HB 139

<TARGET><BILL>HB 139</BILL><SUBJECT>HB 139</SUBJECT><COMM>HSTA28</COMM></TARGET>

Representative Beth Kerttula

House Minority Leader

Sexual Orientation Discrimination

House Bill 139

Sponsor Statement

House Bill 139 expands current anti-discrimination statutes to include protections against discrimination based on sexual orientation and gender identity. Similar provisions already prohibit discrimination based upon race, religion, color, national origin, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy or parenthood.

House Bill 139 would protect citizens from discrimination in employment, housing, public accommodations, financing or credit based upon sexual orientation.

The State of Alaska has already taken steps to prevent discrimination with a 2002 administrative order that provides protection against sexual orientation discrimination for employees of the state and those they serve. In 2010, the University of Alaska amended its anti-discrimination policy to include protections against discrimination on the basis of sexual orientation.

The overwhelming majority of America's most successful businesses have already adopted anti-discrimination policies that include protections against discrimination on the basis of sexual orientation. Twenty-one states and the District of Columbia have enacted legislation similar to House Bill 139. Despite the progress that has been made, 73% of LGBT respondents to a survey in Anchorage reported hiding their sexual orientation in order to avoid job discrimination after experiencing abuse or harassment in the workplace.

Historically, Alaska has been at the forefront of civil rights legislation. The Territorial Legislature awarded women the right to vote in 1913, well before it was passed at the national level. In 1945, the Alaska Legislature passed landmark anti-discriminatory legislation protecting Alaska Natives. House Bill 139 is another opportunity for the Legislature to keep Alaska at the forefront of combating discrimination and promoting civil rights.

Thank you for your support of House Bill 139.

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Representative Beth Kerttula

House Democratic Leader

Center for American Progress and the Williams Institute

An Executive order to Prevent Discrimination

Pages 7-8 of pages 1-13

This research can be accessed in full at the following link:

http://williamsinstitute.law.ucla.edu/wp-content/uploads/LGBTExecutiveOrder-Feb-2013.pdf

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The majority of companies believe that nondiscrimination policies will improve their bottom line

A Williams Institute analysis of corporate statements addressing nondiscrimination policies indicates that companies often adopt these policies as a sound business decision.[36] Of the top 50 federal government contractors and the top 50 Fortune 500 companies, the majority specifically link policies that prohibit sexual-orientation and gender-identity discrimination to improving their bottom line. Companies most often cited the following economic benefits garnered from these policies:

- Recruiting and retaining the best talent, giving their company a competitive advantage in the marketplace
- Generating the best ideas and innovations by drawing on a workforce with a wide range of characteristics and experiences
- Increasing productivity among employees by making them feel valued and comfortable at work
- Attracting and better serving a diverse customer base through a diverse workforce
- Securing business by responding favorably to specific policy requests or requirements from clients
- Maintaining positive employee morale and relations by responding favorably to specific policy requests from employees and unions[37]

A majority of small businesses already prohibit discrimination against LGBT employees at little to no cost to employers

In September 2011 the Center for American Progress fielded a survey of small businesses—defined as having between 3 and 100 employees—that revealed that a majority of them already prohibit discrimination on the basis of sexual orientation and gender identity. Sixty-nine percent of small businesses prohibit discrimination on the basis of sexual orientation, and 62 percent do so on the basis of gender identity.[38]

Furthermore, a majority of those businesses report experiencing few to no costs associated with these policies. Looking at the majority of small businesses that already prohibit discrimination against gay employees, 67 percent said that there were zero costs associated with the initial inclusion of sexual orientation within their nondiscrimination policies. Of the 25 percent of companies that said there were costs associated with implementation, 65 percent said those costs represented less than 1 percent of annual

operating costs.[39] Even fewer of these small businesses cited costs associated with maintaining their company's sexual-orientation nondiscrimination policy in the medium and long term. Eighty percent said that there were no costs associated with maintaining their policy prohibiting discrimination against gay workers.[40]

Transgender-inclusive policies are similarly inexpensive. Looking at the 62 percent of small businesses that already prohibit discrimination against transgender employees, 68 percent said there were no costs associated with the implementation of this policy. Of the minority of businesses—22 percent—that said there were costs, 76 percent said that those costs represented less than 1 percent of annual operating costs.[41] Small business owners also report zero or insignificant costs associated with maintaining their policy against gender-identity discrimination. Seventy-six percent said that there were no costs associated with maintaining their policy prohibiting discrimination against transgender workers.[42]

Of those small businesses that do not prohibit discrimination based on sexual orientation, only 2 percent said costs deterred them from offering protections to LGB employees. Only 4 percent cited costs as a deterrent to prohibiting discrimination on the basis of gender identity. Most businesses, however, said that they simply never thought to adopt these policies, or that they did not have LGBT employees currently in their workplace. Costs were not a factor.[43]

Americans support an executive order that expands existing nondiscrimination requirements for federal contractors

Nearly three-fourths—73 percent—of voters in a poll commissioned by the Center for American Progress supported protecting LGBT people from workplace discrimination.[44] This support cuts across political party affiliation, with 81 percent of Democrats, 74 percent of Independents, and 66 percent of Republicans supporting nondiscrimination laws for LGBT people in the workplace. Looking at key demographic groups, 74 percent of Catholics and 61 percent of senior voters solidly favored employment protections for LGBT people. Even among voters who identify themselves as feeling generally unfavorable toward gay people, a full 50 percent supported workplace nondiscrimination protections for the LGBT population.

In addition to supporting the Employment Non-Discrimination Act, a significant majority of voters specifically favor extending workplace protections to LGBT workers through an executive order. Seventy-three percent of likely 2012 voters supported the idea of President Obama issuing an executive order that would require all companies doing business with the federal government to adopt policies that protect LGBT workers from discrimination. A majority of voters across party affiliations supports such an order: 86 percent of Democrats, 70 percent of Independents, and 61 percent of Republicans would favor this action. Only 9 percent of voters opposed the policy.[45]

Representative Beth Kerttula

House Minority Leader

Sectional Analysis

HB 139

"An Act adding to the powers and duties of the State Commission for Human Rights; and relating to and prohibiting discrimination based on sexual orientation or gender identity or expression."

Section 1:

Amends AS 18.80.060 the powers and duties of the Human Rights Commission. The section adds "sexual orientation, gender identity or expression" to the list of categories that include race, religion, color, national ancestry, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy, or parenthood.

Section 2:

Amends AS 18.80.200 to add "sexual orientation, gender identity or expression" to the list of basis for discriminations which are cause for public concern and the need to prevent discrimination in employment, credit and financing practices, public accommodations and sale, lease or rental of real property.

Section 3:

Amends AS 18.80.210 to add "sexual orientation, gender identity or expression" to the categories of protected civil rights.

Section 4:

Amends AS 18.80.220 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful employment practices.

Section 5:

Amends AS 18.80.230 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices in public accommodations.

Section 6:

Amends AS 18.80.240 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices in the sale or rental of real property.

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Section 7:

Amends AS 18.80.250 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful financing practices.

Section 8:

Amends AS 18.80.255 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices by the state or its political subdivisions.

Section 9:

Amends definition of "blockbusting" in AS 18.80.300 to include "sexual orientation, gender identity or expression" to the list of categories.

Section 10:

Adds a new paragraph to AS 18.80.300 defining "sexual orientation" and "gender identity or expression."

Representative Beth Kerttula, House Minority Leader
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Fiscal Note

State of Alaska
2013 Legislative Session

Bill Version: HB 139
Fiscal Note Number:
() Publish Date:

Identifier: HB139-DOC-OC-04-04-13
Title: SEXUAL ORIENTATION DISCRIMINATION
Sponsor: KERTTULA
Requester: House State Affiars

Department: Department of Corrections
Appropriation: Administration and Support
Allocation: Office of the Commissioner
OMB Component Number: 694

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2014 Appropriation Requested	Included in Governor's FY2014 Request	Out-Year Cost Estimates				
OPERATING EXPENDITURES	**FY 2014**	**FY 2014**	**FY 2015**	**FY 2016**	**FY 2017**	**FY 2018**	**FY 2019**
Personal Services							
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Fund Source (Operating Only)							
None							
Total	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Positions							
Full-time							
Part-time							
Temporary							
Change in Revenues							

Estimated SUPPLEMENTAL (FY2013) cost: 0.0

Estimated CAPITAL (FY2014) cost: 0.0

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

This is the original version of the bill.

Prepared By:	Kevin Worley, Director	Phone:	(907)465-4641
Division	Administrative Services, Department of Corrections	Date:	04/04/2013 05:20 PM
Approved By:	Leslie Houston, Deputy Commissioner	Date:	04/04/13
	Department of Corrections		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2013 LEGISLATIVE SESSION

BILL NO. HB 139

Analysis

This bill makes it a crime for a financial institution, employer, labor organization, property owner, manager, or an agent thereof to discriminate against someone due to sexual orientation, gender identity, or expression. Violation of AS 18.80.200 et. al. is a misdemeanor punishable by a fine of up to $500 or a period of imprisonment of not more than 30 days, or both.

The department does not anticipate a significant increase in convictions and incarcerations which would result in a fiscal impact, therefore, this bill has zero fiscal impact on the department.

Representative Beth Kerttula

House Democratic Leader

Anchorage LGBT Discrimination Survey: Final Report

Executive Summary

Pages 1-6 of pages a - 122

This research can be accessed in full at the following link:

http://alaskacommunity.org/wp-content/uploads/2012/03/akq_final_report.pdf

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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 finding, 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.

- 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.

- 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 proceed- ing (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.

To Whom It May Concern:

I am a licensed physician assistant in Juneau, Alaska and have been a healthcare practitioner for 11 years.

I am writing in support of HB 139 to add my voice to those of numerous other healthcare professionals, including the American Academy of Family Physicians, the American Academy of Pediatrics, and the Alaska Academy of Family Physicians, who all favor anti-discrimination legislation.

The medical community recognizes the negative health impacts that discrimination causes for lesbian, gay, bisexual, and transgender citizens of our country.

In Alaska there is a high suicide rate, and it is a fact that suicide rates among young people are much higher for those whose sexual orientation is not heterosexual.

Medical science has shown us that sexual orientation is determined by genetics and is not, therefore, a lifestyle choice that an individual makes of their own free will.

To discriminate against a citizen of this country based on sexual orientation is the same as discrimination based on race or gender – it has no place in a civilized society. Our country and the individual 50 states should pass legislation to end discrimination and create a society that is safe and healthy for all citizens regardless of sexual orientation.

Sincerely,

Amanda Arra, PA-C

UAS Health Center

11120 Glacier Highway

Juneau, AK 99801

Phone: (907) 796-6000

Fax: (907) 796 -6020

I am a licensed physician in Alaska and have practiced in Juneau since 1993. The LGBT discrimination that has been reported to me in confidential exam rooms is too numerous to share with you.

One case was a teen girl who was humiliated and thrown out of a local Juneau restaurant because she kissed her girlfriend inside the restaurant. She and her girlfriend were told to never return to the restaurant again. With her parents' blessings the girl ultimately moved away from Juneau after she reached 18, partly because Alaska was an unfriendly and unsupportive place for her.

It is a well-known fact that we are losing LGBT youth to suicide in large proportion compared to non-LGBT youth. Here in Alaska we have one of the highest suicide rates in the country and it is stripping our villages.

More than once I have been at patients' bedsides here in Juneau waking from a drug overdose attempt and been told by the young person that they tried to kill themself because they thought they were gay.

Alaska is not a safe place to be gay.

The American Academy of Family Physicians, the American Academy of Pediatrics, and the Alaska Academy of Family Physicians all support legislation to end discrimination against LGBT persons, thereby promoting a healthier society.

PLEASE pass HB139 without reservation! Doctors' Orders!

Respectfully,

Maureen Longworth, M.D.

Juneau, Alaska

TESTIMONY IN SUPPORT OF HB 139

TO: Honored Members of the Alaska State Legislature

RE: House Bill 139 relating to and prohibiting discrimination based on sexual orientation, gender identity or expression

My name is Marsha Buck and I am the treasurer PFLAG Juneau. PFLAG stands for Parents, Families, and Friends of Lesbians and Gays. I am the mother of two adult bisexual daughters, one who is married to a woman and one who is married to a man. I am happy to report that each of my daughters' and spouses' families has given me a granddaughter and a grandson. Families and family ties are very important to all of us.

I would like you to imagine what it would be like if each morning, when you woke up, the first thing on your mind was fear. What would it be like if you had to ask yourself, "Are the places I need to spend time today safe – my job, my apartment? Will I be faced with rude looks or taunts today, and if so, how will I handle that – again? Can I safely go out to lunch with my friends?"

Many of my closest friends are lesbian, gay, bisexual, transgender or intersex and many of them face each day with these fears because they live and work in Alaska, where they are not protected against discrimination based on who they are and the way they were born.

I will never forget when I received a phone call in the middle of the night from a lesbian friend who rented a home with her female partner here in Juneau. She had just been told that she was evicted from her home simply because she was a lesbian. Her landlord said to her, "If I had figured it out before, I wouldn't have rented to you, but now I know what you are up to and you need to get out." No Alaskan should have to neither experience that discrimination nor live in fear that it could happen to them too.

Please support HB 139 for your own family members and friends who are gay, lesbian or bisexual, even if you don't yet know they are – as well as for my daughters. Thank you.

Marsha Buck
8445 Kimberly St.
Juneau, AK 99801

April 6, 2013

The Honorable Representative Beth Kerttula
State Capitol Room 404
Juneau AK, 99801

Dear Representative Beth Kerttula:

I've lived my entire adult life in Alaska and my nine grandchildren live here. Five of my seven grown children live here. One daughter has a thriving career in Oregon and one son is serving in Afghanistan. I am the Executive Director of a home care agency with branches in seven regions and I vote. My partner and I have been together for almost 29 years. We raised all of our children here in Anchorage and we love living here. However, I am not able to insure my spouse on my medical insurance, which is a hardship on our family. We have both been victims of discrimination from employers who had bias against GLBT persons. I have been harassed on the job by a supervisor due to bias regardless of my award-winning job skills. Prejudice is alive and well in Alaska against GLBT people. I believe HB 139 will assist our family to get the benefit of legal protection when overt discrimination occurs for concrete actions based on bias that has no bearing on one's work. Bias should not interfere with my ability to take care of my family. HB139 can help.

My spouse has medical issues which have resulted in disabilities that did not exist years ago. We are in a precarious position because it is entirely legal to discriminate against me. If I lose my job as sole bread winner, we could lose our home. It is not illegal to fire me simply because I am a lesbian. I can be doing a fantastic job at work but if a new manager is installed, if they harbor bias, I am at risk of losing my job.

When we have experienced bias, it was not a crime. When a landlord harassed us, it was not because we did not pay rent on time or were not excellent tenants; it was because I was "out" in the media and they decided it was open season on us. They towed our vehicle parked in our own parking place. They left ugly notes on the door. They sneaked around our windows. When I went to the building owner, she exerted no pressure on the manager to change. We had to move to protect our privacy. What they did was unethical and immoral but not illegal.

When my school district boss (a new principal) after 7 years of doing a great job decided she had an issue with me, it was not because I was not doing an excellent job. She never considered my skill, productivity, effectiveness, or successes. She told colleagues, "I'm not having anyone with that lifestyle in my building!" What life style do you think she was referring to? I worked hard; I made a positive difference supported by the measurable benchmarks of my job; I was respected by colleagues and a 'go to' leader in the schools; I vote; I pay my property tax; I abide by all the laws; I am a dedicated parent and partner. The people she told this to knew exactly what she meant. She did not want a lesbian on the staff. The other members of the staff who were GLBT were all very closeted and lived in fear as a result of her attempts to discredit or eliminate me. I eventually transferred to another school but what she did was not illegal and my labor contract did not protect me.

My spouse experienced discrimination on her job prior to her becoming disabled. I believe her disability was brought on because of the stress at work homophobia caused and the resulting termination was bias-based and not related to job performance. There is no way to sue for wrongful termination when the boss is biased. Those biases are essentially supported by the law. Could we have risked financial ruin to sue a huge employer? Yes, but we do not have the deep pockets of an airline, thus we are no match for their legal prowess. Being "out" in Alaska can cause one to lose their job, be harassed, lose one's apartment, or worse. [See Identity Reports and Prima Facie documents at Identityinc.org]

I am writing to you in support of HB 139, a bill which prohibits discrimination based on sexual orientation, or gender identity or expression. As a citizen of Alaska, I urge you to support this bill. HB 139 will allow injured Alaskans to come forward and expose the bias perpetrated on GLBT citizens. This exposure will go a long way to help GLBT Alaskans help non-GLBT Alaskans increase their awareness of bias and to change the behavior of persons with biases so the playing field is level for all Alaskans.

I thank you for taking the time to consider my opinion on this matter. I hope that my expressed concern will make a difference in passage of the bill.

Sincerely,

Jacqueline Buckley
PO Box 230733
Anchorage, AK 99523
907-349-0046

P.S. My current employer would not be OK with me taking time off work and testifying at the hearing, so this letter is the best I can do at this time.

To Representative Beth Kerttula:

My name is Richard Carter and I am a junior at the University of Alaska Southeast here in Juneau. I am the president of the UAS Gay-Straight Alliance. If I do not get the chance to speak when House Bill 139 is presented, I want it to be known that I am a hardworking student and activist who places in the top percentile of his class. I have worked incredibly hard my whole life to become the best at what I consider one of the most influential professions in society, teaching. I just hope the future that lies ahead of me is one that enables me to teach, inspire and mentor our future generations without the fear of being discriminated against.

I hope we can find common ground and can look past traditional moral stances which are not relevant to the success of and progress towards equality in our society.

Thank you,

Richard

03/29/2013

The Honorable Representative Beth Kerttula
Member of the Alaska State Assembly
State Capitol Room 404
Juneau AK, 99801

Dear Representative Beth Kerttula:

My name is Lucy Peckham, and I live in Anchorage. I work several jobs; as a veterinary clinic assistant manager, a live sound engineer, and theatre sound designer. If you have been to Perseverance Theatre, or attended the Alaska Folk Festival you have probably heard me at work.

I am writing to you in support of HB 139, a bill which prohibits discrimination based on sexual orientation, or gender identity or expression. As a citizen of Alaska and member of the lesbian, gay, bisexual, transgender, and allied community, I am writing to bring the positive effects of this bill to your attention.

In my working life in the arts, there is little discrimination, but outside of the safety of the theatre and music community, it is different. At my workplace, Hillside Pet Clinic, my bosses signed on as a business in support of Prop. 1 last year. Our many wonderful GLBTQ clients needed to know that they were welcome at our business in a public way. Sadly, they are routinely subjected to discrimination at other businesses, as tenants, and as employees.

I believe that passing HB139 will bring Alaska in line with the growing awareness that we are all the same human beings. Alaskans will acknowledge the equal rights guaranteed to all citizens by the Constitution of the U.S.A.

I thank you for taking the time to consider my opinion on this matter. I hope that my expressed concern will make a difference in passage of the bill, though I admit I am not hopeful...

Sincerely,

Lucy Peckham
8900 Jupiter Drive
Anchorage, AK 99507-3714
(907)346-4615

Dear Representative Kerttula,

"Alaska is one of 29 states with no laws protecting LGBT people from discrimination in employment, housing, public accommodation, medical care and otherwise," states the Alaskans Together website. Alaska is not a safe place to grow up LGBT. For 15 years I worked at the Juneau Job Center helping Alaskans get good jobs. In my work I met many LGBT people who were experiencing employment discrimination, especially if they could not easily pass for straight. If they were gay and also a person of color, their employment discrimination was compounded. I know that many transgender Alaskans have had to leave the state because of ongoing negative attitudes, medical care discrimination and concern for their safety.

Alaska needs each of our bright, talented young people. There is so much creative work needed to help Alaska prosper. Our Alaskan economy will suffer greatly if these young LGBT people feel forced to leave the state and find welcoming communities down south.

Here in Juneau, there remains the legacy of a dark period of history in the 1960's when 30-40 gay men were given one-way "Blue or Pink Tickets" and had to leave town immediately. We have heard that so much fear was generated by the JPD and Coast Guard interrogations that those exiled and others who left town because of the witch hunt mentality have been afraid to ever return to Juneau. Alaska has yet to declare respect and protection for this vulnerable and disfavored group of citizens.

As gay Alaskans, it is easy, as the Huffington Post video shows, for our fellow Alaskans to laugh at us. I knew I was a lesbian in 1955 and have had a lifetime experience of disrespect, contentiousness, horrible and ignorant things said about me. Now is a good time for us to request respect, fairness, equal opportunities, and the equal protection that non-LGBT Alaskans enjoy.

Thank you, Representative Kerttula, for bringing forth HB139 which will bring Alaska back into the main river flow of fairness and justice and hospitality toward all of us residents.

Thank you for your courage and vision.

Sincerely,

Lin G. Davis

Juneau resident for 20 years

Representative Kerttula,

Thank you very much for sponsoring HB 139 to try to prevent discrimination based on "sexual orientation, gender identity or expression." This is an important addition to the current anti-discrimination statute.

I figured out I was gay 23 years ago, when I was 19. Looking back, I tried to pinpoint a specific incident of discrimination. Nothing came to mind, so I thought about it for a few days. Unfortunately, I realized that I couldn't pinpoint specifics because it is all around me. As a 19-year-old, I tried hard to run the opposite direction of being gay. I made some really bad choices along the way, including abusing alcohol and putting myself in unsafe situations with men to try to prove I wasn't gay. Wouldn't it be great if today's youth didn't feel the same hesitance, fear and low self-esteem? I need to decide every day who I will share details about my personal life with. Who do I trust to come out to, without fearing some sort of negative reaction? This is my reality, and it has been for my entire adult life. I don't even recognize it anymore.

There are three specific experiences that I'd like to share:

- In the early 90's, the City & Borough of Juneau added similar language to their anti-discrimination ordinance. I remember standing at the back of the Assembly Chambers during a hearing on the issue. The chambers were packed with a group of people wearing red shirts. I was surrounded by this organized group that was passionately opposed to adding language and basic protections for an under-represented minority group. Fortunately, the Juneau Assembly had the strength and conviction to do the right thing. It was very forward thinking at the time.

- Sometime in the mid-2000's, the legislature wanted to pass a constitutional amendment defining marriage as between one man and one woman. There was a poll asking voters for their opinion on the issue. It was a very difficult time. The "vote" didn't mean anything but it brought out lots of vocal opposition to homosexuality. It reminded me that many people still had strong negative feelings towards LGBT Alaskans.

- Last year, the Municipality of Anchorage put a similar anti-discrimination issue on their ballot. I was horrified by the stories I heard about how negative that campaign was. I saw some of the TV ads, and they were awful and truly hateful. Discrimination against LGBT people is alive and well in Alaska, sadly.

As I write this, I feel the need to say that I have evolved to a point where I feel very proud of who I am and the life I've created. I have an amazing 11-year-old daughter. I married my partner of 6 years in February in Seattle. I have surrounded myself with a wonderful group of friends and family who love and fully support my family. Juneau and everywhere else has

pockets of such people, and it's important to mention that. Still, there is much room for progress in the general attitudes towards LGBT Alaskans and that is why HB 139 is so important.

Thank you for your efforts.

Jennifer Mannix
8496A Thunder Mountain Rd.
Juneau, AK 99801

Dear Beth;

I would love to testify in favor of HB 139, but at 8am on Tuesday morning I will be doing what most parents of 8 and 6 year olds will be doing: getting my precious children up and ready for school, packing lunches and feeding them a healthy breakfast, so they can grow and learn. My children complete me and they are a gift to their other Mother, and to me, their MAMA. We are so blessed to have supportive families and friends in Alaska. Thank you for all your hard work over the years, but particularly as we struggle through this last civil rights battle in America.

Respectfully,

Jean Craciun

CEO/President

Craciun Research Group

907.279.3982

206.708.4500

April 4th, 2013

Re: HB 139

Dear Ms. Bolling,

I'm writing this letter in support of the merits in House Bill 139, which will allow persons of the LGBT community to be freed of hiding their sexual orientation and receive all protections and support that the straight community has always experienced. I am straight, but since childhood have had friends and experiences with this community. Today, as a musician, I am with many of these folks. I watch them share their many talents, live in committed relationships, raise children and stand up for what is right in our community and the world. They should not be discriminated against any longer and Alaska is the state to do the right thing.

Thank you,

Jacque Farnsworth

907-364-2505

Sara Boesser
PO Box 34285
Juneau, AK 99803
bsara.alaska@gci.net

In support of HB-139 April 5, 2013

Regarding: Support for ending discrimination on the basis of Sexual Orientation and Gender Identity

Dear Alaskan Representatives:

I'm an Alaskan since Statehood, and I'm writing to urge you to bring Alaska's non-discrimination statute in line with our U.S. Military's policies.

Since the U.S. military now hires, promotes, houses, and otherwise equally treats its soldiers regardless of sexual orientation or gender identity, it is only right that when those vets come home, Alaska should continue to treat them as the full and equal citizens that they have proven themselves to be through their service to us all.

Now is the time for Alaska to tune up its non-discrimination laws, so we can include yet another group that continues to suffer due to people's untrue stereotypes about them. Now is the time to once again be a leader in civil rights, as we were before when Alaska granted women's vote and equal citizenship regardless of race.

The old, tired, uneducated, untrue stereotypes that some people continue to use to inaccurately paint non-heterosexual persons as less-than or dangerous are, fortunately, quickly passing away, as the majority of our younger generations affirm they have no problem with equal rights (even marriage) for all, regardless of sexual orientation and gender identity.

Regarding those with religious concerns: let churches who oppose us continue to discriminate against us in the practice of their religion -- the same as they are already allowed to discriminate on the basis of gender or religion itself, even though gender and religion are protected by the human rights statute (i.e., for example, Catholics can legally discriminate by not hiring women or non-Catholics as priests).

But in the public realm, all Alaskan citizens should be treated equally. Now, far too often, those of us who are not heterosexual or gender-normative are not safe in hiring, jobs, housing, accommodations, financing, and credit. And why? Just because of who we love and which gender we perceive ourselves to be. Those two conditions in no way affect how we serve and participate in our Alaskan communities.

We are an integral part of the fabric of Alaska's law-abiding, working, volunteering, industrious, racially and religiously diverse people. We are of every ability and age and parental and marital status. We expect to be treated equally in our state, and hope you will help make that possible by voting for HB-139.

Sincerely yours,

Sara Boesser

30 March 2013

The Honorable Representative Beth Kerttula
Member of the Alaska State Legislature
State Capitol Room 404
Juneau AK, 99801

RE: Prohibits discrimination based on sexual orientation, gender identity or expression - HB 139

Dear Representative Beth Kerttula:

Thank you for standing up for all Alaskans and ensuring we all have the same rights and protections. As a member of the LGBT community, it is very disheartening to know that I am "second class" in a state that i have not only called home but have invested an immense amount of time and resources towards making it better for everyone. All I ask is to be treated the same as my fellow non-LGBT Alaskan. After the loss of One Anchorage, it was not long before we began to get reports of people being refused services because they were LGBT. Two young ladies, graduating from high school, wanted their high school graduation pictures together - several photographers denied them - yet they did it for their straight clients. I personally was judged on my ability to do my job in the late 90's in Alaska partly because I was a gay man.

Today, I am writing to you in support of HB 139, which prohibits discrimination based on sexual orientation, gender identity or expression. As a citizen of Alaska and member of the lesbian, gay, bisexual, transgender, and allied community, I am writing to bring the positive effects of this bill to your attention.

If passed, HB 139 will ensure all Alaskans, no matter sexual orientation or gender identities have the same, I say again - the same rights as all other Alaskans.

I thank you for taking the time to consider my opinion on this matter. I hope that my expressed concern will make a difference in passage of the bill.

Sincerely,

Trevor Storrs

8831 Rendon Dr/Anchorage AK 99507

State of Alaska
House of Representatives

My partner and I are writing in support of House Bill 139, protecting citizens from discrimination in employment, housing, public accommodations, financing or credit based upon sexual orientation.

We are a lesbian couple in our 60's. We work at the University of Alaska, Fairbanks and at the Fairbanks North Star Borough. While officially, as employees of the state and a political subdivision of the state, we have been "protected" against sexual orientation discrimination in the workplace, we both have experienced the unofficial "passing over" for job promotions and exclusion from decision-making that comes with personal bias against people of a different sexual orientation.

Alaskans, as individuals, have long supported the right to be different; to think and live their lives as they see fit. It is our right to be different. The State of Alaska needs to make lack of tolerance against the law in employment, housing, public accommodations and financing.

Kerry Quillin
Jean Richey, Ph.D.

Dear Representative Kerttula,

I am writing to personally express my support for HB 139. If we were all better human beings, this legislation wouldn't be necessary; we would judge people by the content of their character, not the clothes they wear or who they love.

Passage of HB 139 makes an affirmative statement that discrimination on the basis of fear or hate is wrong. Discrimination based on sexual orientation, gender identity or expression is wrong – in the same way that discrimination based on skin color is wrong.

As an employer, I am looking for skills, experience and whether a person is a good fit with the organization and the program. I find it impossible to understand how a person's sexual orientation, either homosexual or heterosexual, has anything to do with those characteristics. I don't employ them because of their personal sex lives.

I hope that you can enlist your fellow legislators to support common sense. We have so many more important and real problems to deal with.

Thank you very much, and good luck.

Anna Nelson

P.O. Box 283/2545 Livingston Loop, Fairbanks

Ester, AK 99725

907-457-1230

Anna Nelson

Executive Director

Interior AIDS Association

(907)452-4222 ext. 115

P.O. Box 71248

Fairbanks, AK 99707

www.interioraids.org

Representative Beth Kerttula

House Minority Leader

DATE: March 27, 2013

TO: Representative Bob Lynn

Chair, House State Affairs Committee

FROM: Representative Beth Kerttula

RE: House Bill 139 ANTI DISCRIMINATION

I respectfully request that the House State Affairs Committee schedule House Bill HB 139 Anti-discrimination bill for a hearing.

Please find attached:

- House Bill 139
- Sponsor statement
- Sectional Analysis
- Letters of Support
- Research

Thank you for your consideration. If you have any questions, please do not hesitate to call me or my aide, Elizabeth Bolling (x4766).

Juneau, Petersburg, Skagway, Gustavus, Tenakee Springs, Kupreanof, Excursion Inlet, Hobart Bay
State Capitol ✧ Juneau, Alaska 99801-1182 ✧ (907) 465-4766 ✧ Fax (907) 465-4748
Rep.Beth.Kerttula@akleg.gov ✧ www.bethkerttula.com

the hands of God," the CBCP president said.

Massachusetts forces schools to let 'transgender' boys use girls' restrooms, lockers

BOSTON (LifeSiteNews.com) – Massachusetts Commissioner of Education Mitchell Chester has issued orders to the state's K-12 public schools requiring them to permit "transgender" boys and girls to use the opposite sex's locker rooms, bathrooms and changing facilities as long as they claim to identify with that gender.

Many elementary schools in smaller Massachusetts towns include children from kindergarten through eighth grade, making it possible for boys as old as 14 to share toilet facilities with girls as young as five.

Under Chester's leadership, the Department of Elementary and Secondary Education (DESE) released an 11-page document in February outlining this and other new guidelines giving "transgender" students special status and privileges in Massachusetts schools. Some family advocates are calling the document, which was prepared with assistance from homosexual and transgender advocacy groups, "the most thorough, invasive and radical transgender initiative ever seen on a statewide level."

The policy does not require a doctor's note or even parental permission for a child to switch sexes in the eyes of Massachusetts schools. Only the student's word is needed: If a boy says he's a girl, as far as the schools are concerned, he's a girl.

"The responsibility for determining a student's gender identity rests with the student," the statement says. "A school should accept a student's assertion of his or her gender identity when there is ... 'evidence that the gender-related identity is sincerely held as part of a person's core identity.'" That evidence, according to the document, can be as simple as a statement given by a friend.

