Yes		No	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Yes	92.3%	[89.2, 94.5]	7.7%	[5.5, 10.8]	92.9%	[90.3, 94.9]	7.1%	[5.1, 9.8]	67.6%	[63.4, 71.5]	32.4%	[28.5, 36.6]	10.1%	[7.7, 13.2]	89.9%	[86.9, 92.4]
No	70.4%	[65.5, 74.8]	29.7%	[25.2, 34.5]	70.7%	[66.1, 74.9]	29.3%	[25.2, 33.9]	46.7%	[42.4, 51.1]	53.3%	[48.9, 57.7]	24.2%	[20.8, 28.0]	75.8%	[72.0, 79.3]
Don't know	89.5%	[85.6, 92.4]	10.5%	[7.6, 14.4]	86.1%	[81.6, 89.5]	14.0%	[10.5, 18.4]	45.3%	[40.4, 50.3]	54.7%	[49.7, 59.6]	8.3%	[6.0, 11.4]	91.7%	[88.6, 94.0]

Note: CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 3d. How their current employer’s visible support of LGBTQ people and issues affects the workplace experiences of LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

LGBTQ people are visible in current employer’s advertising	How supportive is current workplace environment for LGBTQ people generally				Satisfaction with current job				Out to supervisor at current job				Have considered leaving current job			
	Supportive		Unsupportive		Satisfied		Dissatisfied		Yes		No		Yes		No	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Yes	93.2%	[89.7, 95.6]	6.8%	[4.5, 10.3]	92.5%	[89.0, 95.0]	7.5%	[5.0, 11.1]	68.3%	[63.7, 72.5]	31.7%	[27.5, 36.3]	10.1%	[7.4, 13.6]	89.9%	[86.4, 92.6]
No	71.9%	[67.6, 75.9]	28.1%	[24.2, 32.4]	73.0%	[68.9, 76.7]	27.0%	[23.3, 31.2]	43.0%	[39.0, 47.1]	57.0%	[53.0, 61.0]	22.9%	[19.8, 26.4]	77.1%	[73.6, 80.2]
Don't know	88.9%	[84.5, 92.2]	11.1%	[7.9, 14.5]	87.8%	[83.6, 91.0]	12.2%	[9.0, 16.4]	53.5%	[48.2, 58.7]	46.5%	[41.3, 51.8]	9.6%	[6.9, 13.1]	90.5%	[86.9, 93.1]

Note: CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 4. LGBTQ employees (N=1,902) whose current employer financially supported LGBTQ organizations, events or causes, Employment Experiences Survey, 2023

Employees	Current employer financially supported LGBTQ organizations, events or causes					
	Yes		No		Don't know	
	%	95% CI	%	95% CI	%	95% CI
All LGBTQ Employees	37.9%	[35.4, 40.5]	33.7%	[31.3, 36.2]	28.4%	[26.1, 30.8]
Ages 18-34	36.7%	[33.8, 39.8]	36.1%	[33.2, 39.1]	27.2%	[24.6, 30.0]
Ages 35-44	39.1%	[33.5, 44.8]	31.5%	[26.4, 37.1]	29.4%	[24.6, 34.8]
Ages 45+	39.4%	[33.6, 45.5]	30.7%	[25.4, 36.5]	30.0%	[24.7, 35.8]
Cisgender LGBTQ	38.1%	[35.3, 40.9]	33.6%	[31.1, 36.3]	28.3%	[25.8, 30.9]
TNB	36.4%	[30.1, 43.3]	34.4%	[28.2, 41.2]	29.2%	[23.3, 35.9]
Lesbian/Gay	40.8%	[36.3, 45.4]	32.8%	[28.6, 37.3]	26.4%	[22.5, 30.7]
Bisexual	36.3%	[33.3, 39.5]	34.3%	[31.3, 37.4]	29.4%	[26.6, 32.4]
White	35.5%	[32.4, 38.8]	34.6%	[31.5, 37.8]	29.9%	[26.9, 33.0]
POC	40.7%	[36.6, 44.8]	32.7%	[28.9, 36.7]	26.6%	[23.2, 30.4]
Lower income (\$0-49,999)	33.9%	[30.6, 37.3]	32.5%	[29.3, 35.8]	33.7%	[30.4, 37.0]
Middle income (\$50,000-\$99,999) (a)	38.0%	[33.6, 42.5]	36.3%	[32.0, 40.8]	25.8%	[22.0, 30.0]
Higher income (\$100,000+) (a)	50.5%	[43.2, 57.8]	32.0%	[25.7, 39.1]	17.5%	[12.5, 23.8]

