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EXECUTIVE SUMMARY

The Anchorage LGBT Discrimination Survey came about as a result of a perceived need for quantifiable data on the incidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) individuals in the Municipality of Anchorage. It represents the first effort since the late 1980s to compile rigorous data about the incidence of sexual orientation bias and discrimination in Anchorage — and the first effort ever to document Anchorage or Alaska-specific data about discrimination and bias on the basis of gender identity and expression.

The Anchorage LGBT Discrimination Survey was conducted in January through March, 2011. Its key findings on the violence, intimidation, and discrimination experienced in the Municipality of Anchorage by its 268 lesbian, gay, bisexual, and transgender respondents were previously reported in the preliminary report (Green, 2011).

In addition to those key findings, also reproduced below as part of this executive summary, this final report includes:

- Detailed tables upon which the charts included in the preliminary report were based.
- A complete methodology including detailed discussion of sampling selection. Probability (random) sampling of LGBT populations is difficult and prohibitively expensive due to several challenges, which are explained. This survey used nonprobability sampling, which is the most common type used for LGBT populations.
- Complete demographic data for the survey population with, in some cases, comparison with 2010 U.S. Census Bureau data from the American Community Survey for total population of the Municipality of Anchorage.
- Expanded discussion of major findings from the prior Alaska studies *One in Ten* and *Identity Reports*; comparisons with those national LGBT studies of anti-LGBT discrimination which are based on probability sampling; and comparison with an extensive national nonprobability transgender discrimination study (over 6000 respondents) covering all 50 states, Washington, DC, and several U.S. territories. Though the present survey is based on nonprobability sampling, its results are similar in many respects to national data, and also demonstrates that sexual orientation and gender identity discrimination are as common Alaska and Anchorage as in the rest of the United States.
- Comparisons with recent data on experience of racism in Anchorage from the Anchorage Community Survey 2009 (Chamard, forthcoming). Experiences of racism are common in Anchorage, especially among blacks, Alaska Natives/American Indians, and Pacific Islanders. Sexual orientation/gender identity bias and discrimination is experienced by LGBT people at comparable levels.
- Examination of case processing data for actual discrimination complaints filed with Anchorage Equal Rights Commission (2002–2009) and Alaska State Commission for Human Rights (2006–2010).
- Findings from national studies conducted by The Williams Institute at UCLA School of Law on the rates of employment discrimination complaints based on sexual orientation/gender identity as compared with complaints for sex discrimination and race/color discrimination in states where sexual orientation and/or gender identity discrimination are prohibited. Typically for those states, complaints to state human rights agencies of employment discrimination on

the basis of sexual orientation or gender identity are made at only a slightly lower rate per 10,000 LGBT employees as are complaints of sex discrimination per 10,000 female workers; complaints of discrimination on the basis of race/color tend to be higher than either sexual orientation/gender identity or sex discrimination.

- (8) Respondent comments (edited for respondent confidentiality).

Key findings of the Anchorage LGBT Discrimination Survey

Recent discrimination

- The 50 respondents who have lived in Anchorage less than five years reported experiencing discrimination/bias in Anchorage at only slightly lower rates than the survey sample as a whole, in spite of a much shorter span of time in Anchorage within which to accumulate experiences of discrimination. There were only a few types of discrimination/bias that this population did not report having experienced while in Anchorage, such as discrimination in child custody proceedings.