That means, according to the newly issued school policies, that boys who say they identify as girls must be addressed by the feminine pronoun and be listed as girls on official transcripts.

They must also be allowed access to girls' facilities and be allowed to play on girls' athletic and club teams. The same is true for girls who say they are boys.

African bishops process out of St. ops for Africa celebrated by Pope

African bish involvement

Pastoral Letter: 'Justice that the prophets demanded is not abstract'

Zenit.org

ROME — Bishops of Africa are calling their local churches to full involvement in an "in-depth transformation of our society."

This is one of the invitations in "Governance, Common Good, and Democratic Transitions in Africa," a pastoral letter released by SECAM.

The Symposium of Episcopal Conferences in Africa and Madagascar gathers all the Catholic bishops of the continent. The letter was presented in Accra, Ghana, by Cardinal Polycarp Pengo, archbishop of Dar-es-Salaam, Tanzania and president of SECAM.

The pastoral letter emphasized that "the church cannot remain indifferent and isolated in the face of Africa's socio-political and economic challenges," and notes that "the common good, the respect for human rights, and the promotion of good government are essential elements of the Gospel message."

4-9-13
Distributed
by Bob Lynn

Mr. Chair and members of the committee:

Thank you for the opportunity of presenting HB 139 this morning. Some questions were unanswered today during committee and I hope this letter provides you with answers.

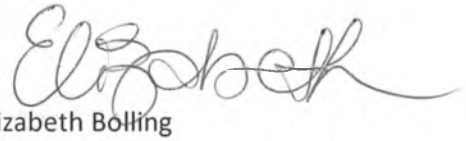
Why doesn't the inclusion of "sex" in current anti-discrimination statutes provide for sexual orientation, gender identity or expression?

According to legislative legal, "sex" refers solely to the physical gender of a person, whether male or female.

What is gender expression?

Gender Expression is the way we communicate masculinity or femininity. We express gender by elements such as hairstyle, dress, appearance, speech, behavior and movement, which communicate that we wish to be understood as masculine or feminine. Gender expression might not match physical gender.

Once again, Thank you for the hearing this morning. It enriched my experience as an intern.



Elizabeth Bolling

Office of Representative Beth Kerttula

State Capitol Building, Room 404

(907) 465 4766

ALASKA STATE LEGISLATURE

REPRESENTATIVE ANDY JOSEPHSON

MEMORANDUM

Date: February 24, 2014

To: Representative Lynn, Chair, House State Affairs Committee

From: Rep. Josephson

Re: Hearing Request for House Bill 139

Representative Lynn:

I respectfully request a second hearing in the House State Affairs Committee for House Bill 139, relating to discrimination based on sexual orientation or gender identity. This bill was previously heard on April 9, 2013. During the previous hearing time, constraints did not allow for public testimony. I believe holding a hearing to take public testimony would help Alaskans understand each other's perspectives and concerns, and could help our communities reach common ground, or at least respectful, informed positions of disagreement.

House Bill 139 prohibits discriminatory treatment in employment, housing, public accommodations, and financing or credit based on a person's sexual orientation, gender identity or expression. The bill gives the State Commission for Human Rights responsibility for response to allegations of discrimination, and also makes such discrimination an unlawful act.

Attached is the requested sponsor statement, copy of the bill, and supporting materials. I would be happy to prepare any other necessary documents or provide additional information. The department will prepare a fiscal note when the bill is scheduled for a hearing. As this legislation will have statewide impact, I suggest that hearings be teleconferenced to all LIO's. I can provide a witness list prior to a hearing. Feel free to contact me anytime. Thank you for your consideration.

Best Regards,

Andy Josephson

State Capitol – Juneau, Alaska 99801 – (907) 465-4939 – 1(800) 465-4939 – Fax (907) 465-2418
Rep.Andy.Josephson@akleg.gov – Facebook.com/RepAndyJosephson – Twitter.com/RepAndyJ

ALASKA STATE LEGISLATURE

REPRESENTATIVE ANDY JOSEPHSON

House Bill 139 extends current anti-discrimination statues to include sexual orientation and gender identity. Currently, similar provisions exist protecting Alaskans from discrimination based on race, religion, color, national origin, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy or parenthood.

House Bill 139 would protect Alaskans from discrimination in employment, housing, public accommodations, financing or credit, based upon sexual orientation or gender identity.

The State of Alaska has already taken steps to prevent this type of discrimination. In 2002, an administrative order prevented discrimination based on sexual orientation in all state employment. In 2010, the University of Alaska amended its anti-discrimination policy to include protections against discrimination on the basis of sexual orientation.

According to the Human Rights Campaign, 88% of Fortune 500 companies have already adopted anti-discrimination policies that include protection against discrimination on the basis of sexual orientation. Twenty-one states and the District of Columbia have enacted legislation similar to House Bill 139. Despite the progress that has been made, 73% of LGBT respondents to a survey in Anchorage reported hiding their sexual orientation in order to avoid job discrimination after experiencing abuse or harassment in the workplace.

Historically, Alaska has been at the forefront of civil rights legislation. The Territorial Legislature granted women the right to vote in 1913, well before that right was recognized at the national level. In 1945, the Alaska Legislature passed landmark anti-discriminatory legislation protecting Alaska Natives. House Bill 139 is another opportunity for the legislature to keep Alaska at the forefront of combating discrimination and promoting civil rights.

I urge your support of House Bill 139 in order to protect all Alaskans from discriminatory practices.

State Capitol – Juneau, Alaska 99801 – (907) 465-4939 – 1(800) 465-4939 – Fax (907) 465-2418
Rep.Andy.Josephson@akleg.gov – Facebook.com/RepAndyJosephson – Twitter.com/RepAndyJ

ALASKA STATE LEGISLATURE

REPRESENTATIVE ANDY JOSEPHSON

Sectional Analysis

HB 139

"An Act adding to the powers and duties of the State Commission for Human Rights; and relating to and prohibiting discrimination based on sexual orientation or gender identity or expression."

Section 1:

Amends AS18.80.060 the powers and duties of the Human Rights Commission. The section adds "sexual orientation, gender identity or expression" to the list of categories that include race, religion, color, national ancestry, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy, or parenthood.

Section 2:

Amends AS18.80.200 to add "sexual orientation, gender identity or expression" to the list of basis for discriminations which are cause for public concern and the need to prevent discrimination in employment, credit and financing practices, public accommodations and sale, lease or rental of real property.

Section 3:

Amends AS18.80.210 to add "sexual orientation, gender identity or expression" to the categories of protected civil rights.

Section 4:

Amends AS18.80.220 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful employment practices.

Section 5:

Amends AS18.80.230 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices in public accommodations.

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Rep.Andy.Josephson@akleg.gov – Facebook.com/RepAndyJosephson – Twitter.com/RepAndyJ

ALASKA STATE LEGISLATURE

REPRESENTATIVE ANDY JOSEPHSON

Section 6:

Amends AS18.80.240 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices in the sale or rental of real property.

Section 7:

Amends AS18.80.250 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful financing practices.

Section 8:

Amends AS18.80.255 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices by the state or its political subdivisions.

Section 9:

Amends definition of "blockbusting" in AS18.80.300 to include "sexual orientation, gender identity or expression" to the list of categories.

Section 10:

Adds a new paragraph to AS18.80.300 defining "sexual orientation" and "gender identity or expression."

State Capitol – Juneau, Alaska 99801 – (907) 465-4939 – 1(800) 465-4939 – Fax (907) 465-2418
Rep.Andy.Josephson@akleg.gov – Facebook.com/RepAndyJosephson – Twitter.com/RepAndyJ

4-9-13

Testimony re House Bill #139:
"An Act adding to the powers & duties of the State Commission for Human Rights; & relating to and prohibiting discrimination based on sexual orientation or gender identity or expression."

I am not gay, lesbian, transgender, bisexual or any other labeled group of Alaskan citizens. I am also not deaf, naive, or in denial about the fact that all of these fellow citizens DO experience discrimination throughout their lives in the State of Alaska, specifically based on sexual orientation or gender identity or expression. I have personally witnessed the painful, unjust, and I believe unconstitutional treatment of these individuals - my family member, friends, neighbors and co-workers Although I have testified in hearings to try to counter this discrimination at city and school district levels, unfortunately it is still necessary to fight for the EQUAL RIGHTS of these fellow Alaskans. They need this protection under the law. I have been blessed to be a proud Alaska resident since 1959. Please make me proud of your just decision by passing this much needed protection for a large group of your constituents. Sincerely,

Cindy Bosser
[illegible] D St. Juneau 99801

You may call me at (907) 723-2768 if you would like to discuss further. Thank you.

HB 139

I am a clergy wife.

My name is Mildred Boesser. On the 26th of this month I will be 88 years old. This year my husband and I have been married 65 years. We have 4 children, 4 grandchildren, and 2 great grandchildren, all of whom are current residents of Alaska.

We are all what society calls "straight". All,that is, except one who happens to be in love with someone of the same sex. She has lived all of her adult life (she is now 61) in the shadow of the fear, hostility, and discrimination which has come to surround this subject.

For the life of me I cannot find one rational reason why she is denied the respect, protection and basic civil rights given her siblings and cousins simply because of who she happens to be in love with! Except for that one thing, she is exactly the same as any of them.

In my lifetime I have witnessed many changes. I was born in 1925 and the question on an application then was: "Are you a woman?" If the answer was yes, then the application could be denied. When we were married in the l940s the question was:"Are you black?" If the answer was yes, then the application could be denied. Here it is 2013 and the question seems to be: "Are you in love with someone of the same sex?" If the answer is yes, then the application can be denied legally, along with all the other rights and privileges afforded if the answer is "no".

It makes me extremely sad that in this State I call home and love so dearly, all its citizens are not treated equally. Simply being in love does not deny you or me the right to equal treatment and protection under the law!

Mildred Boesser
415 Willoughby Apt. 414
789-1445
mboesser2@gci.net

4.9.13 HB 139 Testimony Doctor's Orders!

As a 30 year licensed physician, and 20 year Alaskan, I know too well the repercussions on the health of those who suffer from discrimination.

Living in a world outside the protection from harm and injustice afforded all other citizens, gay youth feel especially unwelcome in our world. Alaska has the highest teen suicide rate in the country. And gay youth have a higher rate of suicide than their non-gay counterparts.

On multiple occasions here in Juneau survivors of teen suicide attempts shared with me as their physician, that they would rather be dead than gay.

With the passage of HB 139 we have an opportunity to improve the health of our society. The American Academy of Family Physicians, the Alaska Academy of Family Physicians, the American Academy of Pediatrics, and the American Academy of Psychiatry all have statutes that support the validity of legislation like HB 139 for the health of all. There is no other right choice.

Thank you for voting Yes on HB 139. Doctors' Orders!

Maureen Longworth
P O Box 21084
Juneau, Alaska 99802

4/9/2013

Dear State Affairs Committee:

Because they want to attract the most talented workers, most Fortune 1000 companies have clauses like HB 139. Many of these policies have been in place for years. It makes good business sense. Alaska needs people with skills in science, technology, engineering and math, and young techie workers want equality in their communities and workplaces. Alaska is not yet a welcoming state for LGBT people.

Not having this statewide anti-discrimination clause automatically communicates disfavor and backwardness.

For 15 years I worked at our Juneau Job Center, assisting people with employment issues. I heard many stories of LGBT discrimination, and many of these folks were preparing to leave the state.

My hero now is my Ohio Republican dad, Wilbur, who changed his POV about my being gay. I've written a couple My Turns about him. He would give his blessing to HB 139.

Thank you,

Lin G. Davis
3099 Nowell Ave
Juneau, AK 99801
20 year Juneau resident

Anchorage Daily News

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Patrick Dougherty, Senior Vice President & Editor
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Katherine Fanning, Editor and Publisher, 1971-1983
Lawrence Fanning, Editor and Publisher, 1967-1971

OPINION

UR VIEW

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d 35-0 Monday to allow e-savvy ute part or all of their PFDs to

d intentions. Rep. Bill Thomas, a , said he expects a nice bump in kans. Makes sense. The thinking : are asked to give while electroni- anent Fund dividends, generosity han pulling out our wallets. It's a ayroll deduction — we'll miss it a it in our hands.
other state in the union, each of in Alaska's wealth. So how about ne of that blessing to do good.

/hy go to the trouble of setting up eople are free to write their own harity they like? We sure don't need vidend application to do that. nore likely to give when asked. In be perfect each year — just as Alas- is of millions of dividend dollars.

Getting on the list will not be without work. Potential recipients will have to file paperwork with the state. They'll have to qualify as non- profits by the federal definition and pass muster with the state Depart- ment of Revenue. Not every outfit

COMPASS: *Points of view from the community*

To gay daughter, father became hero

By LIN DAVIS

As President Abraham Lincoln said, "Trample on the rights of others and you lose the genius of your own independence."

The close statewide advisory vote April 3 yielded an impressive educational opportunity. Responsible citizens wrote wise civic lessons on constitutional protection. The letters to the editor could be gathered into a classroom text. I'm proud of the thinking and empathy that came forward, and I'm proud of the Alaskans who saw the genius in a no vote.

In 1954, as a seventh-grader, I discovered I was gay. I didn't know what to call myself. I had somehow heard the word "homo," but knew it mostly as a milk description. I didn't know any gay people, and didn't know if I would even like gay people. I felt abandoned.

For most of my life, this country has been discussing whether gay people should exist, and during the past three decades the dialogue has ascended into whether gays should have equal rights.

In this lifetime of contentiousness, I take heart from my father, Wilbur. As author Maya Angelou says, "We live in direct relationship to our heroes. We take spirit from them and that builds our courage."

As a mechanical engineer at GE, Wilbur made explosives. A total opposite, I made my parents take me home in the middle of the first movie I ever saw; three boy bullies had pushed a little girl into a large Hollywood mud puddle, her beautiful white dress ruined forever, and I was undone.

As a lifelong Republican, Wilbur donated to all the anti-gay PACs starting in the

My father courageously left Cincinnati and his anti-gay church buddies and flew alone into the great unknown of our legally unrecognized "wedding."

1970s. As an adult, on each visit, I sat wide-eyed at the kitchen table next to his stack of anti-gay literature. Someday museums will arrange this material to show what our generation experienced. No mother holding her newborn would want these things said about her child.

In the 1970s, our uncivil arguments curdled the air. In the 1980s, we declared a truce. In 1990, I introduced him to my mate. The two of them, big teasers, became fast buddies. Invited to our commitment ceremony, Wilbur courageously left Cincinnati and his anti-gay church buddies and flew alone into the great unknown of our legally unrecognized "wedding." An entire three-day weekend with a hundred of our friends awaited him.

He was a hit. He charmed with his Midwest humor and farm stories. His tireless labor helped us set up for 100 people. During the ceremony, he blessed us and announced he would add my partner to our family tree, his pride and joy.

He revealed that no family members had come to his wedding with my mother. He was born a little north of the Mason-Dixon, and Mom was born a little south. In 1941, both families festered with hatred from the Civil War 80 years before. He didn't want me to be without family on this special day.

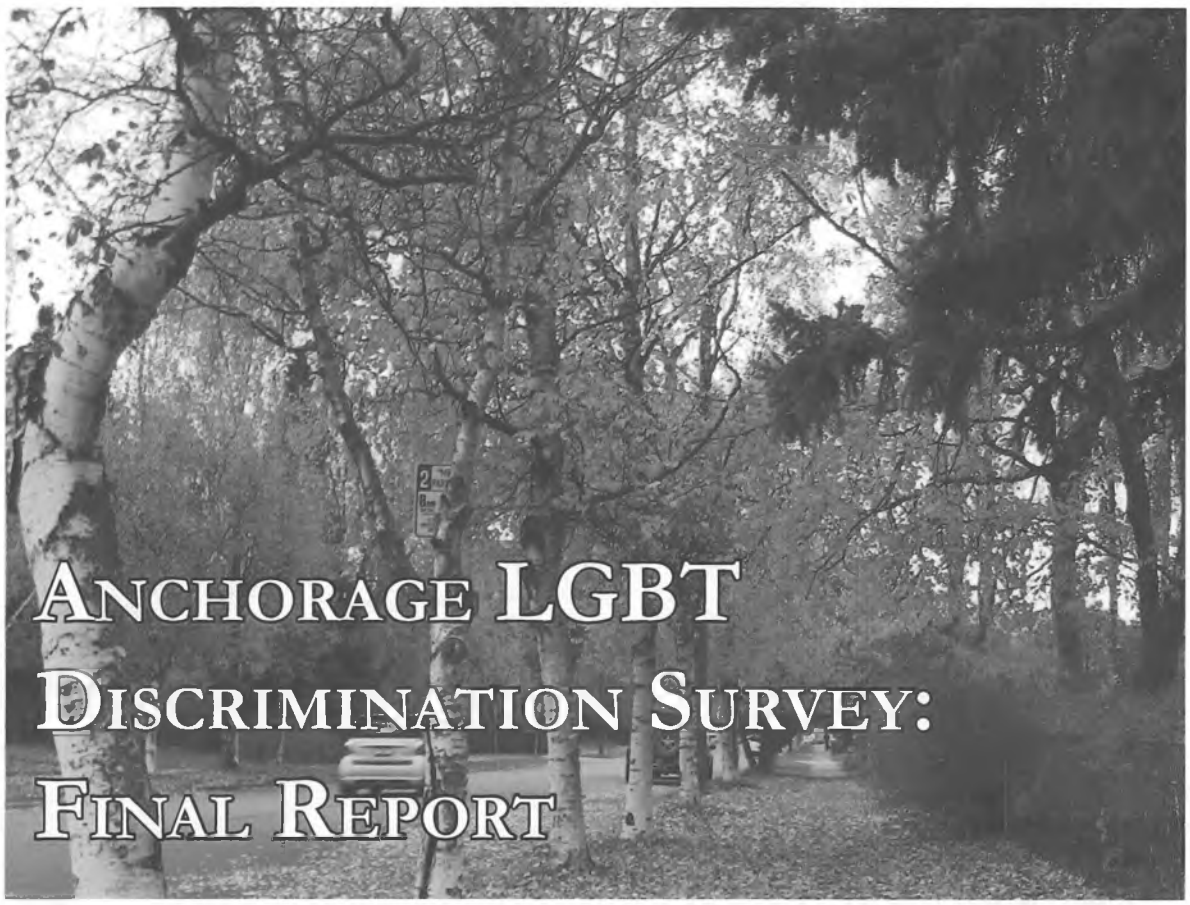
Witnessing our ceremony, meeting our friends and my mate's large, friendly and accepting family, he became a great supporter of our life partnership. We drove him back to the Oakland airport in our "just married" pickup, and passersby kept asking him, "Who's the lucky woman?" He would smile and say, "Both of them."

In 1995 he was diagnosed with pancreatic cancer and carried that same graceful courage and humor into his illness and last days. My partner and I were with him when he caught his last outgoing tide.

As John Muir said of Stikeen, his Glacier Bay travel buddy: "At first the least promising ... of my dog friends, our storm battle for life brought him to light, and through him as through a window, I have ever since been looking with deeper sympathy into all my fellow mortals."

My father would be honored to be the light through a new window on this topic.

■ Lin Davis of Juneau is a state worker and plaintiff in the same-sex partner benefits case.



Anchorage LGBT Discrimination Survey: Final Report

Melissa S. Green

March 2012

identity

Anchorage LGBT Discrimination Survey

Principal investigator: Melissa S. Green
Project manager: Shelby Carpenter
Design and production: Melissa S. Green

Identity, Inc.
P.O. Box 200070
Anchorage, AK 99520-0070

This report a available online at http://www.identityinc.org/ or http://alaskacommunity.org/.

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Anchorage LGBT Discrimination Survey: Final Report

by
Melissa S. Green

Prepared for the Alaska LGBT Community Survey Task Force and its partner organizations:

Identity, Inc.
Alaskan AIDS Assistance Association (Four A's)
Alaskans Together for Equality
American Civil Liberties Union of Alaska
Equality Works

March 2012
Anchorage, Alaska

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Contents

Acknowledgments

The Anchorage LGBT Discrimination Survey was a collaborative project of the Alaska LGBT community and a coalition of Alaska organizations which serve the LGBT community, including Identity, Inc., the Alaskan AIDS Assistance Association (Four A's), Alaskans Together for Equality (ATE), Equality Works, and the American Civil Liberties Union (ACLU) of Alaska. Thank you to the boards and staff of all these organizations for your support and assistance.

The survey questionnaire and overall research project were designed by members of the Alaska LGBT Community Survey Task Force in consultation with Dr. Brad A. Myrstol and Khristy Parker, my coworkers at the Justice Center at the University of Alaska Anchorage. Barbara Soule was part of the Community Survey Task Force before there was a task force; the survey she conducted for a course provided the inspiration and impetus to proceed with a larger study. Shelby Carpenter, LGBT Public Policy Coordinator with the ACLU of Alaska during the first half of work on the survey, was project manager for survey distribution and data collection, assisted by Drew Phoenix. Thank you also to the volunteers who helped get PINs out to study participants.

Dr. Myrstol conducted statistical analysis on the final dataset not just once, but twice, in between helping solve seemingly intractable problems that arose unanticipated from what we came to recognize as errors in the questionnaire design. I also must thank others of my Justice Center colleagues: Barbara Armstrong, whose attention to multiple drafts of the preliminary report saved it from numerous errors, and whose valuable suggestions also improved the present report. Dr. Sharon Chamard graciously made time to conduct special data analysis on experience of racism by respondents to the 2009 Anchorage Community Survey. All of these colleagues provided assistance on their own time: thank you so much for your assistance and friendship.

Thank you also to E. Ross, founder and former editor of Bent Alaska, Alaska's LGBTQA blog, who handed the reins over to me last October but who has quietly stepped in to take up the slack while I worked on this report. Thanks also to Bent Alaska's many Facebook friends, who offered hurrahs and patience these past few weeks. A special thanks to Mary Elizabeth Rider and the Grrlzlist, both for valuable suggestions, and moral support.

Finally, a heartfelt thanks to the many LGBT respondents who took part in this survey. I am proud to be part of your community.

Melissa S. Green
March 21, 2012
Anchorage, Alaska

Glossary of terms

Several terms in this report may not be familiar to all readers. This glossary is based in part on the glossary included in *Injustice at Every Turn: A Report of the National Transgender Discrimination Survey* (Grant, et al., 2011).

Cisgender refers to non-transgender individuals: persons whose gender identity — that is, their internal sense of being male or female — matches their sex assigned at birth. It derives from cis, the Latin prefix for on the same side, complementing trans, the prefix for across or over. This term is used throughout the report to refer to non-transgender people, including the non-transgender gay, lesbian, and bisexual respondents to the Anchorage LGBT Discrimination Survey.

Coming out refers to the recognition and acceptance of one's sexual orientation as lesbian, gay, or bisexual; or the recognition and acceptance of one's gender identity as transgender or transsexual. It is also commonly used to refer to the disclosure of one's sexual orientation or gender identity to another person — for example, to come out to one's parent, friend, coworker, or boss. To be out to someone means that the other person is aware of one's sexual orientation of gender identity.

Female-to-male (FTM) describes transgender persons whose birth certificates assigned them the gender of female, but who identify and live, or hope to live, as a male.

Gender expression refers to how a person presents or expresses his or her gender identity to others, often through manner, clothing, hairstyles, voice or body characteristics.

Gender identity refers to an individual's internal sense of gender — for example, as being male or female.

Gender non-conforming refers to individuals whose gender expression differs from societal expectations related to gender.

Genderqueer is a term of gender identity used by people who identify as neither entirely male nor female, as a combination of both, or who present in a non-gendered way.

Intersex is a term used for people who have differences of sex development, such as being born with external genitalia, chromosomes, or internal reproductive systems that are not generally associated with usual medical definitions of male or female.

LGB is an abbreviation of lesbian, gay, and bisexual. In this report it is most widely used to distinguish research studies which have only included lesbian, gay, and bisexual respondents from those which also include transgender respondents (i.e., LGBT studies).

LGBT is an abbreviation of lesbian, gay, bisexual, and transgender. It may also appear with the letters in different order, most commonly as *GLBT*.

Male-to-female (MTF) describes transgender persons whose birth certificates assigned them the gender of male, but who identify and live, or hope to live, as a female.

Queer is a term used to by some within the lesbian, gay, bisexual, and transgender (LGBT) community to refer to the LGBT community and/or its members; it is also a term used by some to describe their sexual orientation. It is still considered by some to be a derogatory term.

Sexual orientation describes a person's attraction to members of the same gender and/or different

gender, and is usually defined to includes lesbian, gay, bisexual, or heterosexual. It may also queer and asexual, among others.

Transgender describes the state of one's gender identity — that is, one's self-identification as woman, man, neither or both — not matching one's "assigned sex" — that is, one's identification by others (including on original birth certificate) as male, female, or intersex based on usual medical definitions of male or female. Transgender does not imply any specific sexual orientation: transgender people may, like cisgender people, identify as heterosexual, homosexual, bisexual, queer, asexual, etc. Transgender people may or may not desire to transition gender, and may or may not desire medical changes to their bodies as part of this process.

Transition describes the period during which a transgender or transsexual person begins to live in accordance with their gender identity as male or female, as opposed to living according to the sex assigned at birth. Transitioning may include medical changes to one's body through hormones or surgery, legally changing one's name, or changing identification documents such as driver's license, Social Security record, and birth certificate to reflect one's gender identity.

Transsexual describes those people whose gender identity is different from their assigned sex at birth and who live in a gender different from their birth sex, or desire to do so. Many or most transsexual people alter or desire to alter their bodies medically through hormones or surgery in order to align themselves physically with their gender identity.

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 finding, 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.

- 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.

- 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 proceed- ing (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.

Methodology

The Anchorage LGBT Discrimination Survey had its origin in a meeting on September 9, 2010 between Melissa S. Green, Barbara Soule, and Shelby Carpenter. It was decided to create a Community Survey Task Force to develop and conduct a statewide survey of Alaska lesbian, gay, bisexual, and transgender community by revising and updating the survey questionnaire used in One in Ten: A Profile of Alaska's Lesbian & Gay Community (Identity, 1986). One in Ten surveyed 734 lesbian, gay, and bisexual Alaskans on a wide range of questions in areas including relationships, parenthood, religion, physical and emotional health, health providers, alcohol and drug usage, AIDS awareness, coming out, experience of discrimination, politics, leisure, needs, and attitudes. The survey was intended to be a survey of the LGBT community conducted by the LGBT community as a collaborative project involving LGBT individuals and organizations throughout Alaska, as well as other stakeholders committed to the welfare and equality of LGBT Alaskans, with the "community" nature of the work balanced by a credible, reliable research design following solid social science practices.

The first meeting of the Community Survey Task Force was held on September 27, 2010. Task force members were joined by Dr. Brad A. Myrstol and Khristy Parker of the Justice Center at University of Alaska Anchorage, who consulted at this and other meetings on research design. It must be emphasized, however, that final decisionmaking on all aspects of the research design and survey instrument was made by members of the Community Survey Task Force.

It was decided at this meeting to conduct two surveys: the Anchorage Discrimination Survey (later renamed the Anchorage LGBT Discrimination Survey), which would focus on the experience of sexual orientation and gender identity discrimination within the Municipality of Anchorage, and a later, more expansive Alaska LGBT Community Statewide Survey, which would include questions on experience of discrimination but would also consider a wide array of other questions of concern to the Alaska LGBT community. (At this writing, it is uncertain if and when the second survey will be conducted.)

Members of the Community Survey Task Force continued to meet through the last months of 2010 on research design, including design of the survey instrument and sample selection. Additionally, members met with Anchorage-based LGBT organizations to enlist support and assistance with the survey. As both One in Ten and its research complement Identity Reports: Sexual Orientation Bias in Alaska (Green & Brause, 1989) had been conducted under the auspices of Identity, Inc., it was agreed that the Anchorage LGBT Discrimination Survey data would become the property of Identity and that Identity would hold copyright in its reports.

The Anchorage LGBT Discrimination Survey was primarily a volunteer effort, with some financial support from the ACLU of Alaska to assist with costs associated with survey administration and distribution during January through March 2011.

Survey instrument

The survey instrument for the Anchorage LGBT Discrimination Survey is in part based on portions of the survey questionnaire used in 1985 for the One in Ten survey on demographic characteristics of the survey population and on experience of violence, harassment, and discrimination.

However, One in Ten focused on sexual orientation. To ensure the Anchorage LGBT Discrimination Survey would be fully transgender inclusive, researchers conducted two transgender focus groups, one at Identity, Inc.'s annual Alaska Pride Conference on October 9, 2010, and another at the conference room of the Alaskan AIDS Assistance Association on October 13, 2010. Researchers also obtained the survey questionnaire for the National Transgender Discrimination Survey, which had

been conducted earlier that year by the National Center for Transgender Equality and the National Gay and Lesbian Task Force; its executive summary and final report were published in 2011 (Grant, et al., 2011).

Criteria considered in design of the survey instrument included clarity, readability, comparability with One in Ten data, and transgender inclusivity. Also considered were cost and complexity, which especially had an effect on the number of questions included in the questionnaires. It was felt that too many questions could have a negative impact on response rate and could also make the survey itself more expensive to administer, especially for printed copies of the questionnaire.

The questionnaire was designed in three parts. The first part asked respondents questions about how often (none, once, twice, or three or more times) they had experienced various types of violence, intimidation, or discrimination, while in Anchorage, because of their sexual orientation. The second part asked how often they had experienced violence, intimidation, or discrimination in Anchorage because of their gender identity or presentation. The array of questions asked here was nearly identical to the "sexual orientation" array, except for a few questions about issues which uniquely face transgender people. The third part asked respondents a variety of demographic questions, including the three key questions needed to evaluate whether they were part of the intended study population: the sex assigned them on their original birth certificates; their current gender identity; and their sexual orientation.

The final questionnaire was created in two formats: a printed version for "pen and paper" completion, and a Survey Monkey version for on-line completion. A copy of the paper version of the questionnaire is included in Appendix D.

Sample selection

A sample in a research study refers to a subset of a larger population that is being studied. Sampling methodologies are generally one of two types: probability sampling (also referred to as random sampling) and non-probability sampling.

Probability sampling

Probability sampling means that "every person in the population has a known nonzero probability of being included in the sample" (Meyer & Wilson, 2009). One of the great advantages of probability sampling is that results can be generalized to population from which the sample is drawn. The disadvantage of probability sampling for any LGBT population is its expense, due to several challenges.

Among the major obstacles in is in defining who should in the first place be identified as LGBT . For example, identifying the sexual orientation of a given survey's respondents as lesbian, gay, bisexual, or heterosexual may be based on self-identity, sexual behavior, sexual attraction, relationships within a household, or a combination of these (SMART, 2009; Meyer & Wilson, 2009; Gates, 2011). Identifying respondents as transgender is similarly complex — typically according to respondent self-identification as transgender, but the definition of transgender in a study may also depend upon various other aspects of gender expression or gender nonconformity.

Another major obstacle is that few surveys of general populations ask about sexual orientation or gender identity. As stated by Meyer and Wilson in a 2009 discussion of sampling of lesbian, gay, and bisexual populations — a statement which also goes for transgender populations:

[E]ven if researchers agreed on a population definition, they cannot find descriptive statistics about the characteristics of this populations (e.g., its racial and educational demographics) because the

LGB population has never been enumerated.... The U.S. Census, which provides a description of the U.S. population and a benchmark for most population sampling, does not include information on sexual orientation. With no proper description of the LGB population, researchers cannot evaluate whether a sample is representative of the population — a great handicap for determining generalizability and assessing a study's results.

Of those few studies of general populations that do ask about sexual orientation, few are representative of the population as a whole (Gates, 2008). The same can be said about surveys of general populations with reference to gender identity and expression.