Note: (a) p-value < 0.05 when compared to lower income LGBTQ employees. CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 5. Importance of employer financially supporting LGBTQ organizations, events, or causes among LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

Employees	Importance of employer financially supporting LGBTQ organizations, events, or causes					
	Fairly/Very important		Slightly important/ Important		Not at all important	
	%	95% CI	%	95% CI	%	95% CI
All LGBTQ	52.4%	[49.8, 55.0]	32.0%	[29.6, 34.5]	15.6%	[13.7, 17.7]
Ages 18-34	56.0%	[52.9, 59.0]	31.0%	[28.3, 33.9]	13.0%	[11.1, 15.2]
Ages 35-44	55.7%	[49.9, 61.3]	30.6%	[25.5, 36.2]	13.8%	[10.3, 18.1]
Ages 45+ (a)	44.3%	[38.4, 50.4]	34.5%	[29.0, 40.4]	21.2%	[16.7, 26.6]
Cisgender LGBTQ	51.4%	[48.6, 54.3]	31.8%	[29.2, 34.5]	16.8%	[14.7, 19.1]
TNB (b)	60.2%	[53.2, 66.7]	33.7%	[27.4, 40.7]	6.1%	[3.6, 10.1]
Lesbian/Gay	56.7%	[52.0, 61.3]	29.3%	[25.2, 33.7]	14.1%	[11.0, 17.8]
Bisexual (c)	49.2%	[46.0, 52.4]	33.8%	[30.8, 36.9]	17.0%	[14.6, 19.6]
White	50.3%	[47.0, 53.6]	32.4%	[29.3, 35.6]	17.4%	[14.9, 20.2]
POC	54.9%	[50.7, 59.0]	31.6%	[27.8, 35.6]	13.5%	[10.9, 16.8]

Employees	Importance of employer financially supporting LGBTQ organizations, events, or causes					
	Fairly/Very important		Slightly important/ Important		Not at all important	
	%	95% CI	%	95% CI	%	95% CI
Lower income (\$0-49,999)	48.6%	[45.1, 52.2]	34.3%	[31.0, 37.8]	17.1%	[14.5, 20.0]
Middle income (\$50,000-\$99,999)	55.2%	[50.6, 59.7]	29.3%	[25.4, 33.6]	15.5%	[12.2, 19.3]
Higher income (\$100,000+)	57.9%	[50.5, 64.9]	30.8%	[24.4, 38.0]	11.4%	[7.4, 17.0]
Workplace environment supportive for LGBTQ people generally	55.9%	[52.6, 59.1]	31.3%	[28.3, 34.4]	12.9%	[10.8, 15.3]
Workplace environment unsupportive for LGBTQ people generally	58.4%	[51.1, 65.2]	30.9%	[24.7, 37.7]	10.8%	[7.3, 15.8]
Satisfied with current job	52.4%	[49.3, 55.5]	31.0%	[28.2, 34.0]	16.6%	[14.3, 19.1]
Dissatisfied with current job	53.3%	[46.2, 60.3]	30.2%	[23.9, 37.4]	16.5%	[12.0, 22.4]
Out to supervisor	57.2%	[53.6, 60.7]	30.2%	[27.0, 33.6]	12.7%	[10.5, 15.3]
Not out to supervisor (d)	46.6%	[42.8, 50.5]	34.2%	[30.7, 38.0]	19.1%	[16.1, 22.6]
Have considered leaving current job	66.9%	[60.5, 72.7]	27.5%	[22.2, 33.7]	5.6%	[3.3, 9.3]
Have not considered leaving current job (e)	49.8%	[47.0, 52.7]	32.8%	[30.2, 35.6]	17.4%	[15.3, 19.7]

Note: (a) p-value < 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value < 0.05 when compared to cisgender LGBTQ p-value < 0.05 when compared to lesbian and gay employees. (c) p-value < 0.05 when compared to LGBTQ employees who were out to their supervisor. (d) p-value < 0.05 when compared LGBTQ employees who had considered leaving. (e) Note: CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 6. LGBTQ employees (N=1,902) whose current employer had taken a supportive public position on an LGBTQ policy issue, Employment Experiences Survey, 2023