Violence, intimidation, harassment, and bullying

- Verbal abuse/namecalling was by far the most frequently experienced form of anti-gay/anti-trans bias reported by respondents. 76.5% of the total study sample of 268 respondents and 68.0% of the subsample of 50 respondents who have lived in Anchorage for less than five years have experienced verbal abuse/namecalling at least once while in Anchorage.
 - Experiences of various forms of harassment, intimidation, and bullying were fairly common. Of the total sample of 268 respondents, 42.5% had been threatened with physical violence, 32.8% had been followed or chased, and 29.9% had experienced property damage attributed to anti-LGBT bias. 18.3% had experienced actual physical violence in Anchorage because of their sexual orientation, gender identity, or gender presentation, and 6% had been sexually assaulted.
 - Harassment and bullying were also common on the job and in rented housing. Of the total sample of 268 respondents, 44% had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs. 18.7% had been harassed by their landlord or other tenants.
 - 41% of the total sample had been bullied or harassed by other students in Anchorage schools and educational institutions. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school. These figures are especially remarkable given that many respondents had never attended school or college in Anchorage, indicating that rates at which LGBT students experience bullying and harassment in educational settings is probably higher.
 - 13.4% of the total sample reported being harassed or verbally abused by medical providers. 8.6% of the total sample reported being harassed or verbally abused at least once by Anchorage police, and 7.5% said they had been stopped at least once by Anchorage police because of their sexual orientation or gender identity, without other justification for the stop.
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- In general, non-transgender gay and bisexual men tended to report experiencing violence, intimidation, harassment, and bullying at higher rates than non-transgender lesbian and bisexual women.
- Transgender respondents reported higher rates of being followed or chased (44% for trans; 31.7% for non-trans) and of experiencing actual physical violence (24% for trans; 17.7% for non-trans).

Employment

- The second most common issue reported by respondents (after verbal abuse/harassment) was hiding their sexual orientation, gender identity, or gender transition in order to avoid job discrimination. 73.1% of the total sample and 62% of the respondents who had lived in Anchorage less than five years reported hiding in this way at least once to avoid job discrimination in Anchorage.
- As previously noted, 44% of the total sample had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs.
- 20.9% of the total sample said they had been turned down for a job when otherwise qualified because of sexual orientation or gender identity/presentation, and 17.5% reported being denied a promotion at least one time.
- 14.6% reported being actually fired from a job at least once in Anchorage because of sexual orientation or gender identity/presentation.
- 4.5% of all respondents reported being unable to use gender-appropriate restrooms at work, and 4.1% said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.
- Non-transgender lesbian and bisexual women reported higher rates than non-transgender gay and bisexual men of having hidden their sexual orientation or gender identity/presentation at least once to avoid employment discrimination (75.7% for women; 70.6% for men); of being harassed on-the-job (44.9% for women; 41.2% for men); and of being actually forced to leave a position because of harassment (18.7% for women; 11.0% for men).
- Transgender respondents reported higher rates than non-transgender respondents of almost all types of employment discrimination evaluated in the survey. In particular, a higher percentage of transgender respondents experienced reported harassment by employers and coworkers (56.0% for trans; 42.8% for non-trans). Nearly a third of transgender respondents (32.%) were unable to use gender-appropriate bathrooms at work, and over a third (36.0%) said they had delayed gender transition to avoid job discrimination.

Housing/shelter

- As previously noted, 18.7% of the 268 respondents in the study reported having been harassed by Anchorage landlords or other tenants because of their sexual orientation or gender identity/presentation.

- Transgender respondents reported harassment from landlords and other tenants at a rate over twice that reported by non-transgender respondents (36.0% for trans; 16.9% for non-trans).
- 10.1% of the total sample said they had been denied a lease at least once when otherwise qualified.
- 8.2% of the total sample reported being evicted or forced to move at least once because of sexual orientation or gender identity/presentation.
- 1.5% of the total sample reported being denied access to shelter at least once.

School/education

- As previously noted, 41% of the total sample had been bullied or harassed by other students in an Anchorage educational setting. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school.
- 10.1% of the total sample said they had been denied participation in extracurricular activities because of sexual orientation or gender identity/presentation.
- 1.9% reported being denied admission at least once to an Anchorage school or an academic program when otherwise qualified.
- 1.1% were denied financial aid at least once. 0.7% reported being denied campus housing because of sexual orientation or gender identity/presentation.
- Non-transgender gay and bisexual men reported higher rates of almost all types of school/education discrimination than non-transgender lesbians and bisexual women. In particular, non-transgender males had a higher rate of reporting bullying and harassment from other students (47.0% of men; 32.7% of women) and of actually having to leave school because of harassment (9.6% for men; 0.9% for women).
- Transgender and non-transgender respondents showed similar rates of being bullied or harassed by other students (40.0% of trans; 41.2% of non-trans); however, transgender respondents reported discrimination at higher rates than non-transgender respondents in all other categories of education discrimination evaluated in the survey. Nearly one-quarter (24.0%) of transgender respondents reported having been bullied or harassed at least once by Anchorage teachers, compared with 13.2 percent of non-transgender respondents; and this group reported over twice as high a rate of being denied participation in extracurricular activities (20.0% of trans; 9.1% of non-trans).