Survey methodology can also have a bearing both on estimates of LGBT populations and upon LGBT respondents' willingness to report or respond honestly in surveys (Gates, 2011) due to stigmatization and fear of potential discrimination — issues which can also affect the ability of researchers to identify representative samples of LGBT populations (Sullivan & Losberg, 2003).

Gates (2011) estimates that 3.5 percent of adults in the United States self-identify as lesbian, gay, or bisexual (with substantially more who do not self-identity as LGB but nevertheless report having same-sex sexual experiences as adults), and that 0.3 percent self-identify as transgender. If these percentages hold true for the Municipality of Anchorage, of its 2010 population — estimated by the American Community Survey (U.S. Census Bureau, 2011) as 293,227 (including children under 18, about 26% of the population) — perhaps 10,263 Anchorage residents may (or may grow up to) self-identify as lesbian, gay, or bisexual, and another 880 may self-identify as transgender. Given the issues identified above, however, it is impossible to be certain.

In any case, because LGBT individuals, however defined, are a minority of the population, collecting a probability sample across the entire population would be prohibitively expensive (Meyer & Wilson, 2009), particularly for a volunteer research effort which had only minimal financial backing.

Nonprobability sampling

As described by Meyer and Wilson (2009),

> Nonprobability sampling refers to any sampling technique which the probability of a person being selected into the sample is unknown. This means that in nonprobability sampling, some people of the desired population may not be included in the sample, and other people may be overrepresented.

Because the probabilities of inclusion in the sample are unknown, so is the extent of over- or underrepresentation of some demographics in the sample, leading to potential biases. For some types of research, such as political opinion polling or estimating the prevalence of disease, probability sampling is essential; but, as Meyer and Wilson state, "nonprobability samples are a good alternative when estimating population prevalence is not a research focus." Nonprobability sampling has been used widely in LGBT studies.

Sample selection for the Anchorage LGBT Discrimination Survey

The Anchorage LGBT Discrimination Survey used a combination of two types of nonprobability sampling used commonly in studies of LGBT populations: snowball sampling, a form of community venues sampling in which respondents within the LGBT community were invited to participate and were asked in turn to recruit addition study participants from within their own social networks; and web-based sampling, in which the web (Internet) was used both for recruitment of study participants, and to deliver survey questionnaires to respondents.

Distribution and collection

Data collection for the Anchorage LGBT Discrimination Survey was originally planned to take place from January through February 2011; researchers later decided to extend data collection through March 2011. Survey respondents had an option to complete the survey questionnaire using either a paper copy of the questionnaire or online using Survey Monkey. In order to control against individuals completing more than one survey and to ensure that only members of the intended study population participated — i.e., persons who identified themselves as gay, lesbian, bisexual, and/or transgender — personal identification numbers (PINs) were used. Respondents could obtain a PIN in one of two ways: (1) pre-printed coupon booklets with randomly assigned PIN numbers were distributed to project volunteers, who made use of their existing social networks within the LGBT community to distribute individual PINs; or (2) persons wishing to participate in the study could obtain a PIN by calling and requesting one from the project manager, whose name and phone number were included in advertisements. Paper copies of the survey questionnaire could be obtained from the same people, or respondents could visit the website for the Survey Monkey version of the survey instrument and complete the questionnaire electronically.

Study participants were recruited through existing social networks of project volunteers and mailing lists of LGBT organizations. The study's website was widely publicized in Anchorage LGBT and mainstream media and via targeted ads on Facebook.

Data cleaning

Data cleaning is the process of eliminating questionnaires which do not belong in the study and of recoding written responses into categories when appropriate.

Valid surveys

The first task of data cleaning was to determine which completed questionnaires could be included in the analysis. A number of survey questionnaires were discarded for various reasons, as showing in Table 1. Many of the discards appeared to have problems originating in problems with Survey Monkey itself, a problem which researchers became aware of even as the survey was still in progress. Researchers discovered that surveys would register as completed even if respondents had not completed all questions or all pages of the questionnaire, or had closed their browser before the questionnaire was complete. In many cases, respondents seemed unaware that they had not completed all questions. These problems led to the loss of an estimated 31 respondents from the dataset (those who completed questions about experience of discrimination, but failed to answer demographic questions).

Wide advertising during data collection made it possible for people who were not part of the study population to complete a questionnaire online with self-invented (invalid) PINs. However, only questionnaires with valid PINs were included in the final dataset. Data was also reviewed to remove the few non-LGBT respondents who had somehow obtained PINs, as well as respondents who had not answered one or more of the three essential questions necessary to determine that they were eligible participants in the study: (1) the sex assigned them on their original birth certificates; (2) their current gender identity; and (3) their sexual orientation.

A total of 391 questionnaires were submitted, 360 of which were submitted using Survey Monkey. The other 31 were completed using a paper copy of the survey questionnaire; all of these were valid. Of the surveys completed using Survey Monkey, 237 were considered valid, with valid PINs

Table 1. Survey Questionnaires and Study Sample

Included in study sample		
237	valid PIN	Completed using Survey Monkey
31	valid PIN	Completed using paper copy of survey instrument
268	**valid surveys**	
Excluded from study sample (all from Survey Monkey)		
31	valid PIN	respondent failed to answer demographic questions which could indicate whether or not they were LGBT
14	valid PIN	duplicated PIN of a valid, complete survey; survey itself incomplete.
9	valid PIN	respondent identified self as non-transgender and heterosexual
17	valid PIN	only PIN was filled out; survey was otherwise blank
52	invalid PIN	
123	**invalid surveys**	
391	**total surveys**	

and sufficient information to confirm that the respondent was LGBT and therefore a member of the intended study population. In total, there were 268 valid surveys included in the final dataset.

The remaining 123 surveys inclu31 with valid PINs, but whose respondents failed to answer demographic questions which could confirm whether they were LGBT and hence members of the intended study population. Most of these surveys were otherwise complete. Researchers believe that most or all of these surveys were filled out by members of the study population who were unaware that they had only partially completed the survey because of problems with the Survey Monkey implementation of the questionnaire. 14 with valid PINs, but surveys were incomplete and the PINs duplicated the PINs of valid, completed surveys. Researchers believe that these surveys resulted from respondents accidentally closing their browsers before the survey was complete, realizing their errors, and returning to make a second (this time successful) attempt to complete the survey. 9 with valid PINs, but respondents identifies themselves in demographic questions and/or comments as being heterosexual and non-transgender, hence not members of the intended study population. Comments from three of these respondents indicated that they had been discriminated against because they were inaccurately assumed to be gay or bisexual, or because they were known to support LGBT equality. 17 with valid PINs, but only the PIN was filled out; surveys were otherwise completely blank. 52 with invalid PINs. Most of these surveys were otherwise blank; a few included comments indicating that respondents had gone through the survey out of curiosity about what questions were being asked. "Other" answers

Several survey questions included as an option the answer of "Other" with a request for explanation. For example, participants were asked "Which of the following best describes your current living situation?" with the possible answers "I own my own home," "I rent a house/apartment/room," or "Other (please specify)." In these cases, "Other" answers were recoded by sorting the various "Other" answers into new categories. For example, several respondents specified their "Other" living situation as variations on "live with my parents," "live with grandmother," and so on; these were sorted into a new category, "Live with parent(s) or other relative(s)."

Recoding when necessary

In a few instances, respondent comments indicated that a respondent had misinterpreted a question or otherwise answered it "incorrectly." For example, one respondent, a gay male, missed the word "gay" in the sexual orientation item "Lesbian/gay/same-gender attraction" (the more common

ordering would put "gay" before "lesbian") and felt no choice but to select "queer" as his sexual orientation — an uncomfortable choice for him, as he stated in a comment. Another respondent who viewed her relationship with her partner as being a marriage, despite Alaska law prohibiting same-sex marriage, commented to the effect that she had given her marital status as "Married." In cases like these, responses were recoded.

Data analysis

After data cleaning was completed, statistical analysis on the final dataset of 268 questionnaires was conducted using SPSS, and statistical tables upon which to base the analysis were prepared.

As previously described, the questionnaire included two arrays of questions about their experiences of discrimination, the first focusing on sexual orientation discrimination and the second on gender identity or presentation. It became apparent as we began working with the data that respondents — for example, lesbians with a "butch" or "masculine" gender presentation, or gay men with an "effeminate" gender presentation — were sometimes unclear about whether to classify and experience of discrimination as sexual orientation discrimination, as gender presentation discrimination, or both. This led to the possibility that some respondents might have recorded the same instance(s) of discrimination in both sections, essentially resulting in some experiences of discrimination being possibly counted twice. If this was so, answers about the frequency of occurrence of each type of discrimination (none, once, twice, or three or more times) would not produce useful or reliable data.

Additionally, comments from some transgender respondents indicated personal histories of having identified in an earlier part of their life as lesbian or gay before realizing they were transgender. For example, one female-to-male (FTM) transgender respondent who identified his sexual orientation as "queer" began a comment by writing, "It was easier to hide my sexual orientation when I was a lesbian…." While representing a fairly typical life journey for some transgender people, his comment provided further evidence that we had miscalculated when we separated the discrimination questions into two arrays.

At the same time, many cisgender (non-transgender) gay, lesbian, and bisexual respondents simply concluded that, since they were not transgender, the questions on gender identity and presentation simply did not apply to them, and they skipped that part of the questionnaire entirely. As one cisgender gay male respondent commented,

My gender identity is the same as when I was born (I was born a boy, and I'm still a boy, and I see myself as a boy), so I don't think this section applies to me.

Another important issue was that respondents had been asked about number of incidents of each type of discrimination, but they were not asked about recent discrimination.

In hindsight, we concluded that a better design for the survey would have been:

(1) To replace "how often have you experienced any of the following" with two questions: "have you ever experienced any of the following? — yes/no" and "have you ever experienced any of the following within the past five years? — yes/no."

(2) Rather than dividing the discrimination questions into a sexual orientation array and a gender identity/presentation array, to simply ask "have you ever experienced any of the following because of you sexual orientation, gender identity, and/or gender presentation?"

While we couldn't go back in time to change the questionnaire, it was possible to address these difficulties during data analysis. The similarity of questions between the sexual orientation and gender identity/presentation arrays made it possible to combine the variables, e.g., to combine the variable for "Physical violence because of sexual orientation" and the variable for "Physical violence because

of gender identity/gender presentation" into one new variable: "Physical violence because of sexual orientation or gender identity/gender presentation." The few gender identity/gender presentation variables which were unique to that array simply remained as they were. Then, the entire dataset was reanalyzed. We dispensed with the our attempt to count how often a respondent had experienced each type of discrimination, and instead recorded if a given type of discrimination had been experienced at least once. This removed the issue of possible double-counting of the same instant.

In order to capture data on recent discrimination in Anchorage, which we defined as having taken place within the past five years, we conducted a secondary analysis based on the subsample of respondents (N=50) who had been residents of the Municipality of Anchorage for less than five years.

New statistical tables were then created, and form the basis of the tables and analysis throughout the report. However, tables based on the originally separate sexual orientation and gender identity/presentation variables can be found in Appendix B and Appendix C.

Respondent comments

Respondents were given an opportunity to comment in three places on the questionnaire: at the end of the "Sexual orientation discrimination" part, at the end of the "Gender identity discrimination part," and at the very end of the questionnaire.

Not all respondents took the opportunity to make comments, but many did, often commenting about a number of topics in the same comment. We organized comments into topical areas and redacted sensitive information to protect respondent confidentiality. Comments are found in Appendix A to this report.

Limitations

As previously discussed, the Anchorage LGBT Discrimination Survey is a nonprobability survey. As such, it cannot claim to be statistically representative of the entire LGBT population of Anchorage, because some demographics which exist in the "real" LGBT population might be overrepresented, underrepresented, or missing entirely from our sample. In particular, the sampling strategy we used, based in large part on social networking within the LGBT community, was more likely to reach LGBT people who were active members of the Anchorage LGBT community, and less likely to reach LGBT people who were less involved in the LGBT community or who were otherwise not socially connected. Respondents were also recruited through publicizing the survey and its website in LGBT and mainstream media and through targeted ads on Facebook. Reliance on web-based sampling leaves out the approximately 27 percent of people who do not use the Internet (Meyer & Wilson, 2009).

Additionally, a survey that is specifically designed to gather data about experiences of discrimination is likely to be self-selecting to some extent. This issue was unconsciously recognized by several participants, such as the cisgender lesbian respondent who commented,

I hope I do not skew the results of this survey. If I am atypical it is alright to remove my data. I didn't "come out" until I was 42 years old. I appear straight, am comfortable in straight or lesbian environments. I have been mostly single since my late 30s so have probably have not appeared to others as lesbian.

In fact, this respondent did not skew results: her experience was part of the results. But her comment, and others like it, illustrate the likelihood that some potential respondents may not have been motivated to participate if they didn't perceive themselves as having experienced discrimination.

At this point a reminder is due: The essential purpose of the Anchorage LGBT Discrimination

Survey was to document experience of discrimination reported by LGBT individuals in the Municipality of Anchorage. This, it has done.

The survey result which found that 16.0 percent (N=43) of survey respondents reported being forced to leave jobs because of harassment based on the their sexual orientations or gender identities cannot be extrapolated to claim that 16.0 percent of all LGBT employees in Anchorage have been forced to leave jobs because of harassment. But the result does show that 43 lesbian, gay, bisexual, and transgender workers in the Municipality of Anchorage understood themselves to have been the targets of on-the-job harassment which — had they been harassed at work because of their race, color, sex, or religion — would have been illegal under Anchorage's municipal code. But of course, because these respondents were harassed for being LGBT, and discrimination against them is not illegal, they had no legal recourse to defend themselves.

In short, while results of this survey cannot be said to be representative of all LGBT people in Anchorage, they are, at the very least, representative of the 268 LGBT people who shared their experiences by participating.ded:

Findings

Respondent Characteristics

A total of 268 respondents was included in the final dataset. This section of the report describes their demographic and social characteristics, in some instances compared with 2010 population data from the American Community Survey (U.S. Census Bureau, 2010) for the total population of the Municipality of Anchorage.

Sex and gender identity

The final dataset of 268 respondents included 243 cisgender respondents and 25 transgender respondents (Table 2). Of the cisgender respondents, 136 were male and 107 were female. Transgender respondents included 14 male-to-female (MTF) respondents — individuals who had been designated *male* on their birth certificates, but who now identify and live as, or hope to live as, female; 10 female-to-male (FTM) respondents — individuals whose original birth certificates designated them as *female*, but who identified and/or lived as male; and one "other" respondent.

This last respondent marked both *male* and *female* on the survey questionnaire. There are at least three possible explanations for this: (1) the respondent might have made an error in completing the survey; (2) the respondent might have resisted being categorized by gender or sexual orientation (the same respondent also identified as *transgender — do not identify as exclusively male or female* and as *bisexual* in sexual orientation); or (3) the respondent might have been designated at birth as *intersex* — a term used for people who have differences of sex development, such as being born with external genitalia, chromosomes, or internal reproductive systems that are not generally associated with usual medical definitions of male or female.

Compared with the total population of the Municipality of Anchorage in 2010 (Table 3), women were underrepresented in the survey. Comparisons are difficult because the American Community Survey does not account for gender identity.

Table 2. Sex and Gender Identity of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	N	Percent
Cisgender	**243**	**90.7 %**
Male	136	50.7
Female	107	39.9
Transgender	**25**	**9.3 %**
Transgender — male-to-female (MTF)	14	5.2
Transgender — female-to-male (FTM)	10	3.7
Other	1	0.4
Total	**268**	

Table 3. Municipality of Anchorage Population by Sex, 2010 Census

	N	Percent
Male	148,566	50.7 %
Female	144,661	49.3
Total	**293,227**	

Source of data: *American Community Survey, 2010 1-Year Data for Anchorage Municipality*

Sexual orientation

Nearly three-quarters of the respondents (N=193; 72.3%) described themselves as being gay or lesbian (Table 4). About one in five respondents (N=53; 19.8%) were bisexual; 19 (7.1%) described themselves as queer. Two respondents (0.7%) said they were asexual. Only one respondent (0.4%)

Table 4. Sexual Orientation of Anchorage LGBT Discrimination Survey Respondents

Row percentages.

	Sexual orientation										
	Gay or lesbian		Bisexual		Queer		Asexual		Heterosexual		
Gender identity	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	Total
Male	**117**	**80.1 %**	**19**	**13.0 %**	**10**	**6.8 %**	—	—	—	—	**146**
Cisgender	116	85.3	14	10.3	6	4.4	—	—	—	—	**136**
Transgender female-to-male (FTM)	1	10.0	5	50.0	4	40.0	—	—	—	—	**10**
Female	**76**	**62.8 %**	**33**	**27.3 %**	**9**	**7.4 %**	**2**	**1.7 %**	**1**	**0.8 %**	**121**
Cisgender	72	67.3	26	24.3	8	7.5	1	0.9	—	—	**107**
Transgender male-to-female (MTF)	4	28.6	7	50.0	1	7.1	1	7.1	1	7.1	**14**
Other	—	—	1	**100.0**	—	—	—	—	—	—	**1**
Total	**193**	**72.0 %**	**53**	**19.8 %**	**19**	**7.1 %**	**2**	**0.7 %**	**1**	**0.4 %**	**268**
Totals by gender alignment											
Cisgender	188	77.4 %	40	16.5 %	14	5.8 %	1	0.4 %	0	0.0 %	**243**
Transgender	5	20.0	13	52.0	5	20.0	1	4.0	1	4.0	**25**

— a male-to-female transgender respondent — described herself as heterosexual. (Cisgender heterosexuals were excluded from the study.)

Differences by sex and gender identity

Of cisgender respondents, a higher proportion of men (N=116; 85.3%) than women (N=72; 67.3%) identified themselves as gay/lesbian, while nearly a quarter of cisgender women (N=26; 24.3%) said they were bisexual, in comparison with only one in ten cisgender men (N=14; 10.3%) who self-identified as bisexual.

Over half the transgender respondents (N=13; 52.0%) described themselves as bisexual. One in five transgender respondents (N=5; 20.0%) said they were gay/lesbian, and another one in five (N=5; 20.0%) described their sexual orientation as queer. MTF respondents were more likely to describe themselves as gay/lesbian (N=4; 28.6%) than FTM respondents (N=1; 10.0%), whereas a higher proportion of FTM respondents (N=4; 40.0%) than MTF respondents (N=1; 7.1%) described their sexual orientation as queer.

Data presentation by gender identity

One of the important goals of this study was to obtain, for the first time, Anchorage-specific information on discrimination experienced by transgender people, including any differences in discrimination that transgender people experience in comparison with lesbian, gay, and bisexual (LGB) cisgender respondents. Thus, distinguishing the gender identities of respondents was deemed more crucial to analyzing the findings than distinguishing between their sexual orientations. Throughout the remainder of this report, findings are presented for the total sample of 268 respondents; by comparing cisgender and transgender respondents; and, among LGB cisgender respondents, by comparing male and female respondents.

Data analysis did not indicate large differences between MTF and FTM transgender respondents for most questions, so they are grouped together for purposes of discussion. It is important to note that these two categories are simplifications for the purpose of analysis, and do not always reflect the nuances of individual respondents' own perceptions of their gender identities.

Residence

The overriding majority of respondents (N=248; 92.9% of the 267 valid responses) were residents of the Municipality of Anchorage (MOA) at the time they took the survey (Table 5). The few who were not MOA residents (N=19; 7.1% of valid responses) included some respondents who had previously lived in Anchorage for some period of time; nonresidents who were living in Anchorage temporarily; and others who, while not residents, spent time in Anchorage for various reasons — for example, residents of the Matanuska-Susitna Borough who commuted for school or work.

Respondents who were residents (N=248; 92.9%) were asked how long they had lived in Anchorage. Of these, two failed to answer the question about the length of their residency. Of the remaining 246, about one in five (N=50; 20.3%) had been residents of the Municipality of Anchorage for less than five years, while nearly 30 percent (N=72; 29.3%) had lived within the bounds of the municipality for 25 years or more. The mean length of residence was 17.5 years, with length of residence ranging from 0.4 to 62.2 years.

The 50 respondents who had lived in Anchorage for less than five years were of particular interest. Responses to questions about discrimination from this subsample of respondents were analyzed separately to obtain data on the experience of recent discrimination — within the past five years — by LGBT individuals in Anchorage.

Respondents were asked to give the zip code where they currently lived. Three respondents did not answer this question. Of the 265 who did, 252 (95.1%) lived at zip codes within the Municipality of Anchorage, with most (N=229; 86.4%) living in Anchorage proper; 18 (6.8%) in Eagle River; 5 (1.9%) in Chugiak; and 3 (1.1%) in other locations within the municipality. (These locations are not named in order to maintain respondent confidentiality.) Seven respondents (2.6%) lived in Alaska outside the boundaries of the Municipality of Anchorage, and 6 (2.3%) lived outside Alaska altogether.

Note that some respondents who were not actual MOA residents reported living at Anchorage zip codes at the time of the survey. It is assumed these were nonresidents who were living in Anchorage temporarily for school, work, or other reasons.

Racial, ethnic, and Hispanic/Latino background

Of the 263 respondents who answered whether they identified as Hispanic or Latino, 16 (6.1%) said they were of Hispanic/Latino background (Table 6).

Of the 265 respondents who identified their race/ethnicity, over four-fifths (N=216; 81.5%) were white/Caucasian; 11 (4.2%) were black/African American; 10 (3.8%) were Alaska Native or American Indian; two (0.8%) were Asian; and two (0.8%) were Native Hawaiian or Pacific Islander. Twenty-four respondents (9.1%) were of "Other" race or ethnicity, including 20 (7.5%) who identified themselves as multiracial. *Hispanic/Latino* is not generally considered as a *race* or *ethnicity* in population studies, as people of Hispanic/Latino heritage are racially and ethnically diverse; however, 4 respondents (1.5%), when asked to specify their "Other" race/ethnicity, gave it as Hispanic/Latino.

Respondents who identified themselves as multiracial included:

- 8 of Alaska Native/American Indian and White/Caucasian descent;
- 6 of Asian and White/Caucasian descent;
- 3 multiracial (not specified further) descent;
- 2 of Alaska Native/American Indian, Black/African American, and White/Caucasian descent;
- 1 of Middle Eastern and White/Caucasian descent.

Table 5. Residence in Municipality of Anchorage of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Residence										
Question 3. Are you currently a resident of the Municipality of Anchorage?										
Yes	**248**	92.9 %	**226**	93.4 %	127	93.4 %	99	93.4 %	**22**	88.0 %
No	**19**	7.1	**16**	6.6	9	6.6	7	6.6	**3**	12.0
Total valid	**267**		**242**		**136**		**106**		**25**	
Missing	*1*		*1*		*0*		*1*		*0*	
Total	***268***		***243***		***136***		***107***		***25***	
Years of residence										
[If yes to Question 3:] How long have you lived in Anchorage?										
Mean length of residence 17.5 years; range 0.4 to 62.2 years										
Less than 5 years	**50**	20.3 %	**43**	19.2 %	**30**	23.8 %	**13**	13.3 %	7	31.8 %
5 to less than 10	**34**	13.8	**32**	14.3	19	15.1	13	13.3	**2**	9.1
10 to less than 15	**31**	12.6	**30**	13.4	17	13.5	13	13.3	**1**	4.5
15 to less than 20	**23**	9.3	**20**	8.9	7	5.6	13	13.3	**3**	13.6
20 to less than 25	**36**	14.6	**34**	15.2	20	15.9	14	14.3	**2**	9.1
25 to less than 30	**29**	11.8	**25**	11.2	8	6.3	17	17.3	**4**	18.2
30 to less than 35	**18**	7.3	**16**	7.1	12	9.5	4	4.1	**2**	9.1
35 to less than 40	**12**	4.9	**11**	4.9	6	4.8	5	5.1	**1**	4.5
40 or more	**13**	5.3	**13**	5.8	7	5.6	6	6.1	**0**	0.0
Total valid	**246**		**224**		**126**		**98**		**22**	
Missing	*2*		*2*		*1*		*1*		*0*	
Total	***248***		***226***		***127***		***99***		***22***	
Zip code										
Question 4. What is the ZIP or postal code where you currently live?										
Anchorage 99501	**43**	16.2 %	**39**	16.2 %	28	20.7 %	11	10.4 %	**4**	16.7 %
Anchorage 99502	**13**	4.9	**11**	4.6	9	6.7	2	1.9	**2**	8.3
Anchorage 99503	**15**	5.7	**15**	6.2	11	8.1	4	3.8	**0**	0.0
Anchorage 99504	**25**	9.4	**24**	10.0	12	8.9	12	11.3	**1**	4.2
Anchorage 99507	**19**	7.2	**18**	7.5	11	8.1	7	6.6	**1**	4.2
Anchorage 99508	**47**	17.7	**44**	18.3	17	12.6	27	25.5	**3**	12.5
Anchorage 99514	**2**	0.8	**2**	0.8	1	0.7	1	0.9	**0**	0.0
Anchorage 99515	**4**	1.5	**4**	1.7	1	0.7	3	2.8	**0**	0.0
Anchorage 99516	**9**	3.4	**8**	3.3	4	3.0	4	3.8	**1**	4.2
Anchorage 99517	**33**	12.5	**27**	11.2	16	11.9	11	10.4	**6**	25.0
Anchorage 99518	**14**	5.3	**13**	5.4	8	5.9	5	4.7	**1**	4.2
Anchorage 99520	**1**	0.4	**1**	0.4	1	0.7	0	0.0	**0**	0.0
Anchorage 99521	**1**	0.4	**1**	0.4	0	0.0	1	0.9	**0**	0.0
Chugiak 99567	**5**	1.9	**4**	1.7	2	1.5	2	1.9	**1**	4.2
Eagle River 99577	**18**	6.8	**16**	6.6	8	5.9	8	7.5	**2**	8.3
Other MOA	**3**	1.1	**3**	1.2	1	0.7	2	1.9	**0**	0.0
Other Alaska	**7**	2.6	**7**	2.9	3	2.2	4	3.8	**0**	0.0
Outside Alaska	**6**	2.3	**4**	1.7	2	1.5	2	1.9	**2**	8.3
Total valid	**265**		**241**		**135**		**106**		**24**	
Missing	***3***		***2***		*1*		*1*		***1***	
Total	***268***		***243***		***136***		***107***		***25***	

Table 6. Racial and Ethnic Background of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hispanic/Latino background										
Question 8. Do you identify as Hispanic or Latino?										
Yes	**16**	6.1 %	**15**	6.3 %	9	6.7 %	6	5.7 %	**1**	4.2 %
No	**247**	93.9	**224**	93.7	125	93.3	99	94.3	**23**	95.8
Total valid	**263**		**239**		**134**		**105**		**24**	
Missing	***5***		***4***		*2*		*2*		***1***	
Total	***268***		***243***		***136***		***107***		***25***	
Race/ethnicity										
Question 9. Which of the following racial/ethnic categories best fits you?										
White/Caucasian	**216**	81.5 %	**196**	81.7 %	104	78.2 %	92	86.0 %	**20**	80.0 %
Multiracial	**20**	7.5	**15**	6.3	11	8.3	4	3.7	**5**	20.0
Black/African American	**11**	4.2	**11**	4.6	3	2.3	8	7.5	**0**	0.0
Alaska Native/American Indian	**10**	3.8	**10**	4.2	8	6.0	2	1.9	**0**	0.0
Hispanic/Latino	**4**	1.5	**4**	1.7	3	2.3	1	0.9	**0**	0.0
Asian	**2**	0.8	**2**	0.8	2	1.5	0	0.0	**0**	0.0
Native Hawaiian/Pacific Islander	**2**	0.8	**2**	0.8	2	1.5	0	0.0	**0**	0.0
Total valid	**265**		**240**		**133**		**107**		**25**	
Missing	***3***		***3***		*3*		*0*		***0***	
Total	***268***		***243***		***136***		***107***		***25***	

Note: Responses labeled *Missing* in each portion of the table indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for each question.

Table 7. Racial and Ethnic Background of Municipality of Anchorage Population, 2010 Census

Column percentages.

	Total		Male		Female	
	N	Percent	N	Percent	N	Percent
Hispanic/Latino background						
Hispanic or Latino	**22,302**	7.6 %	11,098	7.5 %	11,204	7.7 %
White alone, not Hispanic or Latino	**183,478**	62.6	95,472	64.3	88,006	60.8
Other races, not Hispanic of Latino	**87,447**	29.8	41,996	28.3	45,451	31.4
Total	**293,227**		**148,566**		**144,661**	
Race/ethnicity						
White alone	**195,553**	66.7 %	101,899	68.6 %	93,654	64.7 %
Asian alone	**23,986**	8.2	10,869	7.3	13,117	9.1
Two or more races	**23,172**	7.9	11,780	7.9	11,392	7.9
Alaska Native/American Indian alone	**21,787**	7.4	10,135	6.8	11,652	8.1
Black/African American alone	**17,874**	6.1	9,228	6.2	8,646	6.0
Native Hawaiian/Pacific Islander alone	**6,388**	2.2	[data not available]			
Some other race	**4,467**	1.5	[data not available]			
Total	**293,227**		**148,566**		**144,661**	

Source of data: *American Community Survey, 2010 1-Year Data for Anchorage Municipality*

A comparison with 2010 American Community Survey population statistics for the Municipality of Anchorage (Table 7) indicates that whites were overrepresented in the present survey, and most other races/ethnicities were underrepresented.

Age

Respondents ranged in age from 16 to 79 years old (as of January 1, 2011), with a mean age of 39.8 years (Table 8). Over a quarter of the respondents (N=75; 28.0%) were 50 years old or older, while not quite a third (N=84; 31.3%) were under 30, and 109 (40.1%) spanned the age range in be-

Table 8. Age of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Age as of January 1, 2011										
Question 10. What is your age as of January 2011?										
Mean age 39.8 years; range 16 to 79 years										
Under 18 years old	**3**	1.1 %	**3**	1.2 %	1	0.7 %	2	1.9 %	**0**	0.0 %
18-21 years old	**26**	9.7	**23**	9.5	16	11.8	7	6.5	**3**	12.0
22-24 years old	**22**	8.2	**19**	7.8	11	8.1	8	7.5	**3**	12.0
25-29 years old	**33**	12.3	**30**	12.3	18	13.2	12	11.2	**3**	12.0
30-34 years old	**31**	11.6	**29**	11.9	15	11.0	14	13.1	**2**	8.0
35-39 years old	**25**	9.3	**24**	9.9	17	12.5	7	6.5	**1**	4.0
40-44 years old	**27**	10.1	**25**	10.3	16	11.8	9	8.4	**2**	8.0
45-49 years old	**26**	9.7	**22**	9.1	13	9.6	9	8.4	**4**	16.0
50-54 years old	**31**	11.6	**28**	11.5	14	10.3	14	13.1	**3**	12.0
55-59 years old	**11**	4.1	**9**	3.7	3	2.2	6	5.6	**2**	8.0
60-64 years old	**21**	7.8	**20**	8.2	9	6.6	11	10.3	**1**	4.0
65 years old or older	**12**	4.5	**11**	4.5	3	2.2	8	7.5	**1**	4.0
Total valid	**268**		**243**		**136**		**107**		**25**	

Table 9. Municipality of Anchorage Population by Age and Sex, 2010 Census

Column percentages.