Employees	Current employer has taken a supportive public position on LGBTQ policy issue					
	Yes		No		Don't know	
	%	95% CI	%	95% CI	%	95% CI
All LGBTQ Employees	36.4%	[34.0, 39.0]	37.6%	[35.1, 40.2]	26.0%	[23.8, 28.3]
Ages 18-34	35.3%	[32.4, 38.3]	37.3%	[34.4, 40.3]	27.5%	[24.8, 30.2]
Ages 35-44	40.5%	[34.9, 46.3]	35.9%	[30.6, 41.5]	23.7%	[19.3, 28.7]
Ages 45+	36.4%	[30.8, 42.3]	39.2%	[33.4, 45.3]	24.5%	[19.7, 29.9]
Cisgender LGBTQ	36.2%	[33.5, 39.0]	37.9%	[35.2, 40.7]	25.9%	[23.6, 28.4]
TNB	38.4%	[32.0, 45.2]	35.5%	[29.2, 42.3]	26.1%	[20.4, 32.8]
Lesbian/Gay	40.5%	[36.0, 45.1]	37.5%	[33.1, 42.2]	22.0%	[18.5, 26.0]
Bisexual (a)	33.9%	[30.9, 37.0]	37.7%	[34.6, 40.9]	28.4%	[25.6, 31.4]
White	36.6%	[33.5, 39.9]	36.6%	[33.5, 39.9]	26.7%	[23.9, 29.8]

Employees	Current employer has taken a supportive public position on LGBTQ policy issue					
	Yes		No		Don't know	
	%	95% CI	%	95% CI	%	95% CI
POC	36.2%	[32.3, 40.3]	38.8%	[34.7, 42.9]	25.0%	[21.8, 28.6]
Lower income (\$0-49,999)	32.4%	[29.2, 35.8]	35.4%	[32.1, 38.9]	32.2%	[29.0, 35.5]
Middle income (\$50,000-\$99,999) (b)	36.8%	[32.6, 41.3]	40.8%	[36.4, 45.4]	22.4%	[18.8, 26.4]
Higher income (\$100,000+) (b)	48.4%	[41.1, 55.7]	37.4%	[30.5, 44.9]	14.2%	[9.9, 20.0]

Note: (a) p-value < 0.05 when compared to lesbian and gay employees. (b) p-value < 0.05 when compared to lower income LGBTQ employees. CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 7. Importance of employer taking a supportive public position on an LGBTQ policy issue among LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

Employees	Importance of employer taking a supportive public position on LGBTQ policy issue					
	Fairly/Very important		Slightly important/ Important		Not at all important	
	%	95% CI	%	95% CI	%	95% CI
All LGBTQ	59.1%	[56.5, 61.7]	29.0%	[26.6, 31.4]	11.9%	[10.3, 13.8]
Ages 18-34	62.8%	[59.8, 65.7]	28.3%	[25.6, 31.1]	9.0%	[7.4, 10.8]
Ages 35-44	60.1%	[54.4, 65.6]	29.9%	[24.9, 35.5]	10.0%	[7.1, 13.8]
Ages 45+ (a)	51.9%	[45.8, 58.0]	29.7%	[24.4, 35.6]	18.4%	[14.1, 23.5]
Cisgender LGBTQ	58.0%	[55.2, 60.8]	29.1%	[26.6, 31.7]	12.9%	[11.0, 15.0]
TNB (b)	67.7%	[60.8, 73.9]	28.1%	[22.1, 34.9]	4.3%	[2.4, 7.6]
Lesbian/Gay	62.8%	[58.1, 67.2]	25.5%	[21.6, 29.9]	11.7%	[9.0, 15.2]
Bisexual	56.3%	[53.0, 59.4]	31.5%	[28.6, 34.6]	12.3%	[10.2, 14.7]
White	56.6%	[53.2, 59.9]	29.4%	[26.4, 32.5]	14.1%	[11.7, 16.8]
POC (c)	62.0%	[57.9, 66.0]	28.5%	[24.9, 32.5]	9.5%	[7.3, 12.2]
Lower income (\$0-49,999)	56.7%	[53.1, 60.2]	30.6%	[27.4, 34.0]	12.7%	[10.4, 15.4]
Middle income (\$50,000-\$99,999)	60.2%	[55.6, 64.6]	28.4%	[24.5, 32.7]	11.4%	[8.7, 14.8]
Higher income (\$100,000+)	64.0%	[56.8, 70.7]	25.2%	[19.5, 32.0]	10.7%	[6.8, 16.5]
Workplace environment supportive for LGBTQ people generally	63.9%	[60.7, 67.0]	26.6%	[23.8, 29.6]	9.6%	[7.7, 11.8]
Workplace environment unsupportive for LGBTQ people generally	65.2%	[58.2, 71.6]	26.9%	[21.1, 33.5]	7.9%	[4.9, 12.6]
Satisfied with current job	60.2%	[57.1, 63.2]	27.2%	[24.5, 30.0]	12.7%	[10.6, 15.0]
Dissatisfied with current job	60.8%	[53.6, 67.6]	27.6%	[21.5, 34.6]	11.6%	[7.8, 17.1]
Out to supervisor	63.8%	[60.3, 67.2]	27.1%	[24.1, 30.4]	9.1%	[7.3, 11.3]