Child custody/relationships

- 4.5% of the total sample of 268 respondents reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding.
 - 3.0% of all respondents had contact with their minor children restricted by a former spouse because of sexual orientation or gender identity/presentation.
 - 0.7% of all respondents reported that custody of their children was restricted by a court because of sexual orientation or gender identity/presentation.
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- Within the total sample of 268 respondents, a higher proportion of non-transgender lesbians and bisexual women than non-transgender gay or bisexual men reported that their sexual orientation or gender identity/presentation being used against them in a child custody proceeding (7.5% of women; 2.9% of men). Only one transgender respondent in the study (4.0%) reported an incident of discrimination in child custody/relationships while in Anchorage (contact with children restricted by a former spouse).
- These findings are based on the total study population of 268 respondents; but non-parents cannot, of course, experience issues related to child custody. A more accurate picture of child custody issues can be gained by noting that only 63 (23.7%) of the total study population reported having children, including 18 non-transgender male respondents, 26 non-transgender female respondents, and 9 transgender respondents. Thus, the rates at which LGBT respondents who are actually parents reported discrimination in child custody proceedings are higher. This issue will be discussed in greater depth in the final report.
- None of the 50 respondents who had lived less than five years in Anchorage reported having experienced issues with child custody proceedings while in Anchorage.

Public services

- As previously mentioned, 13.4% of the total sample reported being harassed or verbally abused by medical providers. This was the most frequently experienced form of public services discrimination reported. Respondents also reported three other forms of discrimination from Anchorage medical providers: 4.9% were denied non-emergency medical care; 4.1% were denied transition-related care; and 0.7% were denied emergency medical care at least once.
- The second most frequently reported form of public services discrimination was being denied service in a restaurant or bar: 13.1% of the total sample reported experiencing this at least once in Anchorage because of their sexual orientation or gender identity/presentation. 3.4% were denied a room in an Anchorage hotel or motel at least once; 6.0% were denied use of a public restroom; 10 (3.7%) were denied a loan or line of credit when otherwise qualified.
- As previously noted, 8.6% of the total sample reported having been harassed or verbally abused by Anchorage police — the third most frequently reported form of public services discrimination. 7.5% reported being stopped by Anchorage police at least once because of their sexual orientation or gender identity, with no other justification for the stop — the fifth most frequently reported form of public services discrimination. In other government services, 1.9% of all respondents were denied gender-appropriate driver's licenses from the Alaska Division of Motor Vehicles; 4.1% were denied services by a local government agency; and 1 respondent (0.4%) was denied a ride or forcibly removed from a People Mover bus.
- The fourth most frequently reported form of public services discrimination was being denied membership or access to a gym or fitness club, with 8.2% of the total sample reporting having experienced this form of discrimination. 3.7% were denied use of a changing room at a gym or fitness club.
- For every type of public services discrimination included in the survey, without exception, a higher proportion of transgender respondents than non-transgender respondents reported

experiencing discrimination. In particular, 44% of transgender respondents reported having at least once been denied use of a public restroom while in Anchorage, compared with just 2.1% of non-transgender respondents. Over one-third of transgender respondents — 36.0% — had been harassed or verbally abused by medical providers, more than three times the percentage reported by non-transgender respondents (11.1%). Over a quarter of transgender respondents — 28.0% — reported being denied use of a changing room at a gym or fitness club, compared with only 1.2 percent of non-transgender respondents.

- Two categories of public services discrimination are fairly specific to transgender persons: transition-related care and gender-appropriate driver's licenses. 40% of transgender respondents reported being denied transition-related care by an Anchorage medical provider, and 16% had been denied the appropriate gender marker on their driver's license.

Relationship status

- More than three-quarters of respondents (77.2%) stated that their legal status under Alaska law was single, never married; only 4.5% were legally married under Alaska law. In contrast, 58.2% said that they were in committed relationships with intimate partners — relationships which are unrecognized in law except in limited contexts, such as with domestic partner benefits for same-sex partners of State of Alaska employees or “financially interdependent partner” benefits in the University of Alaska system.
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