	Total		Male		Female		Percent of adult population (18 years and older)		
	N	Percent	N	Percent	N	Percent	Total	Male	Female
Mean age	*32.7 years*		*32.3 years*		*33.0 years*		—	—	—
Under 18 years old	**76,044**	**25.9 %**	38,661	26.0 %	37,383	25.8 %	—	—	—
18-21 years old	**19,994**	**6.8**	10,410	7.0	9,584	6.6	**9.2 %**	9.5 %	8.9 %
22 to 24 years old	**13,990**	**4.8**	7,491	5.0	6,499	4.5	**6.4**	6.8	6.1
25 to 29 years old	**24,222**	**8.3**	12,657	8.5	11,565	8.0	**11.2**	11.5	10.8
30 to 34 years old	**20,368**	**6.9**	10,503	7.1	9,865	6.8	**9.4**	9.6	9.2
35 to 39 years old	**18,314**	**6.2**	9,468	6.4	8,846	6.1	**8.4**	8.6	8.2
40 to 44 years old	**20,840**	**7.1**	10,555	7.1	10,285	7.1	**9.6**	9.6	9.6
45 to 49 years old	**22,995**	**7.8**	11,435	7.7	11,560	8.0	**10.6**	10.4	10.8
50 to 54 years old	**21,980**	**7.5**	10,704	7.2	11,276	7.8	**10.1**	9.7	10.5
55 to 59 years old	**19,398**	**6.6**	10,759	7.2	8,639	6.0	**8.9**	9.8	8.1
60-64 years old	**14,608**	**5.0**	7,085	4.8	7,523	5.2	**6.7**	6.4	7.0
65 years old or older	**20,474**	**7.0**	8,838	5.9	11,636	8.0	**9.4**	8.0	10.8
Total	**293,227**		**148,566**		**144,661**		**217,183**	**109,905**	**107,278**

Source of data: *American Community Survey, 2010 1-Year Data for Anchorage Municipality*

tween. Only 3 respondents (1.1%) were under age 18 at the time of the survey.

Ages of Municipality of Anchorage residents from the 2010 American Community Survey are shown in Table 9. We made no effort to survey LGBT youth in Anchorage because of state laws requiring parental consent for survey participation in the schools, which could create difficulties for youth who were not out to their families. For ease of comparison, Table 9 also calculates percentages within the adult (18 or older) population.

Housing and homelessness

Respondents who owned their own home (N=111; 41.4%) were barely outnumbered by those who rented a house, apartment, or room (N=119; 44.4%) (Table 10). The remaining 38 respondents (14.2%) fell into the "other" category and were asked to specify their living situation. Twenty-two respondents (8.2%) said they lived with parent(s) or other relative(s). Six (2.2%) lived with a partner who owned the home; 2 (0.2%) lived in campus or other shared housing; 5 (0.7%) said they were homeless; and 3 (1.1%) had some other living situation.

Forty-one respondents (15.3%) said they had at some time in their life been forced to move with no place to go. Of these, over a third (N=14; 35.0% of valid responses) had been forced to move with no place to go within the 12 months immediately prior to completing the survey. Periods of time

Table 10. Housing and Homelessness of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Housing										
Question 11. Which of the following best describes your current living situation?										
I own my own home.	**111**	41.4 %	**105**	43.2 %	52	38.2 %	53	49.5 %	**6**	24.0 %
I rent a house/apartment/room.	**119**	44.4	**105**	43.2	69	50.7	36	33.6	**14**	56.0
Other (please specify)										
Live with parent(s) or other relative	**22**	8.2 %	**20**	8.2 %	8	5.9 %	12	11.2 %	**2**	8.0 %
Live with partner	**6**	2.2	**4**	1.6	2	1.5	2	1.9	**2**	8.0
Campus or shared housing	**2**	0.7	**2**	0.8	1	0.7	1	0.9	**0**	0.0
Homeless	**5**	1.9	**4**	1.6	3	2.2	1	0.9	**1**	4.0
Other	**3**	1.1	**3**	1.2	1	0.7	2	1.9	**0**	0.0
Total valid	**268**		**243**		**136**		**107**		**25**	
Forced to move with no place to go										
Question 12. Have you ever been forced to move, with no place to go?										
Yes	**41**	15.3 %	**36**	14.8 %	17	12.5 %	19	17.8 %	**5**	20.0 %
No	**227**	84.7	**207**	85.2	119	87.5	88	82.2	**20**	80.0
Total valid	**268**		**243**		**136**		**107**		**25**	
Forced to move in last 12 months with no place to go										
[If yes to Question 12:] Question 12a. In the past 12 months, have you been forced to move, with no place to go?										
Yes	**14**	35.0 %	**13**	37.1 %	9	56.3 %	4	21.1 %	**1**	20.0 %
No	**26**	65.0	**22**	62.9	7	43.8	15	78.9	**4**	80.0
Total valid	**40**		**35**		**16**		**19**		**5**	
Missing	***1***		***1***		*1*		*0*		***0***	
Total	***41***		***36***		***17***		***19***		***5***	

Note: Responses labeled *Missing* in each portion of the table indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for each question.

without a place to live ranged from 0 to 180 days, with the mean period of homelessness for these respondents being 15 days.

Differences by sex and gender identity

Nearly half of cisgender female respondents (N=53; 49.5%) owned their own home, compared with just 38.2 percent (N=52) of cisgender men. Only a quarter of transgender respondents (N=6; 24.0%) owned their own home.

Higher percentages of transgender respondents (N=5; 20.0%) and cisgender female respondents (N=19; 17.8%) than cisgender males (N=17; 12.5%) reported having *ever* been forced to move with no place to go. However, of those cisgender males who reported this experience, over half reported having this experience in the past year (N=9; 56.3%).

Legal marital status and intimate relationships

By the wording of Article I, Section 25 of the Alaska Constitution — added as an amendment through a 1998 referendum vote — "To be valid or recognized in this State, a marriage may exist only between one man and one woman." Over three-quarters of respondents (N=207; 77.2%) had a legal marital status under Alaska law of *single, never married* (Table 11). Twelve respondents (4.5%) were married; 45 (16.8%) were divorced; and 4 respondents (1.5%) were widowed. It must be remembered that bisexual participants who may be married to partners of the opposite sex are included in this study.

In contrast, nearly 6 in 10 respondents (N=156; 58.2%) at the time of survey completion were in committed relationships with an intimate partner. Of these, over three-quarters (N=131; 84.0%) shared a residence with their intimate partner.

Marital status of Municipality of Anchorage residents aged 15 years or older is shown in Table 12.

Differences by sex and gender identity

A higher proportion of cisgender men (N=118; 86.8%) than cisgender women (N=76; 57.0%) or transgender respondents (N=13; 57.0%) reported being *Single, never married* as recognized by Alaska law; correspondingly, a lower proportion of cisgender men (N=17; 12.5%) than cisgender women (N=23; 21.5%) or transgender responsdents (N=5; 20.0%) had a legal status of *Divorced.* More transgender respondents — both in raw numbers and in percentages (N=7; 28.0%) — were recognized by Alaska law as being *Married* than cisgender men (N=1; 0.7%) and women (N=4; 3.7%) combined. Four cisgender female respondents (37.0%) reported their legal marital status as *Widowed* — the only respondents with this marital status.

There were far fewer differences by sex and gender identity with respect to intimate relationships. Of cisgender respondents, men (N=78; 57.4%) and women (N=65; 60.7%) reported being in a relationship with an intimate partner at about the same rate. A slightly lower proportion of transgender respondents (N-13; 52.0%) had intimate partners.

Partner's primary sexual identity

Of cisgender respondents with an intimate partner, almost all the men (N=74; 94.9%) and over three-quarters of the women (N=50; 78.1%) had a partner whose gender identity matched their own. Of the cisgender female respondents with an intimate partner, two (3.1%) had an intimate partner who was female-to-male (FTM) transgender, and two (3.1%) had a partner who was transgender and did not identify as exclusively male or female.

Table 11. Relationships of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Marital status by Alaska law										
Question 13. What is your current marital status, as defined by Alaska law?										
Single, never married	**207**	77.2 %	**194**	79.8 %	118	86.8 %	76	71.0 %	**13**	52.0 %
Married	**12**	4.5	**5**	2.1	1	0.7	4	3.7	**7**	28.0
Divorced	**45**	16.8	**40**	16.5	17	12.5	23	21.5	**5**	20.0
Widowed	**4**	1.5	**4**	1.6	0	0.0	4	3.7	**0**	0.0
Total valid	**268**		**243**		**136**		**107**		**25**	
Relationship with intimate partner										
Question 14. Are you currently in a committed relationship with an intimate partner?										
Yes	**156**	58.2 %	**143**	58.8 %	78	57.4 %	65	60.7 %	**13**	52.0 %
No	**112**	41.8	**100**	41.2	58	42.6	42	39.3	**12**	48.0
Total valid	**268**		**243**		**136**		**107**		**25**	
Share residence with intimate partner	156		**143**		**78**		65		**13**	
[If yes to Question 14:] Question 14a. Do you currently share a residence with your intimate partner?										
Yes	**131**	84.0 %	**119**	83.2 %	65	83.3 %	54	83.1 %	**12**	92.3 %
No	**25**	16.0	**24**	16.8	13	16.7	11	16.9	**1**	7.7
Total valid	**156**		**143**		**78**		**65**		**13**	
Partner's primary gender identity										
[If yes to Question 14:] Question 14b. What is your partner's primary gender identity?										
Male	**84**	54.2 %	**83**	58.5 %	74	94.9 %	9	14.1 %	**1**	7.7 %
Female	**66**	42.6	**54**	38.0	4	5.1	50	78.1	**12**	92.3
Other	1	0.6	**1**	0.7	0	0.0	1	1.6	**0**	0.0
Transgender — female-to-male (FTM)	**2**	1.3	**2**	1.4	0	0.0	2	3.1	**0**	0.0
Transgender — do not identify as exclusively male or female	**2**	1.3	**2**	1.4	0	0.0	2	3.1	**0**	0.0
Total valid	**155**		**142**		**78**		**64**		**13**	
Missing	***1***		***1***		*0*		*1*		***0***	
Total	***156***		***143***		***78***		***65***		***13***	

Note: Responses labeled *Missing* in each portion of the table indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for each question.

Just over half of the transgender respondents (N=13; 52.0%) had an intimate partner. Of these, all but one had a female intimate partner; one male-to-female (MTF) transgender respondent had a male partner.

Table 12. Marital Status for Municipality of Anchorage Population 15 Years or Older, 2010 Census

Column percentages.

	Total		Male		Female	
	N	Percent	N	Percent	N	Percent
Never married	**72,589**	31.5 %	41,640	35.7 %	30,949	27.3 %
Married	**116,720**	50.7	59,804	51.2	56,916	50.1
Divorced	**32,477**	14.1	13,373	11.4	19,104	16.8
Widowed	**8,542**	3.7	1,978	1.7	6,564	5.8
Total valid	**230,328**		**116,795**		**113,533**	

Source of data: *American Community Survey, 2010 1-Year Data for Anchorage Municipality*

Parenthood and children

Just under a quarter of respondents (N=63; 23.7% of valid responses) reported being a parent or guardian of one or more children (Table 13).

Of respondents with children, one-third (N=20; 33.3% of valid responses) had one child; another third (N=20; 33.3%) had two children. Thirteen parents (21.7%) had three children; 5 (8.3%) had four children; and two respondents (3.3%) reported having five or more children. The number of children respondents reported having ranged from 1 to 7 children, with a mean of 2.3 children.

Of respondents with children, over a third (N=23; 36.5%) said that at least one child was currently attending school in Anchorage.

Respondents were not asked the ages of their children. It's likely that some children reported by respondents may be above school age.

Differences by sex and gender identity

Higher proportions of both cisgender female (N=36; 34.0%) and transgender respondents (N=9; 36.0%) reported being parents than did cisgender male respondents, of whom only 18 (13.3%) reporting having children.

All but one of the 9 transgender respondents who were parents were male-to-female (MTF) transgender, with one female-to-male transgender parent.

Table 13. Parenthood and Children of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Parenthood										
Question 15. Are you the parent or guardian of one or more children?										
Yes	**63**	23.7 %	**54**	22.4 %	18	13.3 %	36	34.0 %	**9**	36.0 %
No	**203**	76.3	**187**	77.6	117	86.7	70	66.0	**16**	64.0
Total valid	**266**		**241**		**135**		**106**		**25**	
Missing	***2***		***2***		*1*		*1*		***0***	
Total	**268**		**243**		**136**		**107**		**25**	
Number of children										
[If yes to Question 15:] Question 15a. How many children do you have?										
Mean number 2.3 children; range 1 to 7 children										
One child	**20**	33.3 %	**17**	32.7 %	7	41.2 %	10	28.6 %	**3**	37.5 %
Two children	**20**	33.3	**17**	32.7	5	29.4	12	34.3	**3**	37.5
Three children	**13**	21.7	**11**	21.2	2	11.8	9	25.7	**2**	25.0
Four children	**5**	8.3	**5**	9.6	2	11.8	3	8.6	**0**	0.0
Five or more children	**2**	3.3	**2**	3.8	1	5.9	1	2.9	**0**	0.0
Total valid	**60**		**52**		**17**		**35**		**8**	
Missing	***3***		***2***		*1*		*1*		***1***	
Total	***63***		***54***		***18***		***36***		***9***	
Children in Anchorage schools										
[If yes to Question 15:] Question 15b. Do any of your children currently attend school in Anchorage?										
Yes	**23**	36.5 %	**19**	35.2 %	4	22.2 %	15	41.7 %	**4**	44.4 %
No	**40**	63.5	**35**	64.8	14	77.8	21	58.3	**5**	55.6
Total valid	**63**		**54**		**18**		**36**		**9**	

Note: Responses labeled *Missing* in each portion of the table indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for each question.

Education

Over half the respondents (N=147; 55.1% of valid responses) had completed a four-year college degree or more, with 70 (26.2%) having earned graduate or professional degrees and another 77 (28.8%) having completed bachelor's degrees (Table 14). Ninety-nine additional respondents (37.1%) had some college, with 18 of those respondents (6.7%) having earned associate's (two-year) degrees. Eighteen respondents (6.7%) reported their highest level of educational attainment as a high school diploma or GED. Only 3 respondents (1.1%) had not completed high school. Of these, 2 were under 18 years old; the third respondent who had not finished high school was in his forties.

Survey respondents overall showed higher levels of educational attainment when compared with the total Municipality of Anchorage population (Table 15).

Differences by sex and gender identity

Cisgender female respondents reported obtaining graduate or professional degrees in high proportions (N=38; 35.8%) than both cisgender male (N=27; 19.9%) and and transgender respondents (N=5; 20.0%).

Table 14. Educational Attainment of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Educational attainment										
Question 16. What is the highest level of formal education you have completed?										
Less than high school	**3**	1.1 %	**2**	0.8 %	0	0.0 %	2	1.9 %	**1**	4.0 %
High school or GED	**18**	6.7	**17**	7.0	11	8.1	6	5.7	**1**	4.0
Some college no degree	**81**	30.3	**72**	29.8	50	36.8	22	20.8	**9**	36.0
Associate's degree	**18**	6.7	**17**	7.0	10	7.4	7	6.6	**1**	4.0
Bachelor's degree	**77**	28.8	**69**	28.5	38	27.9	31	29.2	**8**	32.0
Graduate or professional degree	**70**	26.2	**65**	26.9	27	19.9	38	35.8	**5**	20.0
Total valid	**267**		**242**		**136**		**106**		**25**	
Missing	***1***		***1***		*0*		*1*		***0***	
Total	***268***		***243***		***136***		***107***		***25***	

Note: Responses labeled *Missing* indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for the question.

Table 15. Educational Attainment of Municipality of Anchorage Population 18 Years or Older, 2010 Census

Column percentages.

	Total		Male		Female	
Educational attainment	N	Percent	N	Percent	N	Percent
Less than high school	**18,820**	8.7 %	9,764	8.9 %	9,056	8.4 %
High school graduate, GED, or alternative	**50,032**	23.0	26,788	24.4	23,244	21.7
Some college no degree	**67,485**	31.1	33,712	30.7	33,773	31.5
Associate's degree	**17,593**	8.1	8,319	7.6	9,274	8.6
Bachelor's degree	**42,487**	19.6	20,287	18.5	22,200	20.7
Graduate or professional degree	**20,766**	9.6	11,035	10.0	9,731	9.1
Total valid	**217,183**		**109,905**		**107,278**	

Source of data: *American Community Survey, 2010 1-Year Data for Anchorage Municipality*

Employment

Nearly three-quarters of respondents (N=193; 72.3% of valid responses) were employed, with 164 (61.4%) working full-time and 29 (10.9%) with part-time employment (Table 16). Fourteen respondents (5.2%) were in school only. (Note that respondents were asked their *primary* employment status. Written comments from some employed respondents indicated that they were also attending school or college.)

Seventeen respondents (6.4%) were retired. Thirty-one respondents (11.6%) were unemployed, with 25 (9.4%) looking for work and 6 (2.2%) not looking for work. Ten respondents (3.7%) were not currently working due to disability or for medical reasons. Two respondents (0.7%) had some other employment status.

Differences by sex and gender identity

Among cisgender respondents, a higher proportion of men (68.4%) than women (59.4%) were employed full-time, whereas a higher proportion of women (12.3%) than men (7.4%) worked part-time. Almost twice the rate of cisgender men (10.3%) than women (5.7%) were unemployed looking for work.

Differences by gender identity were much greater. While 74.0 percent of cisgender respondents were employed either full-time or part-time, only 56.0 percent of transgender respondents were working, and not quite one-third of transgender respondents (32.0%) were working full-time — half the rate of cisgender respondents. One in five transgender respondents (20.0%) were unemployed looking for work, over double the rate for unemployed looking for work of cisgender respondents (8.3%).

Table 16. Employment Status of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

			Cisgender							
	Total (all)		Total		Male		Female		Transgender	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Employment status										
Question 17. What is the your primary employment status?										
Employed full-time	**164**	61.4 %	**156**	64.5 %	93	68.4 %	63	59.4 %	**8**	32.0 %
Employed part-time	**29**	10.9	**23**	9.5	10	7.4	13	12.3	**6**	24.0
In school only	**14**	5.2	**12**	5.0	7	5.1	5	4.7	**2**	8.0
Retired	**17**	6.4	**16**	6.6	8	5.9	8	7.5	**1**	4.0
Unemployed, looking	**25**	9.4	**20**	8.3	14	10.3	6	5.7	**5**	20.0
Unemployed, not looking	**6**	2.2	**5**	2.1	2	1.5	3	2.8	**1**	4.0
Disabled or medical	**10**	3.7	**9**	3.7	2	1.5	7	6.6	**1**	4.0
Other	**2**	0.7	**1**	0.4	0	0.0	1	0.9	**1**	4.0
Total valid	**267**		**242**		**136**		**106**		**25**	
Missing	***1***		***1***		*0*		*1*		***0***	
Total	***268***		***243***		***136***		***107***		***25***	

Note: Responses labeled *Missing* indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for the question.

Military service

Forty-one respondents (15.4% of valid responses) reported having served in the U.S. armed forces (Table 17). Levels of military service were comparable to those of the total Municipality of Anchorage population (Table 18). Note that MOA figures are for civilians who are veterans, whereas some survey respondents may still be serving members of the military.

Differences by sex and gender identity

Both cisgender male respondents (N=28; 20.6%) and transgender respondents (N=7; 29.2%) had higher rates of military service than cisgender female respondents (N=6; 5.7%). Of the transgender respondents, 5 of those who had served in the military were male-to-female (MTF) and 2 were female-to-male (FTM).

Table 17. Military Service of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Military service										
Question 18. Have you ever served in the U.S. armed forces?										
Yes	**41**	15.4 %	**34**	14.0 %	28	20.6 %	6	5.7 %	**7**	29.2 %
No	**225**	84.6	**208**	86.0	108	79.4	100	94.3	**17**	70.8
Total valid	**266**		**242**		**136**		**106**		**24**	
Missing	***2***		***1***		*0*		*1*		***1***	
Total	***268***		***243***		***136***		***107***		***25***	

Note: Responses labeled *Missing* indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for the question.

Table 18. Veteran Status of Municipality of Anchorage Civilian Population 18 Years or Older, 2010 Census

Column percentages.

	Total		Male		Female	
Veteran status	N	Percent	N	Percent	N	Percent
Veteran	**32,429**	15.7 %	26,802	26.8 %	5,627	5.3 %
Nonveteran	**173,956**	84.3	73,346	73.2	100,610	94.7
Total valid	**206,385**		**100,148**		**106,237**	

Source of data: *American Community Survey, 2010 1-Year Data for Anchorage Municipality*

Income

Over half the respondents (N=140; 53.4% of valid responses) reported household incomes of less than $60,000 in 2010 (Table 19), compared with 40.5 percent of household in the Municipality of Anchorage overall having household incomes of less than $60,000. Eighty-nine respondents (34.0%) reported household incomes of at least $60,000 but less than $120,000, and 33 respondents (12.6%) reported 2010 earnings for their households of $120,000 or more.

Among these were 42 respondents (16.0%) with a household income of less than $13,530 — putting them below the federal poverty level for Alaska for one-person households. Federal poverty guidelines for Alaska in 2010 are displayed in Table 20. Guidelines are based on the number of persons in the household coupled with total household income. Depending on the number of persons living in respondent households, it's possible that additional respondents to the Anchorage LGBT Discrimination Survey also met federal poverty guidelines.

Overall, survey respondents were more highly represented in lower income brackets, and were underrepresented in high income brackets, as compared with the total MOA population. Note that for most higher income brackets, the American Community Survey has different categorizations than the present survey.

Differences by sex and gender identity

Of cisgender respondents, one in five female respondents (N=21; 20.2%) reported household earnings below the federal poverty level for single-person households (less then $13,530), compared with just 11.3 percent (N=15) of male respondents. Overall, however, cisgender male respondents dominated the lower income brackets, with 54.1 percent of men and 48.1 percent of women reporting household incomes below $60,000; and 30.8 percent of men and 49.0 percent of women having household incomes at least $60,000 but less than $120,000. A slightly higher proportion of men than women were found in the higher income brackets, with 15.0 percent of male respondents and 12.5 percent of female respondents reporting household incomes of $120,000 or more.

Transgender respondents reported far lower levels of household income. Nearly three-quarters (N=18; 72.0%) had household incomes of less than $60,000, and nearly a quarter (N=6; 24.0%) were below federal poverty levels for single-person households (less than $13,530), a rate slightly higher than for cisgender women. Just 28.0 percent of transgender respondents (N=7) had household earnings over $60,000 in 2010; none reported household incomes over $120,000.

Table 19. Household Income of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Household income										
Question 19. Please provide your best estimate of the total income earned last year (2010) for your entire household.										
Less than $13,530	**42**	**16.0 %**	**36**	**15.2 %**	15	11.3 %	21	20.2 %	**6**	**24.0 %**
At least $13,530 but less than $20,000	**18**	**6.9**	**17**	**7.2**	11	8.3	6	5.8	**1**	**4.0**
At least $20,000 but less than $40,000	**37**	**14.1**	**30**	**12.7**	17	12.8	13	12.5	**7**	**28.0**
At least $40,000 but less than $60,000	**43**	**16.4**	**39**	**16.5**	29	21.8	10	9.6	**4**	**16.0**
At least $60,000 but less than $100,000	**66**	**25.2**	**62**	**26.2**	29	21.8	33	31.7	**4**	**16.0**
At least $100,000 but less than $120,000	**23**	**8.8**	**20**	**8.4**	12	9.0	8	7.7	**3**	**12.0**
At least $120,000 but less than $140,000	**4**	**1.5**	**4**	**1.7**	2	1.5	2	1.9	—	—
At least $140,000 but less than $200,000	**21**	**8.0**	**21**	**8.9**	14	10.5	7	6.7	—	—
$200,000 or more	**8**	**3.1**	**8**	**3.4**	4	3.0	4	3.8	—	—
Total valid	**262**		**237**		**133**		**104**		**25**	
Missing	***6***		***6***		*3*		*3*		***0***	
Total	***268***		***243***		***136***		***107***		***25***	

Note: Responses labeled *Missing* indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for the question.

Table 20. Household Income for Municipality of Anchorage Population, 2010 Census

Household income	N	Percent
Less than $10,000	3,768	3.6 %
At least $10,000 but less than $20,000	7,604	7.2
At least $20,000 but less than $40,000	16,154	15.4
At least $40,000 but less than $60,000	15,055	14.3
At least $60,000 but less than $100,000	26,466	25.2
At least $100,000 but less than $125,000	11,802	11.2
At least $125,000 but less than $150,000	7,783	7.4
At least $150,000 but less than $200,000	8,133	7.7
$200,000 or more	8,228	7.8
Total households	**104,993**	

Source of data: *American Community Survey, 2010 1-Year Data for Anchorage Municipality*

Table 21. Federal Poverty Guidelines for Alaska, 2010

Persons in family	Poverty guideline
1	$13,530
2	$18,210
3	$22,890
4	$27,570
5	$32,250
6	$36,930
7	$41,610
8	$46,290

For families with more than 8 persons, add $4,680 for each additional person.

Source: *U.S. Department of Health and Human Services, August 2010, http://aspe.hhs.gov/poverty/10poverty.shtml*

Discrimination

This section of the report presents data on reported experience by respondents of violence, intimidation, and discrimination in Anchorage because of sexual orientation, gender identity, or gender presentation. Tables and figures show data for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

Violence/intimidation

Table 22 and Figures 1 and 2 show types of violence and intimidation that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation.

Over three-quarters of survey respondents (N=205; 76.5%) reported at least one incident of being verbal abuse or namecalling — by far the most frequently experienced form of anti-gay/anti-trans bias reported by respondents. Verbal abuse was also the form of bias most frequently reported to have been experienced multiple times, with over 119 respondents (44.7%) reporting having been verbally abused three or more times in Anchorage because of sexual orientation (Table B1 in Appendix B) and 46 (N=18.5%) experiencing three or more incidents of verbal abuse because of gender identity or presentation (Table C1 in Appendix C).

Over forty percent of respondents (N=114; 42.5%) reported at least one incident in Anchorage of being threatened with physical violence, and nearly one-third (N=88; 32.8%) reported being followed or chased. Almost as many (N=80; 29.9%) reported at least one incident of property damage

Table 22. Experience of Violence/Intimidation of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of violence/intimidation in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

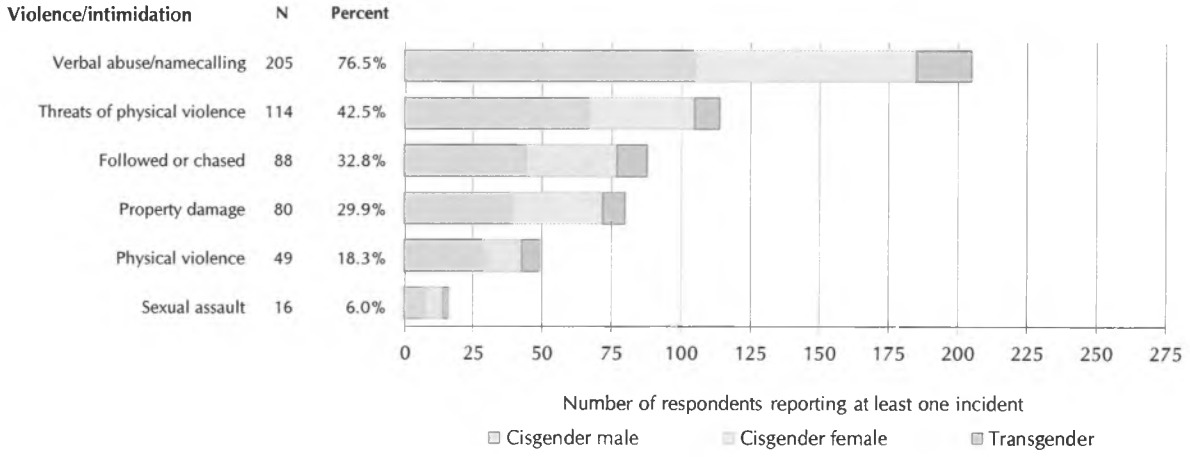
While in Anchorage, how often have you experienced any of the following because of your sexual orientation? While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

			Cisgender							
	Total (all)		Total		Male		Female		Transgender	
	N=268		N=243		N=136		N=107		N=25	
All respondents	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Verbal abuse/namecalling	205	76.5 %	185	76.1 %	105	77.2 %	80	74.8 %	20	80.0 %
Threats of physical violence	114	42.5	105	43.2	67	49.3	38	35.5	9	36.0
Followed or chased	88	32.8	77	31.7	44	32.4	33	30.8	11	44.0
Property damage	80	29.9	72	29.6	39	28.7	33	30.8	8	32.0
Physical violence	49	18.3	43	17.7	29	21.3	14	13.1	6	24.0
Sexual assault	16	6.0	14	5.8	7	5.1	7	6.5	2	8.0
Respondents resident in Anchorage for less than five years	N=50		N=43		N=30		N=13		N=7	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Verbal abuse/namecalling	34	68.0 %	27	62.8 %	19	63.3 %	8	61.5 %	7	100.0 %
Threats of physical violence	19	38.0	16	37.2	11	36.7	5	38.5	3	42.9
Followed or chased	13	26.0	10	23.3	6	20.0	4	30.8	3	42.9
Property damage	9	18.0	6	14.0	4	13.3	2	15.4	3	42.9
Physical violence	8	16.0	5	11.6	4	13.3	1	7.7	3	42.9
Sexual assault	3	6.0	2	4.7	1	3.3	1	7.7	1	14.3

Figure 1. Experience of Violence/Intimidation for All Respondents

Number of respondents who experienced one or more incidents of violence/intimidation in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 268



because of sexual orientation or gender identity/presentation.

Actual physical violence was reported by 49 respondents (18.3%), and 16 respondents (6.0%) reported having been sexually assaulted at least once because of sexual orientation or gender identity/presentation.

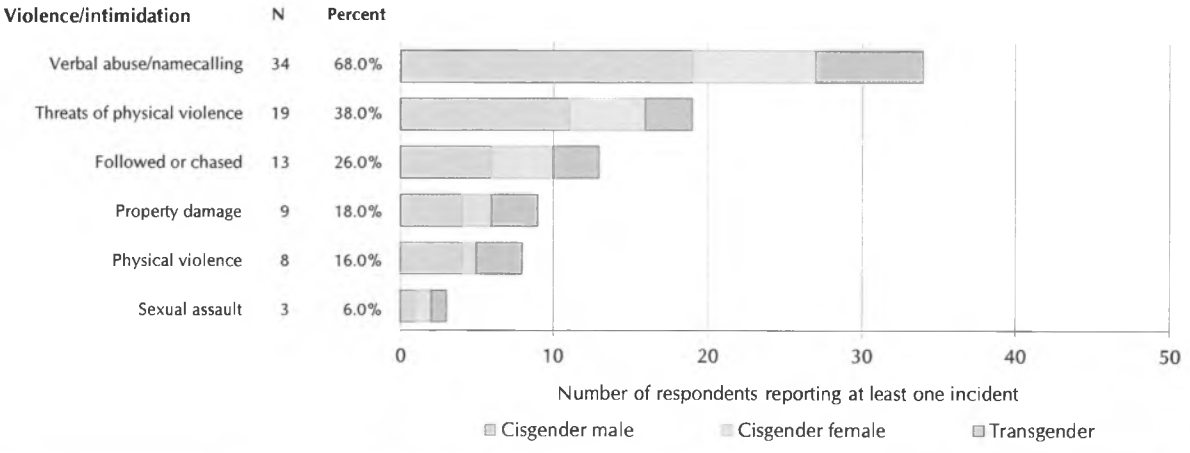
Differences by sex and gender identity

Higher proportions of cisgender gay and bisexual men than cisgender lesbians and bisexual women reported threats of physical violence (49.3% for men; 35.5% for women) and actual physical violence (21.3% and 13.1%, respectively), while cisgender men and women at comparable levels

Figure 2. Experience of Violence/Intimidation for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of violence/intimidation in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 50



reported having been sexually assaulted because of sexual orientation or gender identity/presentation (5.1% for men; 6.5% for women).