Employees	Importance of employer taking a supportive public position on LGBTQ policy issue					
	Fairly/Very important		Slightly important/ Important		Not at all important	
	%	95% CI	%	95% CI	%	95% CI
Not out to supervisor (d)	53.4%	[49.5, 57.3]	31.2%	[27.7, 35.0]	15.4%	[12.6, 18.7]
Have considered leaving current job	70.3%	[63.9, 75.9]	25.1%	[19.8, 31.2]	4.6%	[2.5, 8.2]
Have not considered leaving current job (e)	57.1%	[54.3, 60.0]	29.7%	[27.1, 32.3]	13.2%	[11.3, 15.4]

Note: (a) p-value < 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value < 0.05 when compared to cisgender LGBTQ p-value < 0.05 when compared to white LGBTQ employees. (c) p-value < 0.05 when compared to LGBTQ employees who were out to their supervisor. (d) p-value < 0.05 when compared LGBTQ employees who had considered leaving. CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 8. LGBTQ people visible in current employer's advertising among LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

Employees	LGBTQ people visible in current employer's advertising					
	Yes		No		Don't know	
	%	95% CI	%	95% CI	%	95% CI
All LGBTQ Employees	32.0%	[29.6, 34.6]	43.4%	[40.8, 46.1]	24.6%	[22.4, 26.9]
Ages 18-34	31.3%	[28.5, 34.2]	43.4%	[40.3, 46.5]	25.4%	[22.8, 28.1]
Ages 35-44	36.1%	[30.7, 41.9]	45.1%	[39.3, 50.9]	18.9%	[14.9, 23.7]
Ages 45+	31.1%	[25.6, 37.2]	42.6%	[36.6, 48.9]	26.3%	[21.3, 32.0]
Cisgender LGBTQ	32.3%	[29.7, 35.1]	43.3%	[40.5, 46.1]	24.4%	[22.0, 26.9]
TNB	29.3%	[23.5, 35.8]	44.6%	[37.8, 51.5]	26.2%	[20.6, 32.7]
Lesbian/Gay	36.8%	[32.3, 41.6]	40.9%	[36.4, 45.6]	22.3%	[18.6, 26.4]
Bisexual (a)	29.5%	[26.6, 32.4]	44.7%	[41.4, 47.9]	25.9%	[23.1, 28.9]
White	29.9%	[26.9, 33.1]	43.7%	[40.3, 47.0]	26.5%	[23.6, 29.6]
POC	34.5%	[30.6, 38.6]	43.2%	[39.0, 47.4]	22.4%	[19.1, 26.0]
Lower income (\$0-49,999)	28.5%	[25.4, 31.8]	43.2%	[39.6, 46.7]	28.4%	[25.3, 31.6]
Middle income (\$50,000-\$99,999)	33.1%	[29.0, 37.6]	44.2%	[39.7, 48.9]	22.7%	[18.9, 27.0]
Higher income (\$100,000+) (b)	40.2%	[33.3, 47.6]	42.6%	[35.6, 49.9]	17.2%	[12.5, 23.2]