A higher percentage of transgender respondents than cisgender respondents experienced verbal abuse (80.0% and 76.1% respectively), but a lower proportion reported threats of violence (36.0% for transgender 43.2% for cisgender). However, a higher proportion of transgender respondents reported being followed or chased (44.0% for transgender; 31.7% for cisgender) and experiencing actual physical violence (24.0% for transgender; 17.7% for cisgender).

Respondents resident in Anchorage for less than five years

Of the 50 respondents who had been resident in Anchorage for less than five years, over two-thirds (N=34; 68.0%) had been verbally abused or called names at least once while in Anchorage. Nineteen (38.0%) had been threatened with physical violence, 13 (26.0%) had been followed or chased; and 8 (16.0%) had experienced actual physical violence because of their sexual orientation, gender identity, or gender presentation. Three respondents (6.0%) resident less than five years had been sexually assaulted while in Anchorage. Nine of these respondents (18.0%) reported at least one incident of property damage because of their sexual orientation, gender identity, or gender presentation.

Employment

Table 23 and Figure 3 and 4 show types of employment discrimination that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

Nearly three-quarters of survey respondents (N=196; 73.1%) reported hiding their sexual orientation, gender identity, or gender transition in order to avoid employment discrimination. Forty-four percent (N=118) reported having been harassed by their employer or coworkers, with 16 percent (N=43) being actually forced to leave a position because of harassment.

About one in five of respondents (N=56; 20.9%) said they had been turned down for a job when otherwise qualified because of sexual orientation or gender identity/presentation, while 47 respondents (17.5%) reported being denied a promotion at least once. As previously noted, 43 respondents (16%) said they were forced to leave jobs because of harassment; 39 respondents (14.6%) reported being actually fired from a job at least once because of sexual orientation or gender identity/presentation.

Twelve respondents (4.5%) reported being unable to used gender-appropriate restrooms at work, and 11 respondents (4.1%) said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.

Table 23. Experience of Discrimination in Employment of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

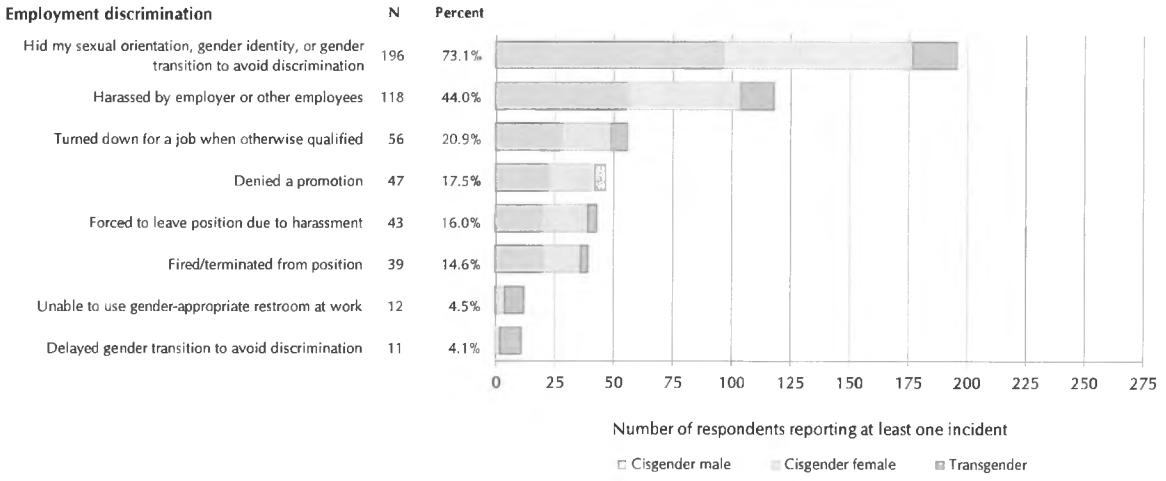
While in Anchorage, how often have you experienced any of the following because of your sexual orientation?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

			Cisgender							
	Total (all) N=268		Total N=243		Male N=136		Female N=107		Transgender N=25	
All respondents	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hid my sexual orientation, gender identity, or gender transition to avoid discrimination	196	73.1 %	177	72.8 %	96	70.6 %	81	75.7 %	19	76.0 %
Harassed by employer or other employees	118	44.0	104	42.8	56	41.2	48	44.9	14	56.0
Turned down for a job when otherwise qualified	56	20.9	49	20.2	28	20.6	21	19.6	7	28.0
Denied a promotion	47	17.5	42	17.3	22	16.2	20	18.7	5	20.0
Forced to leave position due to harassment	43	16.0	39	16.0	19	14.0	20	18.7	4	16.0
Fired/terminated from position	39	14.6	36	14.8	20	14.7	16	15.0	3	12.0
Unable to use gender-appropriate restroom at work	12	4.5	4	1.6	1	0.7	3	2.8	8	32.0
Delayed gender transition to avoid discrimination	11	4.1	2	0.8	0	0.0	2	1.9	9	36.0
Respondents resident in Anchorage for less than five years	N=50		N=43		N=30		N=13		N=7	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hid my sexual orientation, gender identity, or gender transition to avoid discrimination	31	62.0 %	25	58.1 %	16	53.3 %	9	69.2 %	6	85.7 %
Harassed by employer or other employees	19	38.0	16	37.2	9	30.0	7	53.8	3	42.9
Turned down for a job when otherwise qualified	7	14.0	4	9.3	2	6.7	2	15.4	3	42.9
Denied a promotion	5	10.0	3	7.0	1	3.3	2	15.4	2	28.6
Forced to leave position due to harassment	5	10.0	4	9.3	2	6.7	2	15.4	1	14.3
Fired/terminated from position	5	10.0	5	11.6	2	6.7	3	23.1	0	0.0
Unable to use gender-appropriate restroom at work	4	8.0	2	4.7	0	0.0	2	15.4	2	28.6
Delayed gender transition to avoid discrimination	4	8.0	2	4.7	0	0.0	2	15.4	2	28.6

Figure 3. Experience of Employment Discrimination for All Respondents

Number of respondents who experienced one or more incidents of employment discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 268



Differences by sex and gender identity

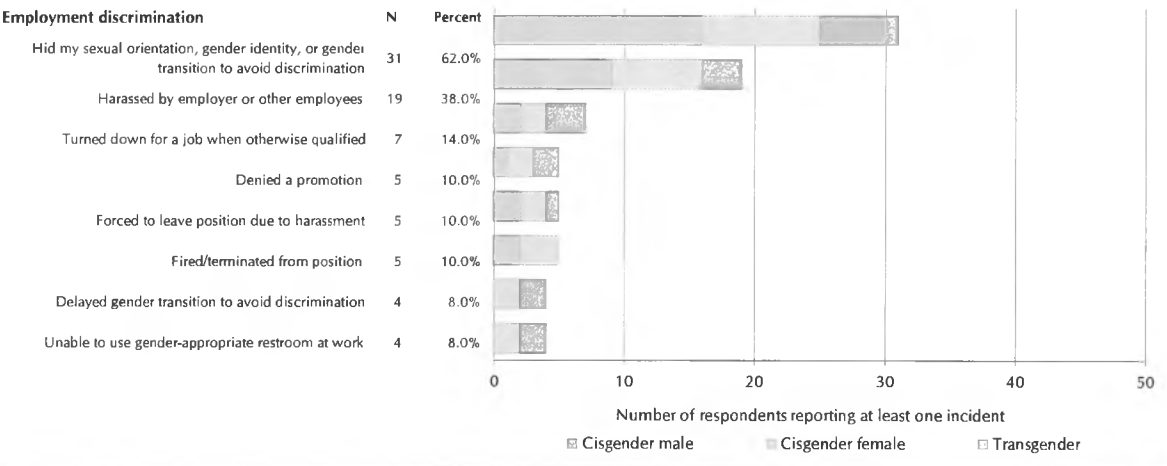
Higher percentages of cisgender lesbian and bisexual women than cisgender gay and bisexual men reported having hidden their sexual orientation or gender identity/presentation at least once to avoid employment discrimination (75.7% for women; 70.6% for men); of being harassed on-the-job (44.9% for women; 41.2% for men); and of being actually forced to leave a position because of harassment (18.7% for women; 11.0% for men).

Higher percentages of transgender respondents than cisgender respondents experience discrimination for nearly all types of employment discrimination evaluated in the survey. In particular, trans-

Figure 4. Experience of Employment Discrimination for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of employment discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 50



gender respondents experienced high rates of harassment by employers and co-workers (56.0% for transgender; 42.8% for cisgender). 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.

Respondents resident in Anchorage for less than five years

As with the full study sample, respondents who had been resident in Anchorage for less than five years reported high rates of hiding their sexual orientation, gender identity, or gender transition in order to avoid employment discrimination, with nearly two-thirds (N=31; 62.0%) of the 50 respondents in this subsample reporting taking this measure. Over a third of these respondents (N=19; 38.0%) reported having been harassed by their employer or other employees, and 5 (10.0%) reported having been forced to actually leave a job because of harassment.

Seven of these respondents (N=14.0%) reported being turned down for a job when otherwise qualified; 5 (10.0%) said they were denied a promotion; and 5 (10.0%) had been actually fired from a job in Anchorage at least once because of sexual orientation or gender identity/presentation.

Four of these respondents (8.0%) reported being unable to used gender-appropriate restrooms at work, and 4 (8.0%) said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.

Housing/shelter

Table 24 and Figures 5 and 6 show types of housing discrimination that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

Nearly one in five respondents (N=50; 18.7%) reported having been harassed by Anchorage landlords or other tenants because of sexual orientation or gender identity/presentation. About one in ten (N=27; 10.1%) said they denied a lease at least once when otherwise qualified. Twenty-two respondents (8.2%) were evicted or forced to move at least once because of sexual orientation or gender identity/presentation, and four respondents (1.5%) reported being denied access to shelter at least once.

Differences by sex and gender identity

Cisgender gay and bisexual men experienced harassment from landlords or other tenants in higher proportions than did cisgender lesbians and bisexual women (18.4% for men; 15.0% for women). However, the proportions of transgender respondents who experienced harassment from landlords and other tenants were over twice the proportions of cisgender respondents who experienced such harassment (36.0% for transgender; 16.9% for cisgender).

Respondents resident in Anchorage for less than five years

Of the 50 respondents who had been resident in Anchorage for less than five years, nearly one in five (N=9; 18.0%) had been harassed by Anchorage landlords or other tenants because of sexual orientation or gender identity/presentation. Three (6.0%) had been denied a lease when otherwise

Table 24. Experience of Discrimination in Housing/Shelter of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

			Cisgender							
	Total (all)		**Total**		Male		Female		**Transgender**	
	N=268		**N=243**		N=136		N=107		**N=25**	
All respondents	**N**	**Percent**	**N**	**Percent**	N	Percent	N	Percent	**N**	**Percent**
Harassed by landlord or other tenants	**50**	**18.7 %**	**41**	**16.9 %**	25	18.4 %	16	15.0 %	**9**	**36.0 %**
Denied a lease when otherwise qualified	**27**	**10.1**	**24**	**9.9**	12	8.8	12	11.2	**3**	**12.0**
Forced to move/evicted	**22**	**8.2**	**19**	**7.8**	10	7.4	9	8.4	**3**	**12.0**
Denied access to shelter	**4**	**1.5**	**4**	**1.6**	2	1.5	2	1.9	**0**	**0.0**
Respondents resident in Anchorage for less than five years	**N=50**		**N=43**		N=30		N=13		**N=7**	
	N	**Percent**	**N**	**Percent**	N	Percent	N	Percent	**N**	**Percent**
Harassed by landlord or other tenants	**9**	**18.0 %**	**7**	**16.3 %**	5	16.7 %	2	15.4 %	**2**	**28.6 %**
Denied a lease when otherwise qualified	**3**	**6.0**	**2**	**4.7**	1	3.3	1	7.7	**1**	**14.3**
Forced to move/evicted	**4**	**8.0**	**4**	**9.3**	3	10.0	1	7.7	**0**	**0.0**
Denied access to shelter	**1**	**2.0**	**1**	**2.3**	0	0.0	1	7.7	**0**	**0.0**

qualified. Four of these respondents (8.0%) said they had been forced to move or were evicted at least once because of sexual orientation or gender identity/presentation, and 1 (2.0%) had been denied access to shelter at least once.

Figure 5. Experience of Housing Discrimination for All Respondents

Number of respondents who experienced one or more incidents of housing discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 268

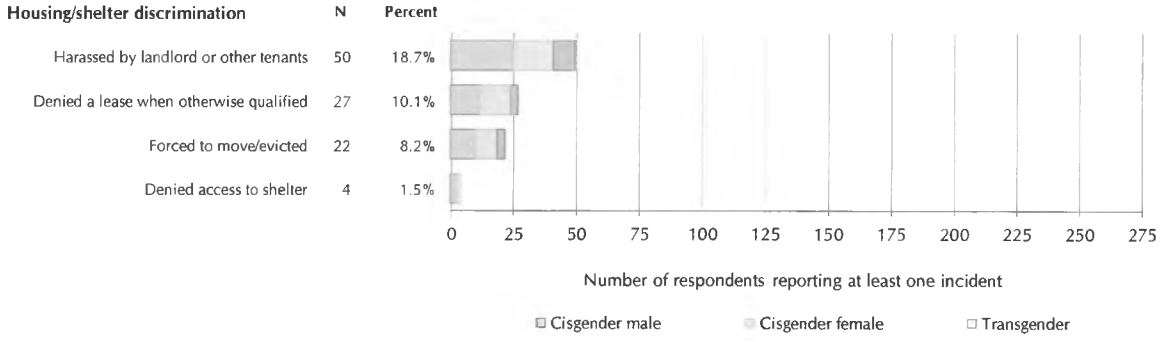
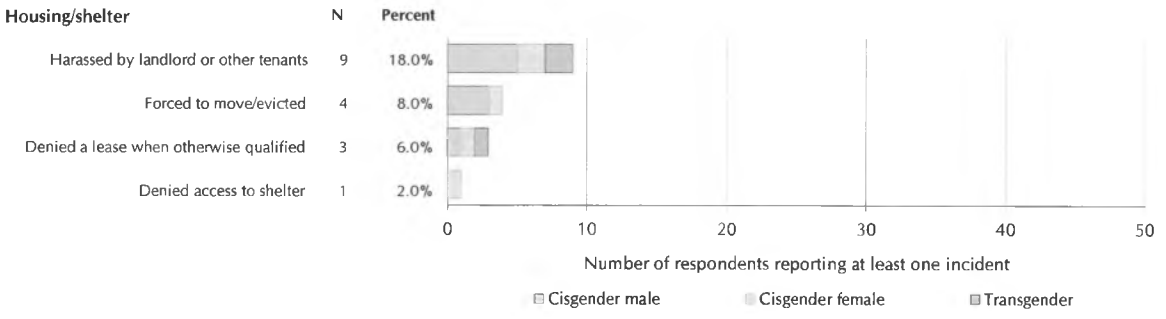


Figure 6. Experience of Housing Discrimination for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of housing discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 50



School/education

Table 25 and Figures 7 and 8 show types of discrimination in school/education that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

About four in ten respondents (N=110; 41.0%) reported being bullied or harassed by other students in Anchorage schools, and 14.2 percent (N=38) said they had been bullied or harassed by Anchorage teachers because of sexual orientation or gender identity/presentation. Seventeen respondents (16.3%) reported actually having to leave school because of harassment.

One in ten respondents (N=21; 10.1%) reported being denied participation in extracurricular activities because of sexual orientation or gender identity/presentation. Five respondents (1.9%) reported at least once being denied admission to school or an academic program when otherwise qualified; three (1.1%) were denied financial aid at least once; and two (0.7%) reported being denied campus housing because of sexual orientation or gender identity/presentation.

Differences by sex and gender identity

A higher proportion of cisgender gay and bisexual men than cisgender lesbians and bisexual women reported experiencing discrimination for almost all types of school/education discrimination evaluated in the survey. In particular, cisgender males had a higher rate of reporting bullying and

Table 25. Experience of Discrimination in School/Education of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

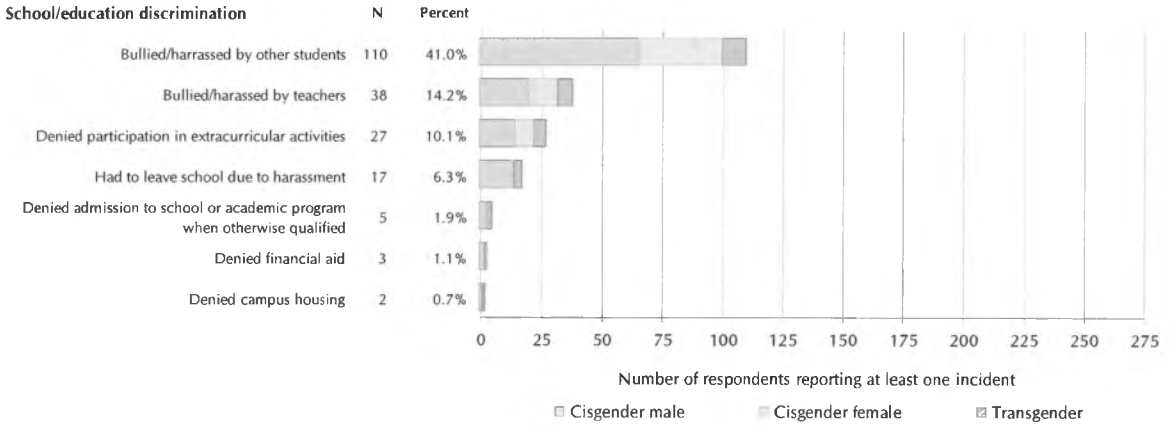
While in Anchorage, how often have you experienced any of the following because of your sexual orientation?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

			Cisgender							
	Total (all) N=268		Total N=243		Male N=136		Female N=107		Transgender N=25	
All respondents	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Bullied/harrassed by other students	110	41.0 %	100	41.2 %	65	47.8 %	35	32.7 %	10	40.0 %
Bullied/harassed by teachers	38	14.2	32	13.2	20	14.7	12	11.2	6	24.0
Denied participation in extracurricular activities	27	10.1	22	9.1	14	10.3	8	7.5	5	20.0
Had to leave school due to harassment	17	6.3	14	5.8	13	9.6	1	0.9	3	12.0
Denied admission to school or academic program when otherwise qualified	5	1.9	3	1.2	2	1.5	1	0.9	2	8.0
Denied financial aid	3	1.1	2	0.8	1	0.7	1	0.9	1	4.0
Denied campus housing	2	0.7	1	0.4	1	0.7	0	0.0	1	4.0
Respondents resident in Anchorage for less than five years	N=50		N=43		N=30		N=13		N=7	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Bullied/harrassed by other students	12	24.0 %	11	25.6 %	9	30.0 %	2	15.4 %	1	14.3 %
Bullied/harassed by teachers	2	4.0	2	4.7	1	3.3	1	7.7	0	0.0
Denied participation in extracurricular activities	1	2.0	1	2.3	1	3.3	0	0.0	0	0.0
Had to leave school due to harassment	3	6.0	3	7.0	3	10.0	0	0.0	0	0.0
Denied admission to school or academic program when otherwise qualified	—	—	—	—	—	—	—	—	—	—
Denied financial aid	—	—	—	—	—	—	—	—	—	—
Denied campus housing	—	—	—	—	—	—	—	—	—	—

Figure 7. Experience of Discrimination in Education for All Respondents

Number of respondents who experienced one or more incidents of discrimination in education in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 268



harassment from other students (47.0% for men; 32.7% for women) and of actually having to leave school because of harassment (9.6% for men; 0.9% for women).

Transgender and cisgender respondents reported being bullied or harassed by other students in similar proportions (40.0% for transgender; 41.2% for cisgender); however, higher proportions of transgender respondents than cisgender respondents reported discrimination for 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 on cisgender respondents; and showed over twice as high a rate of having being denied participation in extracurricular activities (20.0% of transgender; 9.1% of cisgender).

Respondents resident in Anchorage for less than five years

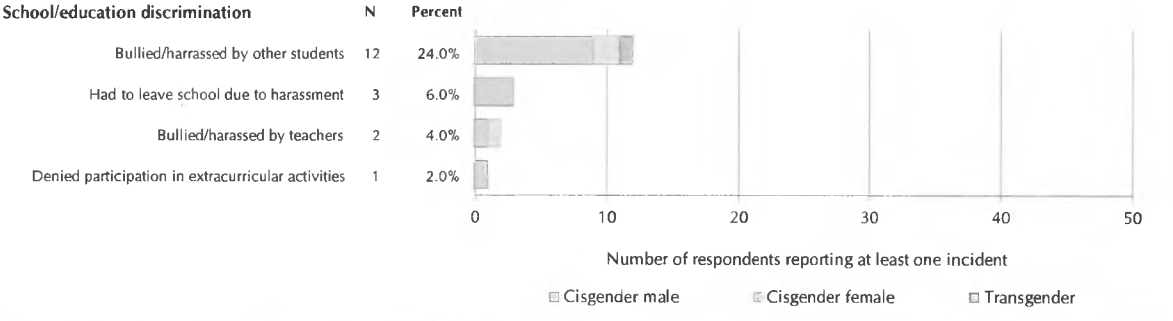
Of the 50 respondents who had been resident in Anchorage for less than five years, nearly one-quarter (N=12; 24.0%) had been bullied or harassed by other students in Anchorage schools; 2

Figure 8. Experience of Discrimination in Education for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of discrimination in education in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Note: No respondents in this sample reported discrimination in child custody while in Anchorage.

Total number of respondents: 50



of these respondents (4.0%) had been bullied or harassed by Anchorage teachers because of sexual orientation or gender identity/presentation. Three of these respondents (6.0%) had been forced to leave school because of harassment they experienced. One respondent in this subsample (2.0%) reported being denied participation in extracurricular activities because of sexual orientation or gender identity/presentation.

None of the 50 respondents who had lived less than five years in Anchorage reported any incidents of having been denied admission to an academic program, denied financial aid, or denied campus housing.

Child custody/relationships

Table 26 and Figure 9 show forms of discrimination in child custody that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 63 respondents who had identified themselves as the parent or guardian of at least one child. None of the 50 respondents who had been resident in Anchorage for less than five years reported experiencing discrimination in child custody issues while in Anchorage.

Of the total respondent sample, 12 respondents (4.5%) reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding. Eight respondents (3.0%) had contact with their minor children restricted by a former spouse because of sexual orientation or gender identity/presentation, and two respondents (0.7%) reported that custody of their children was restricted by a court because of sexual orientation or gender identity/presentation.

Differences by sex and gender identity

Within the total sample of 268 respondents, a higher proportion of cisgender lesbians and bisexual women than cisgender gay or bisexual men reported 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 (4.0) reported an incident of discrimination in child custody/relationships while in Anchorage (contact with children restricted by a former spouse).

Table 26. Experience of Discrimination in Custody/Relationships of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

	Total (all) N=268		Cisgender						Transgender N=25	
			Total N=243		Male N=136		Female N=107			
All respondents	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Sexual orientation or gender identity/presentation used against you in a child custody proceeding	12	4.5 %	12	4.9 %	4	2.9 %	8	7.5 %	0	0.0 %
Contact with children restricted by former spouse	8	3.0	7	2.9	4	2.9	3	2.8	1	4.0
Custody of children restricted by court	2	0.7	2	0.8	2	1.5	0	0.0	0	0.0
Respondents resident in Anchorage for less than five years	N=50		N=43		N=30		N=13		N=7	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Sexual orientation or gender identity/presentation used against you in a child custody proceeding	—	—	—	—	—	—	—	—	—	—
Contact with children restricted by former spouse	—	—	—	—	—	—	—	—	—	—
Custody of children restricted by court	—	—	—	—	—	—	—	—	—	—
Respondents with children	N=63		N=54		N=18		N=36		N=9	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Sexual orientation or gender identity/presentation used against you in a child custody proceeding	10	15.9 %	10	18.5 %	3	16.7 %	7	19.4 %	0	0.0 %
Contact with children restricted by former spouse	1	1.6	1	1.9	1	5.6	0	0.0	0	0.0
Custody of children restricted by court	7	11.1	6	11.1	3	16.7	3	8.3	1	11.1

Respondents resident in Anchorage for less than five years

None of the 50 respondents who had been resident in Anchorage for less than five years reported experiencing discrimination in child custody issues while in Anchorage.

Respondents with children

The above discussion of discrimination in child custody issues was based upon the total study population of 268 respondents. To gain a better picture of discrimination in child custody issues, a subsample of respondents who said they were the parent or guardian of one or more children was examined. Only 63 (23.7%) of the total study population had children, including 18 cisgender male respondents, 26 cisgender female respondents, and 9 transgender respondents.

Of these respondents, 10 (15.9%) reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding. Seven (11.1%) had custody of their children restricted by a former spouse, and one (1.6%), a cisgender female respondent, had contact with her children restricted by a former spouse.

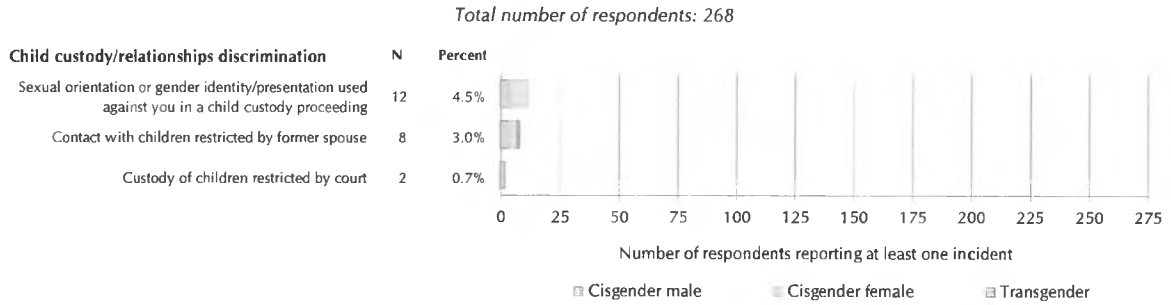
Discrepancies in data

Non-parents cannot, of course, experience issues related to child custody. It is a question, therefore, why a higher incidence of child custody issues was reported from the total sample of 268 than from the subsample who were actual parents. For example, only 1 respondent who identified herself as a parent reported contact with her children being restricted by a former spouse, yet 7 additional respondents of the total sample — respondents who had stated on their questionnaires that they were *not* a parent or guardian — also reported having that issue.

It is possible that Question 15 of the questionnaire — *Are you the parent or guardian of one or more children?* — was too ambiguously phrased, with some respondents interpreting it to mean *Are you currently (and legally) the parent or guardian of one or more children*, with others interpreting it to mean, *Do you have any children, whether or not they still live with you?*

Figure 9. Experience of Discrimination in Child Custody for All Respondents

Number of respondents who experienced one or more incidents of discrimination in child custody in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



Public services and public accommodations

Table 27 and Figures 10 and 11 show types of discrimination in public services that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

The most frequently experienced form of public service discrimination reported by respondents was harassment and verbal abuse by medical care providers in Anchorage, with 36 respondents (13.4%) reporting this type of discrimination. Respondents reported three other forms of discrimination from medical providers in Anchorage: 13 (4.9%) were denied non-emergency medical care; 11 (4.1%) were denied transition-related care; and 2 (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; 35 respondents (13.1%) reported experiencing this at least once in Anchorage because of their sexual orientation or gender identity/presentation. Nine respondents (3.4%) were denied a room in a hotel or motel at least once.

The third most frequently reported form of public services discrimination was harassment or verbal abuse by Anchorage police (N=23; 8.6%); and 20 respondents (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). Five respondents (1.9%) reported being denied gender-appropriate driver's licenses from the Alaska Division of Motor Vehicles.

The fourth most frequently reported form of public services discrimination was being denied membership or access to a gym of fitness club, with 22 respondents (8.2%) experiencing this form of discrimination. Ten respondents (3.7%) were denied use of a changing room at at gym or fitness club.

In other forms of public services discrimination, 16 respondents (6.0%) were denied use of a public restroom; 11 (4.1%) were denied services by a local government agency; 10 (3.7%) were denied a loan or line of credit when otherwise qualified; and 1 (0.4%) was denied a ride or forcibly removed from a People Mover bus.

Differences by sex and gender identity

Of cisgender respondents, a higher proportion of gay and bisexual male respondents than lesbian or bisexual female respondents reported having been harassed or verbally abused by medical care providers, with 17 male respondents (12.5%) and 10 female respondents (9.3%) reporting experiencing at least one incident of this form of discrimination in Anchorage. Cisgender male respondents also had a higher rate of reporting harassment or verbal abuse from Anchorage police (11.0% compared with 4.7% for cisgender female respondents) and of being stopped by Anchorage police without any other justification (8.8% for male compared with 4.7% for female respondents). Cisgender female respondents had a higher rate (11.2%) than cisgender male respondents (3.7%) of reporting being denied membership or access to 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 cisgender respondents reported experiencing discrimination. In particular, 44.0 percent of transgender respondents reported having at least once been denied use of a public restroom while in Anchorage, compared with just 2.1 percent of cisgender respondents. Over one-third of transgender respondents — 36.0 percent — had been harassed or verbally abused by medical providers, more than three times the percentage reported by cisgender

Table 27. Experience of Discrimination in Public Services of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

			Cisgender							
	Total (all) N=268		Total N=243		Male N=136		Female N=107		Transgender N=25	
All respondents	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Medical										
Harassed/verbally abused by medical care provider	36	13.4 %	27	11.1 %	17	12.5 %	10	9.3 %	9	36.0 %
Denied non-emergency medical care by provider	13	4.9	7	2.9	4	2.9	3	2.8	6	24.0
Denied transition-related care by provider	11	4.1	1	0.4	1	0.7	—	—	10	40.0
Denied emergency medical care by provider	2	0.7	1	0.4	—	—	1	0.9	1	4.0
Public accommodations										
Denied service in a restaurant or bar	35	13.1 %	28	11.5 %	17	12.5 %	11	10.3 %	7	28.0 %
Denied use of a public restroom	16	6.0	5	2.1	1	0.7	4	3.7	11	44.0
Denied a loan or line of credit when otherwise qualified	10	3.7	8	3.3	4	2.9	4	3.7	2	8.0
Denied a room in a hotel/motel	9	3.4	6	2.5	6	4.4	—	—	3	12.0
Police and government services										
Harassed/verbally abused by Anchorage police	23	8.6 %	20	8.2 %	15	11.0 %	5	4.7 %	3	12.0 %
Stopped by Anchorage police based on sexual orientation or gender identity, without other justification for the stop	20	7.5	17	7.0	12	8.8	5	4.7	3	12.0
Denied services by a local government agency	11	4.1	7	2.9	4	2.9	3	2.8	4	16.0
Denied gender-appropriate driver's license at DMV	5	1.9	1	0.4	—	—	1	0.9	4	16.0
Denied a ride/forcibly removed from People Mover		0.0	—	—	—	—	—	—	1	4.0
Gyms/fitness clubs										
Denied membership or access to a gym/fitness club	22	8.2 %	17	7.0 %	5	3.7 %	12	11.2 %	5	20.0 %
Denied use of changing room at gym/fitness club	10	3.7	3	1.2	3	2.2	0	0.0	7	28.0
Respondents resident in Anchorage for less than five years	N=50		N=43		N=30		N=13		N=7	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Medical										
Harassed/verbally abused by medical care provider	4	8.0 %	1	2.3 %	1	3.3 %	—	— %	3	42.9 %
Denied non-emergency medical care by provider	2	4.0	—	—	—	—	—	—	2	28.6
Denied transition-related care by provider	3	6.0	—	—	—	—	—	—	3	42.9
Denied emergency medical care by provider	2	4.0	1	2.3	1	3.3	—	—	1	14.3
Public accommodations										
Denied service in a restaurant or bar	4	8.0 %	3	7.0 %	2	6.7 %	1	7.7 %	1	14.3 %
Denied use of a public restroom	3	6.0	—	—	—	—	—	—	3	42.9
Denied a loan or line of credit when otherwise qualified	3	6.0	2	4.7	2	6.7	—	—	1	14.3
Denied a room in a hotel/motel	1	2.0	—	—	—	—	—	—	1	14.3
Police and government services										
Harassed/verbally abused by Anchorage police	3	6.0 %	2	4.7 %	2	6.7 %	—	—	1	14.3 %
Stopped by Anchorage police based on sexual orientation or gender identity, without other justification for the stop	5	10.0	4	9.3	3	10.0	1	7.7 %	1	14.3
Denied services by a local government agency	3	6.0	2	4.7	2	6.7	—	—	1	14.3
Denied gender-appropriate driver's license at DMV	1	2.0	1	2.3	—	—	1	7.7	0	0.0
Denied a ride/forcibly removed from People Mover	—	—	—	—	—	—	—	—	—	—
Gyms/fitness clubs										
Denied membership or access to a gym/fitness club	—	—	—	—	—	—	—	—	—	—
Denied use of changing room at gym/fitness club	2	4.0 %	—	—	—	—	—	—	2	28.6 %

respondents (11.1%). Over a quarter of transgender respondents — 28.0 percent — reported being denied use of a changing room at a gym or fitness club, compared with only 1.2 percent of cisgender respondents.

Two categories of public services discrimination are fairly specific to transgender persons: transition-related care and gender-appropriate driver's licenses. Forty percent of transgender respondents (N=10) reported being denied transition-related care by an Anchorage medical provider, and 16.0 percent (N=4) had been denied the appropriate gender marker on their driver's license.

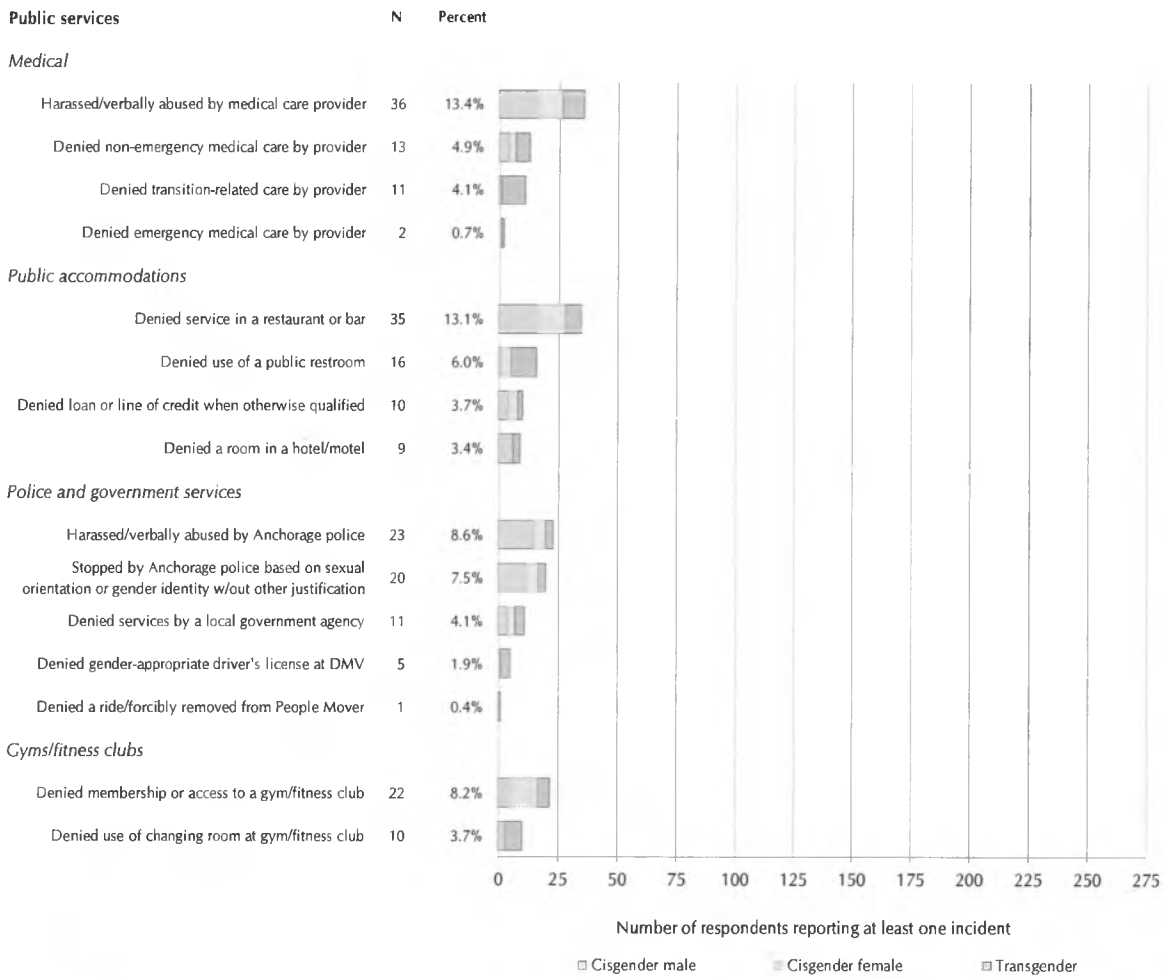
Respondents resident in Anchorage for less than five years

Respondents who had been resident in Anchorage for less than five years reported experiences of most types of public services discrimination in lower proportions than did the total sample. Cau-

Figure 10. Experience of Discrimination in Public Services for All Respondents

Number of respondents who experienced one or more incidents of discrimination in public services in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 268

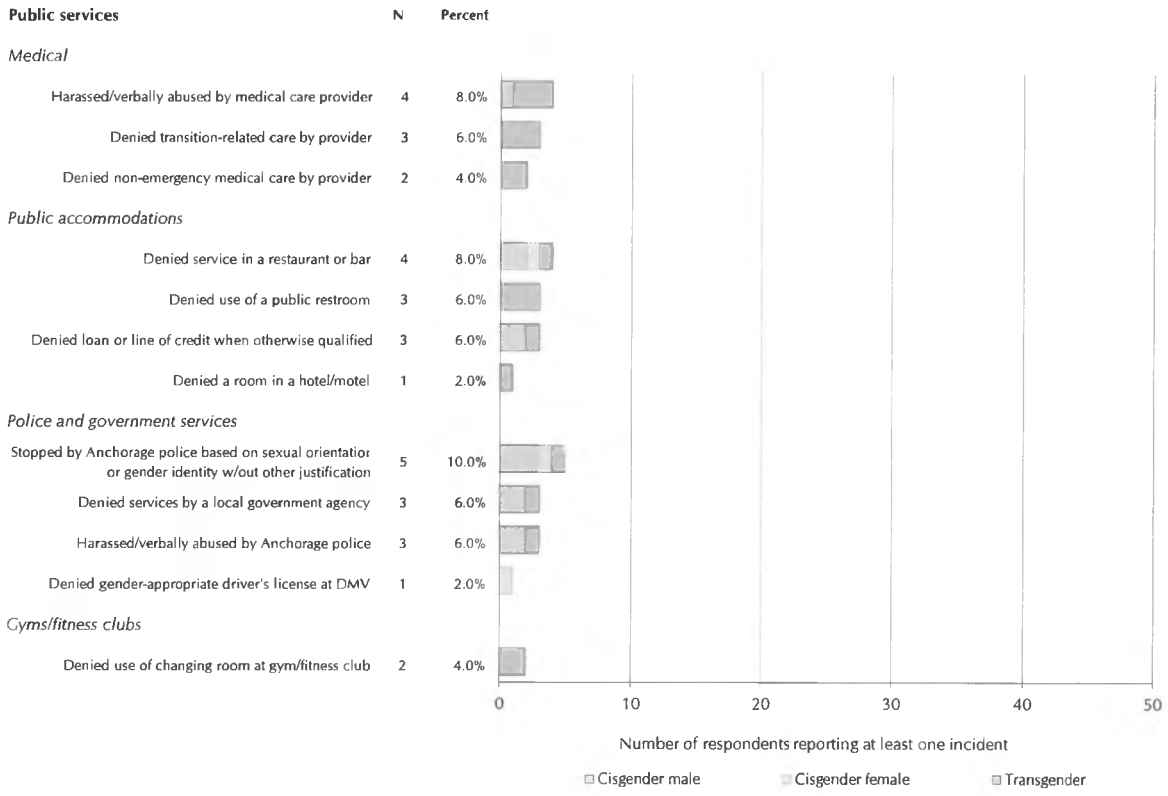


tion should be used in comparing the few exceptions given the small numbers involved. Only two forms of public services discrimination — being denied membership or access to a gym or fitness club, and being denied a ride or being forcibly removed from a People Mover bus — were not reported by any of this subsample of respondents.

Figure 11. Experience of Discrimination in Public Services for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of discrimination in public services in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Total number of respondents: 50



Relationship status

One additional form of discrimination that can be evaluated, at least in part, from survey data comes from the comparison of responses to two demographic questions asked of study participants: marital status as defined by Alaska law, and actual relationship status. As shown in Figure 12, more than three-quarters of respondents (N=207; 77.2%) stated that their legal status under Alaska law was *single, never married*; only 12 respondents (4.5%) were *legally married* under Alaska law.

(The 1998 amendment to the Alaska Constitution defining marriage as being only between "one man and one woman" prohibits same-sex marriage; it must be remembered that bisexual participants who may be married to partners of the opposite sex are included in this study.)

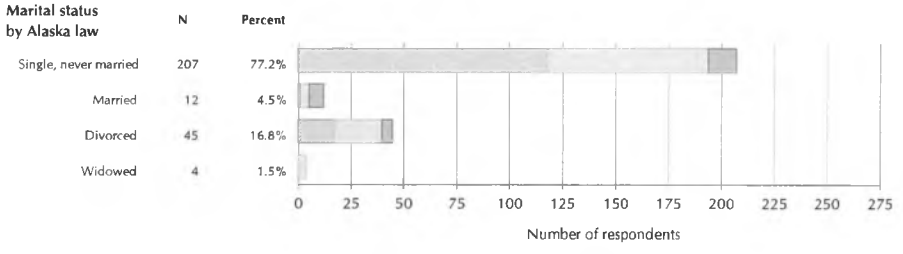
In contrast, well over half of the study participants (N=156; 58.2%) said that they were in committed relationships with intimate partners — relationships which are unrecognized in law except in limited contexts, such as with domestic partner benefits for same-sex partners of State of Alaska employees or "financially interdependent partner" benefits in the University of Alaska system.1

For comparison purposes, the figure also shows marital status for the Municipality of Anchorage population aged 15 years or older.

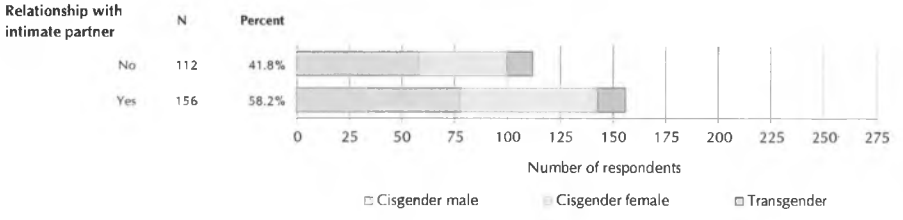
Figure 12. Comparison of Legal Marital Status and Actual Relationship Status of Survey Respondents and Marital Status of Municipality of Anchorage Residents 15 Years or Older

Total number of respondents – 268

Question 13. What is your <u>current</u> marital status, <u>as defined by Alaska law</u>?

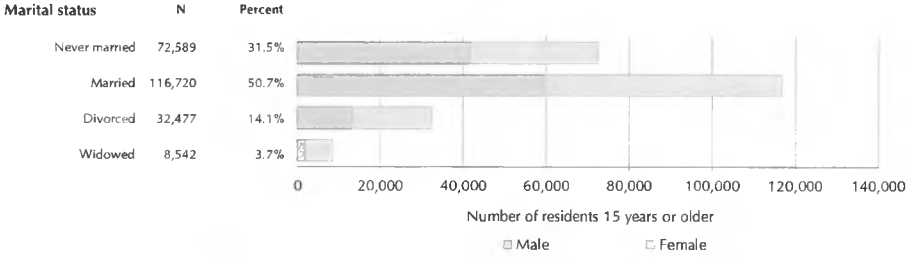


Question 14. Are you currently in a committed relationship with an intimate partner?



Marital Status for Municipality of Anchorage Population 15 Years or Older, 2010 Census

Total number of residents 15 years or older - 230,328



Source of census data: *American Community Survey, 2010 1-Year Data for Anchorage Municipality*

Making Comparisons: Anchorage LGBT Discrimination in Context

Previous Alaska Research

In the 1980s, Identity, Inc. conducted two major research efforts to document sexual orientation bias in Alaska. *One in Ten: A Profile of Alaska's Lesbian & Gay Community* (Identity, 1986), reported the results of a statewide survey of 734 lesbian, gay, and bisexual Alaskans conducted in 1985. *Identity Reports: Sexual Orientation Bias in Alaska* (Green & Brause, 1989), included three papers, including "Closed Doors," a survey of Anchorage employers and landlords; and "Prima Facie," which presented case studies of 84 cases of violence, harassment, and discrimination in Alaska due to sexual orientation bias. Both studies are available online at http://www.henkimaa.com/identity/.

One in Ten (1986)

One in Ten (Identity, 1986) reported on a statewide survey conducted from March 15 to June 30, 1985 of gay, lesbian, and bisexual respondents in Alaska using community-based and snowball sampling (a form of nonprobability sampling). The final sample included 323 gay and bisexual men and 411 lesbian and bisexual women, for a total of 734 respondents. Of these, 62.5 percent were residents of the Municipality of Anchorage. The 100-question survey asked a wide range of questions in areas including relationships, parenthood, religion, physical and emotional health, health providers, alcohol and drug usage, AIDS awareness, coming out, experience of discrimination, politics, leisure, needs, and attitudes.

- Of the 734 respondents to *One in 1*61.4% reported being victimized by violence and harassment while in Alaska because of their sexual orientation (ranging from verbal abuse/harassment, reported by 58.1%, to physical violence, 10.7%, and sexual assault, 4.3%);
- 39.5% reported discrimination in employment, housing, and loans/credit; and
- 32.9% reported discrimination from services and institutions.

Figure 13 displays *One in Ten* findings on violence, harassment, and discrimination in greater detail. (Percentage calculations for each question are based upon *valid* responses, and exclude *missing* responses in which respondents did not answer the question.) Color coding within the bar chart gives a visual indicator of the number of respondents from each population group — gay and bisexual men (green) and lesbian and bisexual women (orange) — who experienced each type of discrimination. Transgender respondents were not included in the *One in Ten* survey.

Though conducted 25 years apart, *One in Ten* and the Anchorage LGBT Discrimination Survey resulted in roughly comparable data on self-reported experience of violence, harassment, and discrimination, though for most questions in the present survey higher percentages of respondents reported problems than *One in Ten* respondents did.

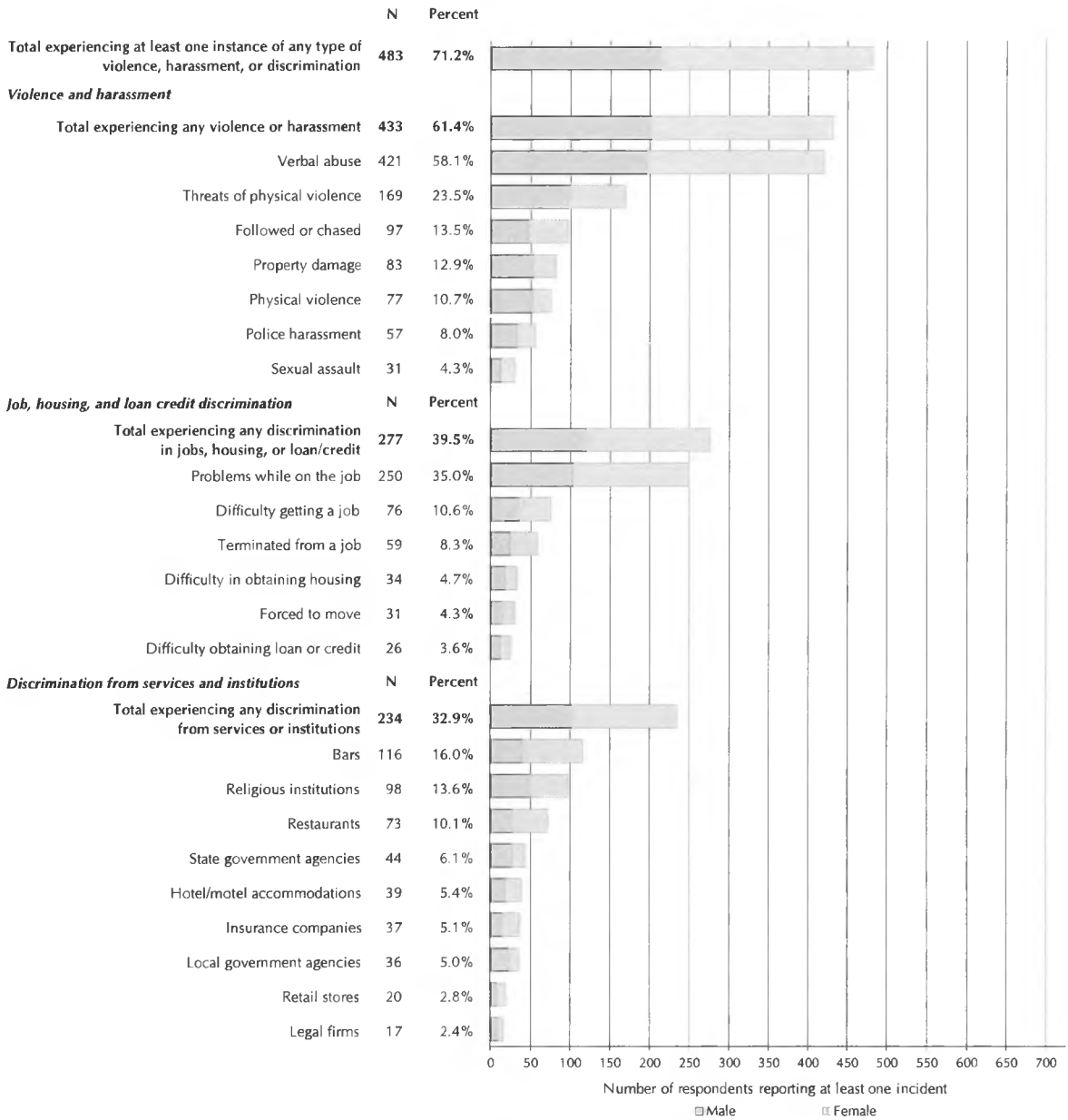
However, caution must be used in making such comparisons, given the difficulties inherent in sampling LGBT populations as discussed in the Methodology. Additionally, there are several major differences at the outset between the two studies. For example, the present study asked about experiences of discrimination which had occurred *only* within the Municipality of Anchorage, whereas *One in Ten* sought information about experiences throughout the state of Alaska. It cannot be assumed that incidence of discrimination by LGBT people is the same in the Municipality of Anchorage as it is in, for example, Fairbanks North Star Borough, the City and Borough of Juneau, or rural Alaska.

A second major difference was in the proportions of male and female respondents in the two

Figure 13. Experience of Violence/Harassment and Discrimination in Alaska by *One in Ten* Respondents (1985)

Number of gay, lesbian, and bisexual respondents who experienced one or more incidents of violence/harassment or discrimination in Alaska due to sexual orientation. Data was collected in 1985.

Total number of respondents: 734. Percentages given are calculated on the number of valid responses to each question.



Note: One in Ten did not collect data on transgender persons. Of the 722 *One in Ten* respondents who answered the question about where they lived, 62.5% were residents of the Municipality of Anchorage.

***Source of data**: Identity, Inc., One in Ten: A Profile of Alaska's Lesbian & Gay Community (1986).*

study samples: *One in Ten* respondents were 44.0 percent male and 56.0 percent female, but in the present survey, the proportions among cisgender respondents are exactly reversed (56.0% of the 243 cisgender respondents were male; 44.0% were female). Among other differences by sex, gay and bisexual men in both studies reported experiencing most types of violence and harassment at higher rates than did lesbian and bisexual women. Thus, a change in the proportion of male to female within the study samples may have a large impact on the incidence of discrimination reported.

Finally, unlike *One in Ten*, the present study includes transgender respondents, who experienced discrimination at higher rates than cisgender respondents in most areas.

It would therefore be unwise and almost certainly inaccurate to claim that the higher percentages of respondents in the present survey reporting experiences of most types of discrimination means that anti-LGBT discrimination has gotten worse over the past quarter-century. What *can* be claimed is that violence, harassment, and discrimination because of sexual orientation and gender identity continue to be commonly experienced by LGBT residents of and visitors to the Municipality of Anchorage.

Identity Reports (1989)

Identity Reports (Green & Brause, 1989) was a research complement to *One in Ten* designed to explore issues of sexual orientation bias not addressed in the earlier report. It was made up of three reports.

"Coming Out" (1989)

The first report included in *Identity Reports*, "Coming Out: Issues Surrounding Disclosure of Sexual Orientation" (Green, 1989a) was based largely upon analysis of *One in Ten* data on individual choices about coming out — disclosing one's sexual orientation — to others, as well as the possible consequences of these choices, particularly in relation to discrimination, socioeconomic status, and mental health.

As reported in *One in Ten*, over four out of five respondents (83.1%) said that they became aware of their sexual orientation before age 18, but only 30.3 percent disclosed their sexual orientation to another person before age 18. On average, *One in Ten* respondents first recognized their sexual orientation at the age of 12.5 years, but did not disclose their sexual orientation to another person until the age of 20.1 years — nearly eight years later. Even in adulthood, only 42 percent of *One in Ten*'s gay, lesbian, and bisexual respondents had come out to their fathers and 58 percent to their mothers. Of parents who were aware of their child's sexual orientation, 22 percent of the fathers and 17 percent of the mothers were reported to be non-accepting of their gay, lesbian, or bisexual children. Siblings of respondents were both more likely to be told (62%), and less likely to be non-accepting (8%), than parents.

One in Ten respondents were also asked about whether they had disclosed their sexual orientations to four groups of non-family members: nongay friends, neighbors, coworkers, and employers/supervisors. The results, displayed in Figure 14, show that employers/supervisors and neighbors were by far the least likely to be made aware of respondents' sexual orientations. As described in "Coming Out" —

> While perhaps neighbors are not made aware because they are the least significant to respondents in terms of day-to-day life, it is highly probably [*sic*] that fear of discrimination plays a most important role in decisions not to be open to supervisors or employers.

> In fact, 23% of our respondents agreed with the statement, "If my current employer or supervisor found out about my sexual orientation, I would be fired or laid off".... Roughly 6% wrote on their questionnaires comments... to the effect that they had not experienced discrimination because they were so closeted, and that they were closeted because they feared discrimination. (p. 4)

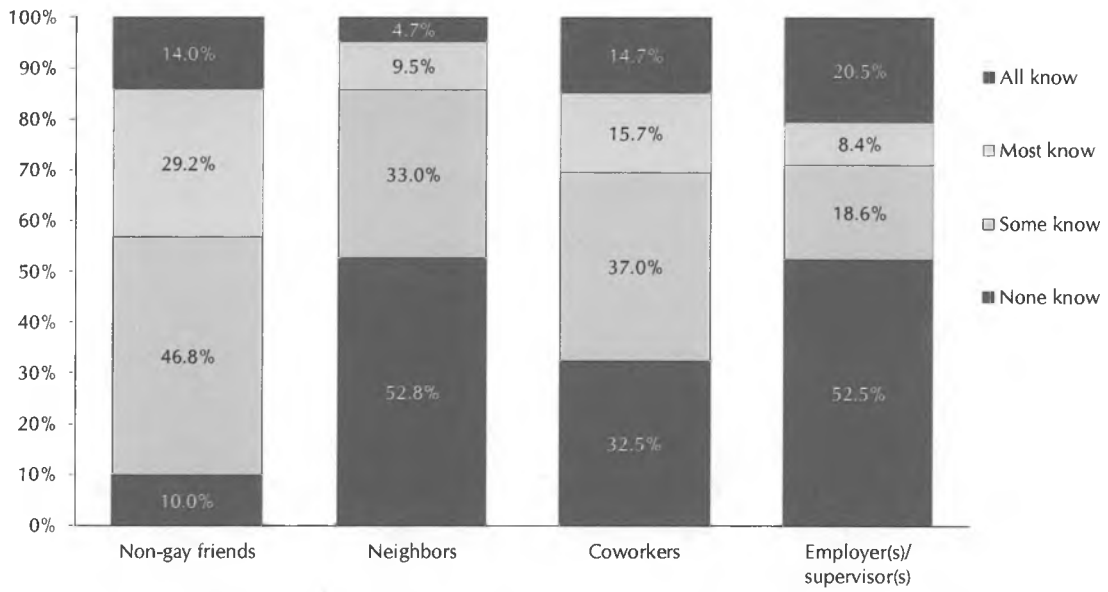
Similar comments were made by respondents to the Anchorage LGBT Discrimination Survey (see Appendix A).

A 1987 study of 3,404 Chicago-area lesbians and gay men, discussed in "Coming Out," found that lesbian and gay respondents with higher status occupations tended to be more closeted, probably due to sexual orientation bias in those occupations, and researchers raised the possibility that the question of outness may have a direct impact on the employment choices made by many gays and lesbians, and hence also upon their socioeconomic status (McKirnan & Peterson, 1987). Interestingly, while employers and supervisors were (along with neighbors) the *least* likely non-family members to be aware of *One in Ten* respondents' sexual orientations, they were also among the *most* likely to be aware:

> Twenty percent of the respondents reported that *all* their employers and supervisors were aware. We are naturally no longer able to ask these respondents how or why their supervisors knew, but it is possible that some of them were unwilling to live in the "fragile construction of lies" of which Jandt and Darsey speak, and made conscious decisions to be open about their sexual orientation in the workplace. (p. 5) ("Jandt and Darsey" refers to a 1981 study on coming out; see Bibliography for reference.)

Figure 14. Knowledge of *One in Ten* Respondents' Sexual Orientations by Non-Family Members

Respondents were asked, "How many of the following people living in Alaska know for sure what your sexual orientation is?" Possible answers were "None," "Some," "Most," or "All." The percentages shown below represent the percentage of respondents providing each answer. Percentages in each column total to 100%.



Source of data: *One in Ten (Identity, 1986); based on Figure 4 of "Coming Out" (Green, 1989a).*

"Closed Doors" (1989)

The second paper included in *Identity Reports*, "Closed Doors: Sexual Orientation Bias in the Anchorage Housing and Employment Markets" (Brause, 1989), presents findings from a study of attitudes toward homosexual employees and tenants among Anchorage employers and landlords. Data for the study were collected from November 1987 to January 1988. The study population included 191 Anchorage employers and 178 Anchorage landlords who responded to two 24-question self-administered questionnaires (one for employers, one for landlords) sent out to a randomly selected sample of employers and landlords.

Unlike other research discussed here, "Closed Doors" was not directed at gathering information on incidence of discrimination experienced by LGBT people, but rather on attitudes among people who were in a position to discriminate against LGBT people.

Table 28 displays data from several questions asked of the employers and landlords in the survey. Of the 191 employers, 27.2 percent said they would not hire a person they had reason to believe was homosexual; 26.2 percent said they would not promote a homosexual to a supervisory or management position; and 18.3 percent said they would fire a person they had reason to believe was homosexual. Of the 178 landlords, 19.8 percent said they would not rent to someone they had reason to believe was a homosexual; and 9.1 percent would evict someone believed to be homosexual.

- Grouping the statistics from the table to included all employers and landlords who "agreed" with at least one of the questions, the study foun31% of the 191 Anchorage employers surveyed said they would not hire or promote or would fire someone they had reason to believe was homosexual.
- 20% of the 178 Anchorage landlords in the survey said they would not rent to or would evict someone they had reason to believe was homosexual.

The study also found a relationship between employers and landlords who did not have a per-

Table 28. Anchorage Employer and Landlord Attitudes Towards Homosexual Employees and Tenants, "Closed Doors" Survey (Fall 1987)

Row percentages.

	Agree		Disagree		Don't know		Total valid responses
	N	Percent	N	Percent	N	Percent	
Employers							
I would not hire a person I had reason to believe was homosexual.	52	27.2 %	115	60.2 %	24	12.6 %	**191**
I would not promote an employee I had reason to believe was homosexual to a supervisor or management position in my company.	50	26.2	126	66.0	15	7.9	**191**
I would discharge an employee I had reason to believe was homosexual.	35	18.3	142	74.3	14	7.3	**191**
Landlords							
I would not rent to a person I had reason to believe was homosexual.	35	19.8 %	131	74.0 %	11	6.2 %	**177**
I would evict a tenant I had reason to believe was homosexual.	16	9.1	147	83.5	13	7.4	**176**

Source of data: *"Closed Doors" (Brause, 1989)*

sonal association with a homosexual person and those who would discriminate against homosexual employees and tenants. Likewise, there was a relationship between employers and landlords who had a friend or family member who was gay or lesbian, and those who would *not* discriminate against gay/lesbian employees and tenants.

"Prima Facie" (1989)

The third paper included in *Identity Reports*, "Prima Facie: Documented Cases of Sexual Orientation Bias in Alaska" (Green, 1989b) documented 84 case histories of sexual orientation bias in Alaska from 1974 to 1987, including 68 cases from personal testimony and 16 from documentary sources. The 68 personal testimony cases were based on 49 taped interviews (7 interviews in 1985 and 42 in 1987-1988), and 19 questionnaires (completed in 1987); incident summaries were verified with respondents for accuracy, completeness, and confidentiality. The 16 cases from documentary sources were based on accounts in court records, radio and newspaper accounts, and other written or recorded sources; source citations were included with the incident summaries based on them.

Incidents described ranged from simple bias to discrimination in employment, housing, public accommodations, or other discrimination, to verbal abuse and harassment, property damage, threats, smoke-bombing or tear-gassing, assault, sexual assault, and three cases of murder. Over three-quarters of the cases took place within the Municipality of Anchorage: 50 cases from personal testimony and 16 from documentary sources (including the three murders), for a total of 64 Anchorage cases (76.2%). Victims of sexual orientation bias in the cases were predominately gay or lesbian, but heterosexuals wrongly assumed to be homosexual also experienced problems.

Central to the design of "Prima Facie" was the fact that sexual orientation discrimination was not illegal in Alaska — a fact which remains true today, nearly a quarter of a century later. As stated in the study's introduction:

> Because complaints of such discrimination are not "jurisdictional" for any of Alaska's human rights or equal rights commissions, the commissions are not empowered to accept complaints of such discrimination or to make investigation into these complaints. (p. 22)

"Prima Facie" incident summaries describing incidents of discrimination were most closely equivalent to the "formal written complaint" or intake stage of a case of alleged illegal discrimination. A former intake investigator with the Alaska Human Rights Commission reviewed the 42 discrimination cases in "Prima Facie" based on personal testimony (as opposed to documentary accounts from newspapers or court records) and found that 32 of those cases would have been "definitely" jurisdictional under Alaska state human rights law — that is, the commission would investigate these cases if complaints were made — if the law had included protection from discrimination on the basis of sexual orientation. Because "Prima Facie" researchers also lacked the power to investigate complaints, they could not undertake fact-finding investigations involving *all* parties to a case in order to establish with certainty that discrimination had occurred.

See the section on "Human and equal rights commissions" for descriptions of how complaints of alleged discrimination are processed by the Anchorage Equal Rights Commission and Alaska State Commission for Human Rights.

National research

National research on discrimination against LGBT people corresponds with what has been learned based on Alaska data from *One in Ten* (Identity, 1986) and *Identity Reports* (Green & Brause, 1989) and Anchorage data from the Anchorage LGBT Discrimination Survey.