Note: (a) p-value < 0.05 when compared to lesbian and gay employees. (b) p-value < 0.05 when compared to lower income LGBTQ employees. CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Table 9. Importance of LGBTQ people being visible in employer's advertising among LGBTQ employees (N=1,902), Employment Experiences Survey, 2023

Employees	Importance of LGBTQ people being visible in employer's advertising					
	Fairly/Very important		Slightly important/ Important		Not at all important	
	%	95% CI	%	95% CI	%	95% CI
All LGBTQ	48.6%	[46.0, 51.3]	33.0%	[30.6, 35.5]	18.4%	[16.4, 20.6]
Ages 18-34	50.7%	[47.6, 53.7]	35.0%	[32.1, 38.0]	14.3%	[12.3, 16.6]
Ages 35-44	53.8%	[48.0, 59.5]	28.5%	[23.6, 34.0]	17.6%	[13.7, 22.5]
Ages 45+ (a)	42.2%	[36.3, 48.4]	31.8%	[26.4, 37.7]	26.0%	[21.1, 31.7]
Cisgender LGBTQ	48.1%	[45.3, 51.0]	32.5%	[29.9, 35.2]	19.4%	[17.2, 21.8]
TNB (b)	52.7%	[45.8, 59.4]	37.1%	[30.6, 44.1]	10.3%	[6.8, 15.2]
Lesbian/Gay	54.6%	[49.9, 59.2]	27.9%	[23.9, 32.2]	17.5%	[14.1, 21.5]
Bisexual (c)	44.9%	[41.7, 48.1]	36.1%	[33.0, 39.2]	19.1%	[16.6, 21.8]
White	44.9%	[41.6, 48.2]	34.6%	[31.4, 37.8]	20.6%	[17.9, 23.6]
POC (d)	53.0%	[48.8, 57.2]	31.2%	[27.5, 35.1]	15.8%	[12.9, 19.2]
Lower income (\$0-49,999)	43.7%	[40.3, 47.3]	35.5%	[32.2, 39.0]	20.8%	[18.0, 23.9]
Middle income (\$50,000-\$99,999) (e)	50.9%	[46.3, 55.5]	33.1%	[29.0, 37.5]	16.0%	[12.8, 19.9]
Higher income (\$100,000+) (e)	58.9%	[51.6, 65.9]	24.9%	[19.2, 31.7]	16.2%	[11.4, 22.5]
Workplace environment supportive for LGBTQ people generally	52.6%	[49.3, 55.8]	32.2%	[29.2, 35.3]	15.2%	[13.0, 17.8]
Workplace environment unsupportive for LGBTQ people generally	59.3%	[52.1, 66.1]	26.5%	[20.9, 33.0]	14.2%	[9.9, 20.0]
Satisfied with current job	48.9%	[45.7, 52.0]	31.9%	[29.1, 34.8]	19.3%	[16.8, 22.0]
Dissatisfied with current job	49.4%	[42.4, 56.4]	32.9%	[26.5, 40.0]	17.8%	[13.0, 23.8]
Out to supervisor	54.7%	[51.1, 58.2]	30.2%	[27.0, 33.5]	15.2%	[12.7, 18.0]
Not out to supervisor (f)	41.4%	[37.7, 45.2]	36.4%	[32.7, 40.2]	22.2%	[19.0, 25.8]
Have considered leaving current job	63.9%	[57.3, 69.9]	28.2%	[22.7, 34.5]	8.0%	[5.2, 12.0]
Have not considered leaving current job (g)	46.0%	[43.2, 48.9]	33.8%	[31.2, 36.6]	20.2%	[17.9, 22.7]

Note: (a) p-value < 0.05 when compared to LGBTQ employees ages 18-34. (b) p-value < 0.05 when compared to cisgender LGBTQ. (c) p-value < 0.05 when compared to lesbian and gay employees. (d) p-value < 0.05 when compared to white LGBTQ employees. (e) p-value < 0.05 when compared to lower income LGBTQ employees. (f) p-value < 0.05 when compared to LGBTQ employees who were out to their supervisor. (g) p-value < 0.05 when compared LGBTQ employees who had considered leaving. CI = confidence interval; Gray cells indicate statistically significant difference (p-value < 0.05).

Additional analyses presented in this paper are on file with the authors.