The studies described below provide the basis for the discussion that follows comparing Alaska and Anchorage data with national data on sexual orientation and gender identity bias and discrimination.

National probability surveys

National research on discrimination and violence against lesbian, gay, and bisexual populations has included several surveys using probability samples representative of the U.S. population. (See "Sample selection" in the Methodology to this report for more about probability sampling.)

Among these is the General Social Survey (GSS) which has been conducted annually or biennially by the National Opinion Research Center at University of Chicago since 1972. (The GSS website is at http://www3.norc.org/GSS+Website/.) The 2008 General Social Survey for the first time asked respondents about sexual orientation (prior surveys had asked only about same-sex sexual behavior), and included a module of questions aimed at sexual minority respondents on coming out, relationship status and family structure, workplace and housing discrimination, and health insurance coverage (Gates, 2010; Sears & Mallory, 2011b). The 2008 GSS included a nationally representative sample of 2,023 adults over the age of 18, of whom 162 could be classified as a sexual minority, including 58 LGB-identified and 104 non-LGB-identified respondents (persons who reported same-sex sexual partners since age 18, but who did not self-identify as lesbian, gay, or bisexual). Of these, 57 LGB-identified and 23 non-LGB-identified respondents completed all or some of the module questions (Gates, 2010; Sears & Mallory, 2011b).

Herek (2009) used a national probability sample of 662 self-identified lesbian, gay, and bisexual adults randomly selected from an existing probability-based panel of more than 40,000 U.S. households recruited through random digit dialing (RDD) telephone sampling by Knowledge Networks, an Internet-based survey research company. Herek's survey, conducted during 2009, assessed the prevalence of criminal victimization by violence and property crime, harassment, and discrimination in employment and housing on the basis of sexual orientation. His final sample consisted of 311 women (152 lesbians, 159 bisexuals) and 351 men (241 gay men, 110 bisexuals) aged 18 or older.

The Human Rights Campaign Foundation (2009) also made use of Knowledge Networks' existing probability-based panel, deriving 440 completed interviews from a random sample of self-identified LGBT adults, augmented by a further 321 LGBT interviews conducted using an online panel maintained by Survey Sampling Inc. and weighted to Knowledge Networks benchmarks for the LGBT employed population. The sample included 23 transgender employees who also self-identified as lesbian, gay or bisexual; no transgender respondents in the survey identified as heterosexual. (This sample of transgender respondents was too small to be nationally representative.) HRC Foundation's study, *Degrees of Equality: A National Study Examining Workplace Climate for LGBT Employees*, described how sexual orientation and gender identity of LGBT employees surface and unfold in the workplace and how workplace environment can affect employee retention and productivity.

An earlier probability sample study, *Inside-OUT: A Report on the Experiences of Lesbians, Gays and Bisexuals in America and the Public's Views on Issues and Policies Related to Sexual Orientation* (Kaiser Family Foundation, 2001), included two components, the General Public (GP) Survey and the Lesbian, Gay and Bisexual (LGB) Survey. The LGB survey results were based on telephone interviews conducted

in 2000 from "a random sample of households in the fifteen metropolitan areas thought to have the highest concentrations of lesbians, gays and bisexuals" with a final sample of 405 randomly selected, self-identified gay, lesbian and bisexual adults 18 years or older. Because its sample was limited to 15 metropolitan areas, this study may not be fully representative of the LGB population nationally, particularly those living in areas with lower concentrations of LGB people.

National nonprobability surveys

As pointed out by Sears and Mallory (2011b), few nationally representative surveys gather data on LGBT populations, so it is useful to also look at national and local non-probability surveys.

The most important of these for the purpose of this report is the National Transgender Discrimination Survey (Grant, et al., 2011), an extensive national survey conducted by the National Center for Transgender Equality and the National Gay and Lesbian Task Force during 2010. The National Transgender Discrimination Survey (NTDS) was the first comprehensive study to document discrimination and bias against transgender persons in the U.S. The NTDS made use of community-based and snowball sampling to achieve a final sample of 6,456 transgender and gender-nonconforming respondents from all 50 U.S. states, the District of Columbia, Puerto Rico, Guam, and the U.S. Virgin Islands. The survey instrument, which could be filled out either online or on paper, included 70 questions on topics including employment, education, health care, housing, public accommodations, criminal justice, family life, and access to gender-appropriate identification documents.

A complete review of other national nonprobability surveys of LGBT populations is beyond the scope of this report. Sears and Mallory (2011b) provides a useful survey of studies related to employment discrimination among LGBT populations including national probability and nonprobability surveys; controlled experiments; findings by courts and legislatures; administrative human and equal rights agencies in states which accept complaints of sexual orientation and/or gender identity discrimination; and studies on the negative affects of discrimination on LGBT people, including concealing LGBT identity in the workplace, wage and employment disparities, and impact on mental and physical health.

Comparisons of Alaska and Anchorage studies with national research

The following discussion is based upon the studies just described. Some areas of discussion may be more complete than others, due to the different research focuses of various studies. Complete citations for these studies can be found in the bibliography, including URLs for those which are available on the Internet.

Violence, intimidation, and criminal victimization

Herek (2009) yields probably the most reliable estimates to date of the prevalence of criminal victimization and harassment of LGB populations in the U.S. Nearly a quarter of Herek's 662 LGB respondents (24.8%) had been criminally victimized through violence, property crime, or attempted crime because of their sexual orientation, with 13.1 percent having experienced violence, 14.9 percent experiencing property crime, and 14.4 percent experiencing attempted crime one or more times. Harassment was even more common among Herek's respondents, with 49.2 percent reporting being verbally abused because of their sexual orientation, 23.4 percent saying they had been threatened with violence, and 12.5 percent saying that objects had been thrown at them.

In comparison, 18.3 percent of cisgender LGB respondents and 24.0 percent of transgender

respondents to the Anchorage LGBT Discrimination Survey reported having experience physical violence, 29.9 percent of cisgender and 32.0 percent of transgender respondents experienced property damage; 76.1 precent of cisgender and 80.0 percent of transgender respondents experienced verbal abuse and namecalling; 43.2 percent of cisgender and 36.0 percent of transgender respondents were threatened with physical violence; and 31.7 percent of cisgender and 44.0 percent of transgender respondents were followed or chased.

- Other results from national studies inc74 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported being personally targeted for verbal abuse such as slurs or name calling because of their sexual orientation, and 32 percent said they had been personally targeted for physical violence against their person or property because of their sexual orientation.

Coming out

Over four out of five of the Alaska lesbian, gay, and bisexual respondents (83.1%) to *One in Ten* said that they became aware of their sexual orientation before age 18, but only 30.3 percent disclosed their sexual orientation to another person before age 18 (Identity, 1986).

Over two decades later, the nationally representative sample from the 2008 GSS yields similar results: over three-quarters of its gay, lesbian, and bisexual respondents (77.2%) said that they were first attracted to someone of the same sex before the age 18, but only 34.3 percent told another person about being LGB or having same-sex sexual experiences before the age of 18 (Gates, 2010).

Employment discrimination

Other results from the 2008 General Social Survey found that 42 percent of its nationally representative sample of LGB-identified people had experienced employment discrimination during their lifetimes because of their sexual orientation, and 27 percent had experienced such discrimination in the five years prior to the survey (Sears & Mallory, 2011b). Employment discrimination was especially common among LGB respondents whose sexual orientation was known to coworkers: 56 percent had experienced employment discrimination during their lifetimes, and 38 percent within the five years prior to the survey. The most frequently experienced form of sexual orientation discrimination reported by "out" LGB respondents to the 2008 GSS was harassment, with 35 percent having been harassed at work, and 27 percent being harassed within the five years prior to the survey. Of "out" LGB respondents, 16 percent had lost a job during their lifetimes because of their sexual orientation, and 7 percent had lost a job within the 5 years prior to taking the survey. By comparison, 10 percent of LGB respondents who were *not* out at their workplaces had experienced employment discrimination in the five years prior to the survey because of their sexual orientation.

These results are again similar to results from *One in Ten*'s 1985 Alaska data and the present survey's more recent data for the Municipality of Anchorage. Of *One in Ten*'s LGB respondents, 35.0 percent had experienced problems at an Alaska workplace; 10.6 percent had difficulty getting a job; and 8.3 percent had been terminated from a job in Alaska because of sexual orientation (Identity, 1986). Of cisgender (non-transgender) lesbian, gay, and bisexual respondents to the Anchorage LGBT Discrimination Survey, 42.8 percent (and 37.2% of those who had lived in Anchorage for less than five years) had been harassed by their employer or other employees at their Anchorage workplace, with 16.0 percent (and 9.0% of those resident for less than five years) being actually forced to leave a position because of harassment., and 14.8 percent (11.6% of those resident for less than five years)

having been fired from a job. (See Table 23.)

Transgender respondents to the present study reported workplace problems at even higher rates, with 56.0 percent (and 42.9% of those who had lived in Anchorage for less than five years) saying they had been harassed by their employer or other employees at their Anchorage workplace, 16.0 percent (and 14.3% of those resident for less than five years) being actually forced to leave a position because of harassment, and 12.0 percent having been fired from a job.

Nationally, the National Transgender Discrimination Survey (Grant, et al., 2011) found that 47 percent of its respondents had experienced an adverse job action (not getting a job, losing a job, or being denied promotion) because they were transgender, including 26 percent saying they had lost a job. Harassment and other adverse treatment on the job among its respondents was common, including 50 percent reporting on-the-job harassment, 7 percent being victimized by physical violence at work, and 6 percent being sexually assaulted at work.

HRC Foundation (2009) did not assess prevalence of employment discrimination events such as being denied promotion or being fired. However, its study found that nearly two-thirds (61%) of LGBT employees reported hearing jokes or derogatory comments about LGBT people at least once in a while; 9 percent had heard anti-LGBT comment from direct supervisors. About two-thirds (62%) of HRC Foundation's respondents said that they had heard jokes and derogatory comments comments about other minority groups in their workplaces, which also contributed to negative workplace climate. Jokes and derogatory comments about LGBT people and other minorities were found to be especially prevalent in workplaces whose Equal Employment Opportunity (EEO) policies were not inclusive of sexual orientation or gender identity.

Other results from national studies include:

- Among the 662 LGB respondents studied by Herek (2009), 9.2 percent had experienced job discrimination at least once.
- 55 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported experiencing discrimination in applying for or keeping a job because of their sexual orientation.

Outness in the workplace

As reported in the "Coming Out" component of *Identity Reports* (Green & Brause, 1989), which was based on *One in Ten* data, of *One in Ten*'s LGB respondents, 32.5 percent said that "none" of their coworkers were aware of their sexual orientation; 52.7 percent said "some" or "most" of their coworkers knew; and 14.7 percent said "all" their coworkers knew. Asked about their employers or supervisors, 52.5 percent said "none" knew; 27.0 percent said "some" or "most" knew; and 20.5 percent said that "all" their employers or supervisors were aware of their sexual orientation.

The 2008 GSS asked LGB respondents only about coworkers, but again results were comparable: 33.5 percent said that "none" of their coworkers knew they were gay, lesbian, or bisexual; 41.1 percent said "some" knew; and 25.4 percent said "all" their coworkers knew (Gates, 2010).

HRC Foundation (2009) reported that 28 percent of its LGBT respondents were not out to anyone at their workplaces, 23 percent were out to a few, 22 percent were open to half or most people with whom they worked, and 27 percent were open to everyone. More than a quarter (28%) hid their sexual orientation or gender identity because they felt it would be an obstacle to career advancement or development opportunities; 17 percent of the total LBT sample (42% of transgender respondents) feared losing their jobs; 13 percent of the total LGBT sample (40% of transgender respondents) hid

their LGBT identities in the workplace out of fears for their personal safety.

Results of the present survey are fairly closely matched with both *One in Ten* and the 2008 GSS with regard to outness in the workplace. As reported in our findings on employment discrimination, nearly three-quarters of survey respondents (N=196; 73.1%) reported hiding their sexual orientation, gender identity, or gender transition at least once while in Anchorage in order to avoid employment discrimination. A number of Anchorage LGBT Discrimination Survey respondents commented about their experiences of hiding their LGBT identity in the workplace to avoid discrimination (see Appendix A).

Effects of hiding one's LGBT identity in the workplace

Employees who are more open at work experience fewer negative outcomes from their workplace environment. These negative outcomes affect productivity, retention and professional relationships. In the HRC Foundation (2009) study, respondents who were "not open to anyone at work" reported higher rates than respondents "open to everyone at work" of having to lie about their personal life (54% of "not open" respondents vs. 21% of "open to everyone" respondents), feeling depressed (34% vs. 26%), avoiding people (29% vs. 23%), feeling distracted (31% vs. 25%), feeling exhausted (30% vs. 12%), and searching for other jobs (24% vs. 16%) within the 12 months before being surveyed.

The HRC Foundation study also addressed questions of how and why the LGBT identity of employees became known:

> An employee's sexual orientation or gender identity are often unavoidable in casual, non-work-related conversations among co-workers — particularly those related to spouses, partners, relationships, children, social lives and even sex. Issues related to sexual orientation or gender identity arise on nearly a daily basis at work for most employees. In these conversations, LGBT employees must decide whether and how they will engage and respond. Will they be caught off guard when someone asks if they are married? When asked what they did over the weekend, will they say they saw a movie with their partner? Or will they evade the question to avoid risking work relationships?
>
> LGBT employees do not insist on bringing their sexual orientation or gender identity into the workplace; rather, the workplace itself demands it. While these conversations are important to building working relationships, they can often make LGBT employees feel uncomfortable. Fewer than half of LGBT employees feel very comfortable talking about any of these topics, particularly those that are not open at work. Some LGBT workers say they spend a lot of energy trying to dodge these conversations and the questions they evoke. (HRC Foundation, 2009)

Housing discrimination

Of *One in Ten*'s 734 LGB respondents, 4.7 percent reported having difficulty in obtaining housing and 4.3 percent were forced to move at least once in Alaska because of sexual orientation (Identity, 1986). In the present survey, 16.9 percent of the cisgender LGB respondents reported having been harassed by Anchorage landlords or other tenants; 9.9 percent were denied a lease; 7.8 percent were evicted or forced to move at least once; and 1.6 percent were denied access to shelter at least once. By comparison, among the 662 LGB respondents studied by Herek (2009), 3.8 percent had experienced

housing discrimination at least once. "Housing discrimination" was not more specifically defined in the report of Herek's study.

Of transgender respondents in the present survey 36.0 percent had been harassed by Anchorage landlords or other tenants; 12.0 percent were denied a lease; and 12.0 percent were evicted or forced to move at least once. The National Transgender Discrimination Survey (Grant, et al., 2011) did not report on harassment by landlords and tenants; but its results on housing discrimination questions were similar in other areas, with 19 percent of its respondents reporting being denied a home or apartment and 11 percent having been evicted because they were transgender or gender non-conforming. Nineteen percent (19%) had become homeless at some point because they were transgender or gender non-conforming, and 1.7 were homeless at the time of the survey.

- Other results from national studies include:34 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported experiencing discrimination in renting an apartment or buying a house because of their sexual orientation.

Discrimination in education

Respondents to the National Transgender Discrimination Survey (Grant, et al., 2011) reported high levels of discrimination and harassment in grades K-12 and higher educational settings. Nearly a third (31%) of NTDS respondents were harassed by teachers or school staff, and 5 percent were physical assaulted and 3 percent were sexually assault by teachers or school staff. Nearly one-sixth (15%) of NTDS respondents had been harassed to the point of feeling forced to leave school, and 6 percent were expelled from grades K-12 because of their gender identity/expression.

In the present study, 40.0 percent of transgender respondents said that had been bullied/harassed by other students and 24.0 had been bullied harassed by teachers in Anchorage schools; 12.0 percent had to leave school because of harassement. Cisgender respondents, especially gay and bisexual men, also had problems with harassment in Anchorage schools.

Other results from national studies include:

- 7 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported experiencing discrimination in applying to a college, university, or other school because of their sexual orientation.

Discrimination in child custody

Of respondents to the National Transgender Discrimination Survey (Grant, et al., 2011) with children, 29 percent experienced an ex-partner limiting their contact with their children, and 13 percent had their relationships with their children limited or stopped by courts. In the present study, only 36.0 percent of the transgender respondents (N=9) had children; one of these reported contact with her children being restricted by a former spouse.

Discrimination in public services and public accommodations

Few of the national surveys discussed here focused on public accommodations discrimination. However, the National Transgender Discrimination Survey (Grant, et al., 2011) included a number of public accommodations and public service areas in which transgender and gender-nonconforming people commonly experienced discrimination. In the area of health care 28 percent of NTDS respondents reported being harassed in medical settings and 2 percent were were victims of violence

while at the doctor's office; 19 percent of were refused medical care due to their transgender or gender non-conforming status.

Over half (53%) of NTSD respondents reported being verbally harassed or treated disrespectfully in a place of public accommodation, with 44 percent being denied equal treatment or service at least once at one or more of 15 types of public accommodation covered in the study and 8 percent being physically attacked or assaulted in places of public accommodation. Of those who had interacted with police, 22 percent reporting being harassed by police due to bias; 6 percent were physically assaulted and 2 percent were sexually assaulted by police officers because they were transgender or gender non-conforming.

Gender-appropriate identity documents are an area of particular concern to transgender people; lack of such identification is associates with higher rates of discrimination in employment, housing, and other areas. Of NTSD respondents who were asked to presented ID in the ordinary course of their lives that did not match their gender identity/expression, 40 percent reported being harassed and 3 percent being attacked or assaulted; 15 percent were asked to leave the setting in which they had presented incongruent identification. Only 21 percent of those who had transitioned had been able to update all of their IDs and records.

Other results from national studies include:

- 46 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported experiencing discrimination in getting health care or health insurance because of their sexual orientation.

Comparing LGBT Discrimination with Discrimination for Other Reasons

Recent data on self-reported experience of racism in Anchorage from the Anchorage Community Survey 2009 and case processing statistics from the Anchorage Equal Rights Commission (2002–2009) and the Alaska State Commission on Human Rights (2006–2010) provide useful context for discussion of sexual orientation and gender identity discrimination in the Municipality of Anchorage. This section of the report also reports 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 compared with complaints for sex discrimination and race/color discrimination in states where sexual orientation and/or gender identity discrimination are prohibited.

Anchorage Community Survey 2009: Experience of racism

The Anchorage Community Survey (ACS) is a biennial survey of adult heads-of-household in the Municipality of Anchorage which has been conducted by the Justice Center at University of Alaska Anchorage in 2005, 2007, and 2009. The final dataset for the 2009 Anchorage Community Survey, conducted during the summer and fall of 2009, includes 2,080 respondents. The ACS questionnaire asked two questions to elicit information on the Hispanic/Latino background and race/ethnicity of respondents. The results are displayed in Table 29. Of the 2,018 respondents who answered whether they were of Hispanic or Latino background, 119 (5.9%) answered *Yes*. Of the 2,005 ACS respondents who identified their race/ethnicity, over four-fifths (N=1,655; 82.5%) were white/Caucasian; 98 (4.9%) were Alaska Native or American Indian; 90 (4.5%) were Asian; 56 (2.8%) were black/African American; and 21 (1.0%) were Native Hawaiian, Samoan, or other Pacific Islander, and 85 (4.2%) were of "Other" race or ethnicity. Comparison with 2010 population data for the Municipality of Anchorage as a whole (see Table 7) shows that whites are overrepresented and most other races/ethnicities are underrepresented in the 2009 Anchorage Community Survey.

The ACS questionnaire asked respondents about whether they had experienced racism in An-

Table 29. Anchorage Community Survey 2009: Hispanic Background and Race/Ethnicity

Response	Frequency	Percentage
Question 42. Are you of Hispanic or Latino background?		
No	1,889	93.6 %
Yes	119	5.9
Don't know	10	0.5
Total valid	**2,018**	
Missing	62	
Total	**2,080**	
*Question 43. What race or ethnicity would you say **best** describes you?*		
White or Caucasian	1,655	82.5 %
Alaska Native or American Indian	98	4.9
Asian	90	4.5
Black or African American	56	2.8
Native Hawaiian, Samoan, or other Pacfic Islander	21	1.0
Other	85	4.2
Total valid	**2,005**	100.0 %
Missing	75	
Total	**2,080**	

Source of data: *Alaska Community Survey 2009, Justice Center, University of Alaska Anchorage*

chorage in nine situations: while shopping; while at work; while at school; while renting or attempting to rent housing; while buying or attempting to buy housing; in a health care situation; from police; from a judge, lawyer, or other member of the justice system; or from members of local and/or state government. Table 30 shows the percentage of respondents who answered *Yes* to experiencing racism in each of this situation for all respondents and by respondent race/ethnicity and Hispanic/Latino background.

Over one in five respondents (20.9%) reported having experienced racism while at work, and 17.2 percent said they had experience racism while shopping. Nearly 15 percent (14.5%) felt they had been subjected to racism from member of local and/or state government, and nearly that many (12.3%) reported experiencing racism in school. Seven percent had experience racism from police;3.9 percent while renting or attempting to rent housing; 3.7 percent from members of the justice system (other than police) such as judges or lawyers; and 2.8 percent while buying or attempting to buy housing.

When examined by the race/ethnicity and Hispanic/Latino background, the figures take on new significance. Experience of racism was reported by members of all races/ethnicities, but the percentage of whites/Caucasians who reported such experiences was far lower in most situations than for other races/ethnicities. In particular, high percentages of blacks/African Americans and Alaska Natives/American Indians reported experiencing racism. Over two-thirds (68.5%) of black respondents reported experience racism while at work, and almost that many (64.3%) had experienced racism while shopping. At least one in five black respondents experienced racism in every other situation asked about except for racism from (non-police) members of the justice system (13.0%); nearly 3 in 10 (29.6%) said that they had been subjected to racism by police. At least one quarter of Alaska Natives/ American Indians respondents said they had experienced racism while at work (40.6%), while shopping (42.4%), while at school (32.0%), or in a health care setting (25.3%), and in all other situations reported experiencing racism in percentages three to nearly six times as high as reported by white/ Caucasian respondents.

Native Hawaiian/Samoan/Pacific Islander respondents, respondents of other race or ethnicity, and respondents of Hispanic or Latino background reported experiencing racism in percentages about

Table 30. Anchorage Community Survey 2009: Experience of Racism in Anchorage, by Respondent's Race/Ethnicity and Hispanic/Latino Background

Percent answering "Yes."

Question 39a. Please share your experience as it pertains to ***racism*** *in Anchorage by answering the following statements about racism. — I have experienced racism...*	All respondents	By race/ethnicity: Black or African American	Alaska Native or American Indian	Native Hawaiian, Samoan, or other Pacfic Islander	Other race/ ethnicity	Asian	White or Caucasian	Hispanic or Latino background
	N=2,005	N=56	N=98	N=56	N=85	N=90	N=1,655	N=119
...while at work.	**20.9 %**	68.5 %	40.6 %	35.0 %	36.1 %	26.7 %	16.9 %	32.2 %
...while shopping.	**17.2**	64.3	42.4	42.9	33.7	24.1	12.5	22.9
...from members of local and/or state government.	**14.5**	22.2	18.2	14.3	15.5	3.5	4.0	7.7
...while at school.	**12.3**	27.3	32.0	23.8	20.7	18.6	9.7	20.3
...in a health care setting.	**7.0**	23.1	25.3	14.3	19.8	8.0	4.6	12.2
..from police.	**5.2**	29.6	15.3	14.3	15.7	5.9	2.6	6.8
...while renting or attempting to rent housing.	**3.9**	21.8	15.2	9.5	6.0	14.9	1.3	3.4
...from a judge, lawyer, or other member of the justice system.	**3.7**	13.0	14.0	0.0	11.0	1.2	4.0	11.0
...while buying or attempting to buy housing.	**2.8**	20.0	10.0	19.0	6.0	5.7	3.0	0.9

Source of data: *Alaska Community Survey 2009, Justice Center, University of Alaska Anchorage*

1.5 to 2 times as high as white/Caucasian respondents for most situations. Asian respondents, while experiencing racism in lower percentages than other groups except whites/Caucasians, still showed higher percentages of experiencing racism than whites/Caucasians in most situations, especially while at work (26.7% of Asians; 16.9% of whites/Caucasians), while shopping (24.1% of Asians; 12.5% of whites/Caucasians), while at school (18.6% of Asians; 8.7% of whites/Caucasians); and while renting or attempting to rent housing (14.9% of Asians; 1.3% of whites/Caucasians).

Limitations of ACS data on experience of racism

Like the Anchorage LGBT Discrimination Survey, the Anchorage Community Survey is self-reported. Specifically, data from ACS respondents on experience of racism is based on subjective perceptions. Additionally, ACS data on experience of racism does not provide details on the circumstances of the types of discrimination experienced by respondents, or whether the racism is illegal under local, state, or federal law. For example, an experience of racism in the workplace can range from overhearing a racist joke or a racial/ethnic slur, to being actively subjected to racial/ethnic slurs or harassment (in many cases considered illegal, as contributing to a hostile work environment), all the way to being denied employment or promotion or being fired from a job because of one's race or ethnicity, independently of one's qualifications of job performance.

In other words, while subjective perceptions of racism by ACS respondents may on occasion be mistaken, those which are accurate may stem from racism which may or may not be illegal discrimination.

Nonetheless, Anchorage Community Survey data show that experience of racism is still quite common in Anchorage, especially among racial and ethnic minorities. Sexual orientation/gender identity bias and discrimination is experienced by LGBT people at comparable levels. The difference is that Anchorage residents who experience illegal discrimination because of their race or ethnicity have legal recourse to redress their grievances, whereas LGBT residents have no redress for anti-LGBT discrimination.

Human and equal rights commissions

Information on illegal discrimination in the Municipality of Anchorage and in Alaska can be obtained from the Anchorage Equal Rights Commission (AERC), responsible for enforcement of Title 5, the Municipality of Anchorage's equal rights code, and the Alaska State Commission for Human Rights (ASCHR), which enforces state human rights law (AS 18.80). Both agencies maintain case processing statistics which are reported in publicly available annual reports. The discussion below is base on review of the annual reports and websites of both agencies.

Anchorage Equal Rights Commission (AERC) and Title 5 of the Anchorage Municipal Code

The Anchorage Equal Rights Commission (AERC), established by the Anchorage Charter in 1975, is the municipal agency charged with enforcement of Title 5 of the Anchorage Municipal Code, which governs equal rights and nondiscrimination within the Municipality of Anchorage. AERC also enforces the Americans with Disabilities Act of 1990, which makes it illegal to discriminate against qualified persons with a physical or mental disabilities, and, through a workshare agreement with the federal Equal Employment Opportunity Commission (EEOC), Title VII of the Civil Rights Act of 1964, which makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. AERC is governed by nine commissioners appointed by the mayor and con-

firmed by the Anchorage Assembly.

AERC annual reports from 2006 to 2008, which include case processing statistics since 2002, are available on the AERC website at http://www.muni.org/departments/aerc/. The 2009 report has been completed and was examined for this report, but as of this writing is not yet available at the AERC website.

Under Title 5, it is illegal within the boundaries of the Municipality of Anchorage to discriminatthe sale, rental, or use of real property,

- financing practices,
- employment practices,
- places of public accommodation,
- educational institutions, or
- practices by the Municipality of Anchorage

on the basis of

- race,
- color,
- sex (including pregnancy and parenthood),
- religion,
- national origin,
- marital status,
- age,
- physical or mental disability, or
- familial status (children under the age of 18 who are living with a parent or legal guardian are protected in certain housing cases).

It is also illegal to retaliate against a person for opposing illegal discrimination or for filing complaints, testifying, or assisting in proceedings under Title 5, or to abet or incite illegal discrimination. Title 5 also makes it a misdemeanor punishable by a fine of up to $500 and/or a jail sentence of up to 20 days to interfere with AERC commissioners or staff in the performance of their official duties, such as by interfering with AERC investigations. All remedies for actual complaints of discrimination, if substantial evidence of discrimination is found, are civil — not criminal — in nature.

Complaint resolution process through Anchorage Equal Rights Commission (AERC)

Title 5 establishes procedures followed by AERC for the filing, investigation, and resolution of complaints of unlawful discrimination within the Municipality of Anchorage.

Inquiry. AERC receives about 600 to 700 inquiries each year from residents of and visitors to the Municipality of Anchorage. Inquiries may involved, for example, an employee of a local business reporting a possibly discriminatory situation in his or her workplace, a tenant or homebuyer inquiring about housing discrimination laws, or a business wanting to ensure its practices are in compliance with Title 5. Inquiries may take the form of phone calls made to the AERC office or an Intake Questionnaire, available on the AERC website, being filled out and email or fax to the office. An Intake Officer

will contact the inquirer, explain Anchorage's equal rights law, and check whether the issues described fall within AERC jurisdiction. If an alleged act of discrimination lies outside AERC's jurisdiction, the reason for lack of jurisdiction is explained to the caller and the caller is referred to other resources, if available. At this writing, AERC has no jurisdiction over discrimination on the basis of sexual orientation or gender identity because such discrimination is not illegal under Title 5.

Complaint. If an alleged act of discrimination is within AERC's jurisdiction, an AERC investigator assists the complainant in writing a formal complaint, which must be filed within 180 days of the alleged act of unlawful discrimination. About 10 to 15 percent of inquiries received by the commission each year result in the filing of a formal complaint. Parties involved in a complaint are given notice of their rights, and all complaints, including the names of involved parties, remain confidential unless the complaint is taken to a public hearing.

Investigation. After a formal complaint of discrimination is made, an AERC investigator conducts an impartial investigation through. Investigations may include a fact finding conferences involving parties on both sides of a case, interviews with witnesses, collecting and reviewing documents and, in many cases, analyzing comparative information. AERC has the power to subpoena witnesses or documents when necessary.

Determination. When the investigation has been completed, the commission issues written findings called a *determination*, which will find either that there was *no substantial evidence* of discrimination, leading to the complaint being dismissed, or that there was *substantial evidence* of discrimination, in which case the determination will recommend that conciliation be attempted. Title 5 requires a determination to be completed within 240 days of a complaint being filed; however, this is not always possible. Along with other statistics, AERC keeps track of the case age in order to monitor its performance in completing determinations within the 240 days.

Conciliation. If an investigation finds substantial evidence supporting a complainant's allegations of discrimination, the determination will recommend conciliation, which has the purpose of developing an agreement between the respondent, the complainant, and the commission for resolution of the complaint and elimination of discriminatory practices. If conciliation fails, the complaint is taken to a public hearing.

Public hearing. Cases go to public hearing if there is a finding of substantial evidence of discrimination and conciliation is unsuccessful. The Commission also may enforce settlement agreements and defend decisions of the Commission in appeals to superior court, and may be involved in other litigation.

Other resolutions of complaints. Title 5 provides for other resolutions of complaints such as predetermination settlements agreed upon between the parties. Additionally, complaints may be administratively closed for a variety of reasons, including if a complainant fails to take part in fact-finding conferences or otherwise fails to cooperate in the investigation of his or her complaint.

AERC Case Processing Statistics 2002–2009

Case processing data for 2002 to 2009 from AERC annual reports are displayed in Table 31. In the eight-year period from 2002 to 2009, AERC received, on average, 725 inquiries annually, with a low of 547 inquiries in 2007 and a high of 958 inquiries in 2002. (AERC annual reports since 2007 have noted a decrease in inquires reported by civil rights agencies nationwide, attributed by some officials to a lack of referrals from the EEOC's National Call Center, which was created in 2005 and ended in 2007.) The percentage of inquiries resulting in the filing of a formal written complaint has varied, averaging 10.2 percent over the eight-year period. In 2009, a total of 107 written complaints of dis-

crimination were filed with AERC — 15.8 percent of the 677 inquiries made in that year.

At least three-quarters of complaints filed during each of these years were for alleged employment discrimination (84.2% of all complaints for the entire eight-year period). Though varying from year-to-year, in general the most frequent types of discrimination about which complaints were made, after employment, were in public accommodations (6.9% of all complaints in 2002–2009), housing (4.5%), educational institutions (2.5%), practices of the Municipality (1.5%), and financing (0.2%).

Part C of Table 31 shows complaint filings by basis of complaint. Because cases may be filed on multiple bases — for example, for both racial discrimination and retaliation — the detail in Part C of the table adds to more than the total number of complaints. While again there are variations

Table 31. Anchorage Equal Rights Commission: Case Processing Statistics, 2002–2009

Column percentages within each part of the table.

A. Inquiries and new complaints

	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
	N	Percent	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries
Inquiries	5,796	—	958	—	908	—	802	—	653	—	650	—	547	—	601	—	677	—
New complaints	594	10.2 %	67	7.0 %	73	8.0 %	89	11.1 %	48	7.4 %	73	11.2 %	53	9.7 %	84	14.0 %	107	15.8 %

B. Complaint filings by type

	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
Type of complaint	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Employment	500	84.2 %	53	79.1 %	60	82.2 %	69	77.5 %	41	85.4 %	61	83.6 %	43	81.1 %	79	94.0 %	94	87.9 %
Public accommodations	41	6.9	2	3.0	10	13.7	4	4.5	4	8.3	3	4.1	5	9.4	0	0.0	13	12.1
Housing	27	4.5	7	10.4	1	1.4	7	7.9	3	6.3	4	5.5	3	5.7	2	2.4	0	0.0
Educational institutions	15	2.5	3	4.5	2	2.7	4	4.5	0	0.0	1	1.4	2	3.8	3	3.6	0	0.0
Practices of the Municipality	9	1.5	2	3.0	0	0.0	3	3.4	0	0.0	4	5.5	0	0.0	0	0.0	0	0.0
Financing	2	0.3	0	0.0	0	0.0	2	2.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total complaints	594		67		73		89		48		73		53		84		107	

C. Complaint filings by basis of complaint

Detail does not add to totals, as cases may be filed on multiple bases.

	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
Basis of complaint	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Race/color	247	41.6 %	30	44.8 %	26	35.6 %	38	42.7 %	12	25.0 %	37	50.7 %	17	32.1 %	38	45.2 %	49	45.8 %
Sex (includes pregnancy and parenthood)	135	22.7	18	26.9	12	16.4	17	19.1	8	16.7	17	23.3	17	32.1	17	20.2	29	27.1
Physical or mental	111	18.7	13	19.4	16	21.9	13	14.6	18	37.5	16	21.9	9	17.0	13	15.5	13	12.1
Retaliation	88	14.8	9	13.4	12	16.4	14	15.7	10	20.8	8	11.0	8	15.1	14	16.7	13	12.1
National origin	75	12.6	10	14.9	6	8.2	14	15.7	3	6.3	9	12.3	8	15.1	14	16.7	11	10.3
Age	20	3.4	2	3.0	4	5.5	1	1.1	1	2.1	1	1.4	0	0.0	1	1.2	10	9.3
Religion	9	1.5	0	0.0	0	0.0	2	2.2	0	0.0	3	4.1	0	0.0	2	2.4	2	1.9
Marital status	6	1.0	0	0.0	1	1.4	2	2.2	0	0.0	1	1.4	0	0.0	2	2.4	0	0.0
Familial status	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total complaints	594		67		73		89		48		73		53		84		107	

D. Predetermination settlements, conciliations, or settlements which achieved resolution

Cases which achieved resolution	Total 2002–2008		2002		2003		2004		2005		2006		2007		2008		2009	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Total	141	—	13	—	19	—	29	—	13	—	21	—	26	—	20	—		
Cases providing remedial measures provided by Title 5 to eliminate discriminatory practices	136	96.5 %	12	92.3 %	15	78.9 %	29	100.0 %	13	100.0 %	21	100.0 %	26	100.0 %	20	100.0 %	Data not available	
Total dollars in settlements	$420,808		N/A		N/A		$107,824		$35,566		$74,298		$98,305		$104,815			

E. Determinations and case closures

Determinations and case closures	Total 2002–2009	2002	2003	2004	2005	2006	2007	2008	2009
Total	699	70	79	81	93	60	67	73	91

F. Case age

	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
Case age	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
240 days or less	295	49.7 %	48	57.8 %	50	67.6 %	45	54.9 %	16	42.1 %	39	75.0 %	19	48.7 %	43	86.0 %	35	71.4 %
Over 240 days	172	29.0	35	42.2	24	32.4	37	45.1	22	57.9	13	25.0	20	51.3	7	14.0	14	28.6
Total cases	467		83		74		82		38		52		39		50		49	

Source of data: *Anchorage Equal Rights Commission annual reports, 2005–2010*

from year-to-year, in general over the eight-year period of 2002 to 2009, the most frequent bases of complaints were, in descending order, discrimination on the basis of race/color (a basis in 41.6% of all complaints during this period), sex (including pregnancy or parenthood; 22.7%), physical or mental disability (18.7%), retaliation (14.8%), national origin (12.6%), age (3.4%), religion (1.5%), marital status (1.0%), and familial status (0.0%). (No complaints alleging discrimination on the basis of familial status were filed during the entire period from 2002 to 2009.) Neither *sexual orientation* nor *gender identity* (or *transgender identity*) are listed, as sexual orientation and gender/transgender identity discrimination were not illegal in the Municipality of Anchorage under Title 5, and hence were not jurisdictional for the Anchorage Equal Rights Commission.

Part D of Table 31 shows complaints which achieved resolution through conciliation or other forms of resolution (including predetermination settlements), the number and percentage of resolved cases which provided remedial measures provided under Title 5 for the elimination of discriminatory practices (100% of resolved cases in most years), and the total dollars in settlement paid out. It is not possible from these figures to determine where in the process of a case these complaints were resolved — e.g., before or after a formal determination of *substantial evidence* or *no substantial evidence* of discrimination was made; nor is it possible to directly calculate from these data the percentage of complaints resulting in settlement or conciliations, since cases may or may not be settled in the same year that a complaint is made. It is possible, however, to estimate that roughly a quarter of complaints are resolution through settlement or through conciliation after a determination of *substantial evidence* of discrimination, and that roughly three-quarters of cases are closed with a determination of *no substantial evidence* of discrimination or are closed administratively for some other reason (such as a complainant's non-participation in the investigation of his or her complaint).

From 2002 to 2009, a total of 699 cases — an average of 87.4 per year — were closed by AERC, as summarized in Part E of the table. Part F summarizes case age.

Further information about case processing of Title 5 discrimination complaints is available at the Anchorage Equal Rights Commission website and through AERC annual reports. In particular, AERC annual reports include case summaries which provide useful detail about the processes by which AERC investigators make their determinations about whether illegal discrimination has in fact taken place.

Alaska State Commission for Human Rights (ASCHR) and the Alaska Human Rights Law (AS 18.80)

The Alaska State Commission for Human Rights (ASCHR), under the Office of the Governor, is the state agency responsible for enforcement of Alaska Statute 18.80, the Alaska Human Rights Law. It is made up of seven commissioners appointed by the Governor and confirmed by the Legislature. Its office is located in Anchorage, but it has jurisdiction to accept and investigate complaints of discrimination from individuals throughout the state.

Under AS 18.80, it is illegal in Alaska to discriminate employment,

- places of public accommodation,
- the sale, lease or rental of real property,
- credit and financing practices, or
- practices by the State or its political subdivisions

on the basis of

- race,

- color,
- religion,
- national origin,
- sex, or
- physical or mental disability.

In some additional situations, including employment, it is also illegal to discriminate on the basis of

- age,
- marital status,
- changes in marital status,
- pregnancy, or
- parenthood.

It is also illegal for employers to retaliate against employees for opposing illegal discrimination or filing complaints, testifying, or assisting in proceedings under the Alaska Human Rights Law.

Complaint resolution process through Alaska State Commission for Human Rights (ASCHR)

The process of filing, investigation, and resolution of complaints of discrimination under state law is similar to the process under the Municipality of Anchorage's Title 5. At this writing, ASCHR has no jurisdiction over discrimination on the basis of sexual orientation or gender identity because such discrimination is not illegal under AS 18.80, the Alaska Human Rights Law.

Inquiry. Persons who believe they were discriminated against under under AS 18.80, the Alaska Human Rights Law, may contact the ASCHR by telephone, mail, or visiting ASCHR's Anchorage office. Commission staff will help determine if an allegation of discrimination falls under ASCHR jurisdiction and whether a formal complaint can be filed.

Complaint. Complaints of discrimination must be drafted, notarized, and filed (with the help of ASCHR staff) within 180 days of the alleged act of discrimination. All complaints, including the names of involved parties, remain confidential unless the complaint is taken to a public hearing.

Mediation. As an alternative to investigation, mediation may occur, which, if successful, will result in the complaint being dismissed.

Investigation. If mediation does not occur, or if it occurs but is unsuccessful, the case will undergo a full and impartial investigation, in which an investigator will gather evidence through interviews with witnesses, collecting documents, visiting the site where the alleged discrimination occurred, and so on. ASCHR has the power to subpoena witnesses or documents when necessary.

Determination. When the investigation has been completed, the commission issues a *determination* which may conclude that there was *no substantial evidence* of discrimination, resulting in the complaint being dismissed. If, on the other hand, the commission finds that there was *substantial evidence* of discrimination, the complaint will be referred for *conciliation* (settlement).

Conciliation. The respondent, against who the complaint was made, will be asked to cease the discriminatory act or practice, and may also be be asked to take other actions necessary to remedy the discrimination, such as providing make-whole relief to the complainant, undergoing training on discrimination law, or adopting and disseminating an anti-discrimination policy in a place of busi-

ness. After the parties in the case have met provisions of the conciliation agreement, the case will be dismissed. If, however, agreement cannot be reached, the commission will certify *conciliation failure.*

Conciliation failure. If conciliation fails, the case will no longer be considered confidential — as it was up until this point under the law — and records and information obtained by the commission during the investigation will become available to the parties, and may also be made available according to the rules of discovery if an action relating to the charge is filed in court. Conciliation failure may also result in the commission filing a formal *accusation* — which the person charged in the accusation is required to file an answer in writing — and referring the case for *public hearing.*

Public hearing. Public hearings are held before an administrative law judge, usually at the Office of Administrative Hearings in Anchorage. The administrative law judge issues a recommended decision, but the ASCHR commissioners make the final decision, which may be appealed to the Superior Court.

ASCHR Case Processing Statistics 2006–2010

Case processing data for 2006 to 2010 from ASCHR annual reports are displayed in Table 32. About two-thirds of ASCHR complaints each year originate in Southcentral Alaska, including communities within the Municipality of Anchorage, but ASCHR annual reports do not provide breakdowns by borough or city. Nevertheless, ASCHR data provide a wealth of useful information about how illegal discrimination is handled in Alaska.

Part A of Table 32 shows the demographic characteristics of ASCHR complainants. The majority of complaints were made by women — 54.8 percent of all complaints made in the five-year period. Just under half of all complaints during this period were made by Caucasians (47.6%), followed by blacks (14.9%), Alaska Natives (12.7%), Hispanics (6.0%), Asians (5.7%), and American Indians (1.2%). Persons of other race/ethnicity accounted for 3.8 percent of complaints, and the race/ethnicity of complainants was unknown in another 8.0 percent of cases. Over half of all complainants (53.1%) were from 41 to 60 years of age, with over one-third (34.8%) from 21 to 40 years old, 7.8 percent age 61 or older, and 2.9 percent age 20 or younger. Complainants' ages were unknown in 1.4% of all complaints made from 2006 to 2010.

ASCHR annual reports do not report on the number of inquiries made each year to the commission. Part B of the table shows that a total of 1,720 complaints alleging illegal discrimination under Alaska law were made over the five-year period — an average of 344 complaints a year — with 412 complaints made in 2010. The vast majority of complaints (90.5%) alleged discrimination in employment. From 2006 to 2010, about one in twenty complaints each alleged discrimination in public accommodations (3.1%), housing (3.0%), and government practices (3.0%). Three complaints over the five years (0.2%) involved allegations of multiple types of discrimination. Two complaints (0.2%) alleged coercion, and two (0.1%) alleged discrimination in credit/financial practices.

Part C of Table 32 shows complaint filings by basis of complaint. Because complaints may be filed on multiple bases — in fact, one-third (33.1%) of complaints alleged discrimination on multiple bases — the detail in Part C of the table adds to more than the total number of complaints. The most frequent bases of complaints were, in descending order, discrimination on the basis of race/color (a basis in 31.1% of all complaints during this period), sex (24.8%), physical disability (19.9%), age (19.0%), retaliation (16.0%), national origin (8.5%), retaliation for filing a complaint (8.3%), mental disability (5.1%), religion (4.0%), pregnancy (3.7%), parenthood (1.2%), marital status (0.8%), and change in marital status (0.1%). Neither *sexual orientation* nor *gender identity* (or *transgender identity*) are listed, as sexual orientation and gender/transgender identity discrimination are not illegal under AS

18.80, the Alaska Human Rights Law, and hence are not jurisdictional for the Alaska State Commission on Human Rights.

ASCHR data on case closures (Part D of Table 25) provides detail about where in the process of

Table 32. Alaska State Commission on Human Rights: Case Processing Statistics, 2006–2010

Column percentages within each part of the table.

A. Demographic characteristics of complainants

	Total 2006–2010		2006		2007		2008		2009		2010	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Sex												
Female	**943**	**54.8 %**	150	60.0 %	199	52.6 %	192	57.1 %	183	53.2 %	219	53.2 %
Male	**776**	**45.1**	100	40.0	179	47.4	143	42.6	161	46.8	193	46.8
Unknown	**1**	**0.1**	0	0.0	0	0.0	1	0.3	0	0.0	0	0.0
Race/ethnicity												
Caucasian	**819**	**47.6 %**	119	47.6 %	172	45.5 %	167	49.7 %	162	47.1 %	199	48.3 %
Black	**256**	**14.9**	38	15.2	57	15.1	46	13.7	52	15.1	63	15.3
Alaska Native	**219**	**12.7**	32	12.8	59	15.6	39	11.6	43	12.5	46	11.2
Hispanic	**104**	**6.0**	21	8.4	17	4.5	24	7.1	15	4.4	27	6.6
Asian	**98**	**5.7**	10	4.0	30	7.9	22	6.5	15	4.4	21	5.1
American Indian	**20**	**1.2**	3	1.2	6	1.6	4	1.2	6	1.7	1	0.2
Other	**66**	**3.8**	10	4.0	9	2.4	6	1.8	23	6.7	18	4.4
Unknown	**138**	**8.0**	17	6.8	28	7.4	28	8.3	28	8.1	37	9.0
Age												
20 years and under	**50**	**2.9 %**	10	4.0 %	14	3.7 %	10	3.0 %	2	0.6 %	14	3.4 %
21-40 years	**598**	**34.8**	93	37.2	137	36.2	106	31.5	128	37.2	134	32.5
41-60 years	**913**	**53.1**	132	52.8	190	50.3	185	55.1	182	52.9	224	54.4
61 years or older	**135**	**7.8**	12	4.8	30	7.9	32	9.5	27	7.8	34	8.3
Unknown	**24**	**1.4**	3	1.2	7	1.9	3	0.9	5	1.5	6	1.5
Total complaints initiated	**1,720**		**250**		**378**		**336**		**344**		**412**	

B. Complaint filings by type

	Total 2006–2010		2006		2007		2008		2009		2010	
Type of complaint	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Employment	**1,556**	**90.5 %**	226	90.8 %	346	91.5 %	298	88.7 %	307	89.2 %	379	92.0 %
Public accommodations	**53**	**3.1**	9	3.6	12	3.2	15	4.5	7	2.0	10	2.4
Housing	**52**	**3.0**	8	3.2	12	3.2	11	3.3	11	3.2	10	2.4
Government practices	**52**	**3.0**	6	2.4	8	2.1	10	3.0	17	4.9	11	2.7
Multiple	**3**	**0.2**	0	0.0	0	0.0	0	0.0	2	0.6	1	0.2
Coercion	**2**	**0.1**	1	0.4	0	0.0	0	0.0	0	0.0	1	0.2
Finance	**2**	**0.1**	0	0.0	0	0.0	2	0.6	0	0.0	0	0.0
Total complaints	**1,720**		**249**		**378**		**336**		**344**		**412**	

C. Complaint filings by basis of complaint

Detail does not add to totals, as cases may be filed on multiple bases.

	Total 2006–2010		2006		2007		2008		2009		2010	
Basis of complaint	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Race/color	**535**	**31.1 %**	73	29.3 %	126	33.3 %	103	30.7 %	107	31.1 %	126	30.6 %
Sex	**426**	**24.8**	65	26.1	105	27.8	78	23.2	75	21.8	103	25.0
Physical disability	**342**	**19.9**	47	18.9	69	18.3	61	18.2	67	19.5	98	23.8
Age	**326**	**19.0**	39	15.7	73	19.3	63	18.8	68	19.8	83	20.1
Retaliation	**275**	**16.0**	40	16.1	79	20.9	41	12.2	54	15.7	61	14.8
National origin	**146**	**8.5**	19	7.6	29	7.7	28	8.3	30	8.7	40	9.7
Retaliation for filing	**143**	**8.3**	17	6.8	34	9.0	25	7.4	31	9.0	36	8.7
Mental disability	**87**	**5.1**	8	3.2	20	5.3	16	4.8	22	6.4	21	5.1
Religion	**68**	**4.0**	13	5.2	7	1.9	16	4.8	22	6.4	10	2.4
Pregnancy	**63**	**3.7**	8	3.2	17	4.5	12	3.6	12	3.5	14	3.4
Parenthood	**20**	**1.2**	3	1.2	6	1.6	4	1.2	0	0.0	7	1.7
Marital status	**13**	**0.8**	1	0.4	5	1.3	2	0.6	2	0.6	3	0.7
Change in marital status	**1**	**0.1**	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2
Complaints involving multiple bases	***569***	***33.1 %***	*71*	*28.5 %*	*133*	*35.2 %*	*91*	*27.1 %*	*121*	*35.2 %*	*153*	*37.1 %*
Total complaints	**1,720**		**249**		**378**		**336**		**344**		**412**	

[Table continues next page.]

Source of data: *Alaska State Commission on Human Rights annual reports, 2006–2010*

a complaint cases are actually closed. Nearly three-quarters of complaints (70.0% over the five-year period) are closed after an investigation with a determination of *no substantial evidence* of discrimination; another 10.0 percent were closed as a result of settlements or other predetermination agreements as a result of mediation between the parties as an alternative to investigation (7.3%; three of the five case dispositions under "Mediation") or otherwise before a investigative determination was made (2.7%; two of the three categories under "Conciliation/agreement"). Sixty-three cases from 2006 to 2010 (3.7%) were closed through a conciliation agreement after investigation ended with a determination of *substantial evidence* of discrimination. In another 57 cases (3.4%) where a determination of *substantial evidence* was made, conciliation was unsuccessful, and the cases were referred for public hearing — though 33 of those cases (2.0% of all case closures) were closed through pre-hearing settlements.

Table 32. Alaska State Commission on Human Rights: Case Processing Statistics, 2006–2010 [continued]

Column percentages within each part of the table.

D. Closures

	Total 2006–2010		2006		2007		2008		2009		2010	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Mediation	**134**	**7.9 %**	**35**	**12.8 %**	**28**	**9.6 %**	**30**	**8.4 %**	**24**	**6.2 %**	**17**	**4.4 %**
Successful settlement	**84**	**5.0**	16	5.8	14	4.8	18	5.0	20	5.2	16	4.2
Predetermination settlement (PDS)	**22**	**1.3**	8	2.9	6	2.1	8	2.2	0	0.0	0	0.0
Complaint withdrawn with successful settlement	**18**	**1.1**	11	4.0	5	1.7	2	0.6	0	0.0	0	0.0
Complaint withdrawn	**9**	**0.5**	0	0.0	3	1.0	2	0.6	3	0.8	1	0.3
Complainant to court	**1**	**0.1**	0	0.0	0	0.0	0	0.0	1	0.3	0	0.0
Administrative	**208**	**12.3 %**	**50**	**18.2 %**	**39**	**13.4 %**	**45**	**12.6 %**	**32**	**8.3 %**	**42**	**10.9 %**
Complainant not available	**72**	**4.3**	13	4.7	16	5.5	15	4.2	11	2.9	17	4.4
Complaint withdrawn	**49**	**2.9**	12	4.4	8	2.7	13	3.6	6	1.6	10	2.6
Lack of jurisdiction or complaint untimely	**33**	**2.0**	10	3.6	8	2.7	5	1.4	8	2.1	2	0.5
Administrative dismissal	**22**	**1.3**	4	1.5	2	0.7	4	1.1	4	1.0	8	2.1
Tribal sovereign immunity	**13**	**0.8**	4	1.5	1	0.3	3	0.8	2	0.5	3	0.8
Complainant to court	**11**	**0.7**	4	1.5	0	0.0	4	1.1	1	0.3	2	0.5
Failure of complainant to proceed	**8**	**0.5**	3	1.1	4	1.4	1	0.3	0	0.0	0	0.0
No substantial evidence	**1,184**	**70.0 %**	**164**	**59.9 %**	**190**	**65.1 %**	**252**	**70.6 %**	**295**	**76.6 %**	**283**	**73.7 %**
Conciliation/settlement	**109**	**6.4 %**	**14**	**5.1 %**	**21**	**7.2 %**	**23**	**6.4 %**	**24**	**6.2 %**	**27**	**7.0 %**
Substantial evidence /conciliation agreement	**63**	**3.7**	6	2.2	12	4.1	8	2.2	15	3.9	22	5.7
Complaint withdrawn with successful settlement	**28**	**1.7**	7	2.6	8	2.7	13	3.6	0	0.0	0	0.0
Predetermination settlement (PDS)	**18**	**1.1**	1	0.4	1	0.3	2	0.6	9	2.3	5	1.3
Hearing	**57**	**3.4 %**	**11**	**4.0 %**	**14**	**4.8 %**	**7**	**2.0 %**	**10**	**2.6 %**	**15**	**3.9 %**
Pre-hearing settlement	**33**	**2.0**	9	3.3	2	0.7	5	1.4	6	1.6	11	2.9
Decision for complainant	**11**	**0.7**	0	0.0	6	2.1	0	0.0	3	0.8	2	0.5
Hearing unit – other	**7**	**0.4**	1	0.4	5	1.7	1	0.3	0	0.0	0	0.0
Decision for respondent	**3**	**0.2**	1	0.4	0	0.0	1	0.3	0	0.0	1	0.3
Administrative dismissal	**2**	**0.1**	0	0.0	1	0.3	0	0.0	1	0.3	0	0.0
Other	**1**	**0.1**	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Total closures	**1,692**		**274**		**292**		**357**		**385**		**384**	

E. Determinations finding substantial evidence of discrimination

	Total 2009–2010		2006		2007		2008		2009		2010	
Substantial evidence findings	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Successfully conciliated	**20**	22.7 %							11	24.4 %	9	20.9 %
Conciliation failed	**23**	26.1							12	26.7	11	25.6
Pending	**45**	51.1			*Data not maintained for these years*				22	48.9	23	53.5
Total substantial evidence findings	**88**								**45**		**43**	

Source of data: *Alaska State Commission on Human Rights annual reports, 2006–2010*

Information about accusations and commission decisions in public hearing cases are available on the ASCHR website at http://humanrights.alaska.gov/. Summaries of other recent discrimination cases are also available on the website, and earlier summaries can be found in the ASCHR's annual reports, also on the website.

Complaints of employment discrimination complaints in states which prohibit discrimination on the basis of sexual orientation and gender identity

As of January 2012, 21 states and the District of Columbia had state laws prohibiting discrimination on the basis of sexual orientation; 16 states and the District of Columbia also prohibited discrimination on the basis of gender identity/expression (National Gay and Lesbian Task Force, 2012). Numerous cities and counties also prohibit discrimination in at least some areas, including (as of October 2011) 143 local governments which prohibit gender identity discrimination in both the public and public sector (National Gay and Lesbian Task Force, 2011).

In 2002, the U.S. General Accounting Office reported on the 13 states that then prohibited sexual orientation discrimination in the workplace, and found that from 1993 to 2001, a total of 4,788 complaints alleging sexual orientation discrimination in employment situations had been filed with state human rights agencies charged with enforcing nondiscrimination laws.

More recently, The Williams Institute at UCLA conducted two studies of complaints of employment discrimination on the basis of sexual orientation and gender identity filed in the 20 states and 203 localities that then prohibited such complaints. Ramos, et al. (2008) gathered 6,914 complaints filed from 1997 to 2007 in those states which responded. Sears and Mallory (2011a) focused on public sector employment discrimination, and gathered 560 complaints filed with state agencies from 1997 to 2007 and 128 complaints filed with local agencies from as early as 1982, all from state or local government employees. Not all states and localities responded to The Williams Institute's data requests, so the total complaints gathered probably underestimate the number of complaints actually files.

- Both studies compared the number of employment discrimination complaints on the basis of sexual orientation and gender identity with employment discrimination complaints based on race/color and on sex. They found that employment discrimination claims based on sex were filed roughly 7 times more often and claims based on race 11 times more often than claims based on sexual orientation. But when complaint rates per 10,000 employees were compared, Ramos, et al. (2008) found that nationally, among all the states included in the stud6.5 complaints of race discrimination complaints were filed for every 10,000 people of color employees,
- 5.4 complaints of sex discrimination were filed for every 10,000 female employees, and
- 4.7 complaints of sexual orientation discrimination were filed for every 10,000 LGB employees.

Individual states varied in their rates of employment discrimination complaints. In some states, employment discrimination complaints on the basis of sexual orientation were filed at higher rates than sex discrimination complaints, and in some at rates equal to the rates of race/color discrimination complaints (Ramos, et al., 2008; Sears and Mallory, 2011a).

Neither study found sufficient data on gender identity employment discrimination to be able to estimate rate of discrimination complaints, mainly due to the fewer number of states where gender identity discrimination is prohibited and, at the time of the study, how recently those protections had come into place. Both studies included detailed methodologies, including the methods used to

estimate LGB workforce populations for the states and localities discussed. The studies are also summarized in Sears and Mallory (2011b).

Conclusion

On June 15, 2009, testimony about findings from *One in Ten* and *Identity Reports* was offered before the Anchorage Assembly during public hearings on Anchorage Ordinance 2009-64, which would have added *sexual orientation* and *gender identity* to Title 5, the Municipality of Anchorage's equal rights code.

In spite of this evidence, and in spite of testimony presented by several Anchorage citizens who recounted their own stories of recent discrimination in Anchorage, one of the chief arguments used by ordinance opponents was that there was no evidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) people in the Municipality of Anchorage. Mayor Dan Sullivan echoed those arguments when, less than a week after the Anchorage Assembly passed AO-64 by a vote of 7 to 4, he vetoed the measure, stating, "My review shows that there is clearly a lack of quantifiable evidence necessitating this ordinance."

Typically, opponents of measures such as AO-64 — or the Anchorage Equal Rights Initiative which is appearing as Proposition 5 on the April 3, 2012 Anchorage municipal ballot — demand "proof" in the form of successful complaints made with the Anchorage Equal Rights Commission or legal settlements in court cases that discrimination has occurred. But and AERC investigator has no power to investigate discrimination that is not prohibited by law, nor do judges have the power to render judgment on employers, landlords, and others who are given permission to discriminate unfairly by the silence of the law.

It has been left up to the LGBT community itself to document the discrimination and harassment that so many of us face, and against which we have no legal recourse. The Anchorage LGBT Discrimination Survey represents the first effort since the late 1980s to quantify the incidence of anti-LGBT discrimination in the Municipality of Anchorage.

Due to the inherent difficulties in estimating LGBT populations, discussed previously, it is impossible to know with any certainty what proportion of Anchorage's LGBT population responded to this survey or how representative the study population is of the LGBT community in the Municipality as a whole. What is certain is that discrimination, harassment, and bias are as commonly experienced by gay, lesbian, and bisexual residents of the Municipality of Anchorage now as was the case a quarter of a century ago, when data collection for *One in Ten* took place. Furthermore, for the first time there is quantitative evidence that discrimination, harassment, and bias are also commonly experienced by transgender residents of the Municipality.

On behalf of the Alaska LGBT Community Survey Task Force and all its individual and organizational members, I would like to thank all the respondents who took part in this survey and helped to bring quantifiable evidence of their experience of discrimination in the Municipality of Anchorage to public attention. May the public take note.

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Appendix A. Respondent Comments

General

This survey probably will not capture the more common but insidious kind of discrimination where ones status or participation in civic life is limited or devalued because of sexual orientation or gender identity. I have experienced many instances where my address was lost, or I was seated at the wrong table, or did not get a meeting notice everyone else got, etc etc. because of my sexual orientation. — *Cisgender lesbian respondent*

It's important to realize that discrimination, by its nature, is a cowardly act, and therefore is difficult to pin down. It would be incredibly easy if discrimination was outright, if someone did just walk up and call you a name. But it isn't, it's the small motions, the silent looks and the collective ignorance of a minority's existence. Only until the majority believes this, and enforces it in a social realm, can this change occur. The lead should be taken by those who govern, it should not happen as a reaction. We cannot wait until violence occurs to make a change. — *Cisgender gay male respondent*

I don't have to be fired or evicted to be discriminated against. Perceived, or potential, discrimination, is discrimination. Laws do not have the power to change minds, and I am saddened to look to the law for protection against irrational hostility. That said, I want to live in a place where my livelihood and personal security are not threatened by hostility towards the relationships I choose to have with people of my gender. — *Cisgender bisexual male respondent*

My age is a prime reason to be able to check never on many of these questions, since the situations did not apply to me at the times in question in my life. — *Transgender MTF lesbian respondent*

Besides race and class, I also think there is another divide in perceptions about discrimination between people who have been around since the civil rights era and people born afterward. I think younger people in general experience less discrimination because the world is more tolerant and gay people are more visible. They also don't have the trauma from discrimination in their past coloring they way they feel the world is now. Alaska is one of the least religious states in the U.S. Religion of your family of origin is another factor in how much discrimination people feel they experience. Though I think that is less of a big deal here than in other places. (Though in some ethic communities here, religion is huge.) — *Cisgender lesbian respondent*

I've learned to keep a lot of stuff under cover to survive. I also learned self defense to ward off attack early on. I was also terribly abused by a therapist and given inappropriate care for my needs as a youth directly in relation to my gender/sexual orientation. — *Transgender FTM bisexual respondent*

I guess I'm bad for this survey, none of this stuff has really happened to me. I'm a little bit reclusive and then probably a little more main stream than some. Hope this helped a little. P.S. I did read all the questions. — *Cisgender gay male respondent*

The obstacles I have faced are mere speed bumps compared to the ones an openly and obviously gay man has to overcome in this community. — *Cisgender bisexual female respondent*

While I have been fortunate and never experienced much harassment during my time in Alaska, I know plenty of friends who have been harassed before due to either their sexual orientation or their gender identity. — *Cisgender gay male respondent*

A lot of these questions refer to a class I do not belong to. So overall, there is underlying op-

pression that intersects with economics that may be so insidious that I am not able to see it to answer your questions appropriately. — *Transgender FTM bisexual respondent*

I may not have any experience in much of the questions asked in the survey but I believe it's due to my fear of the harassment/bullying as described in the survey. Some survey questions about living in fear may also provide some insight to why there needs to be specific protection of the GLBT community. — *Cisgender gay male respondent*

I think that class/education is a huge factor in people's experience of discrimination. Also, race/culture. I'm white, middle class and educated. I think that is why my experience of discrimination, outside of high school which was close to 20 years ago has been really minimal. I am also out. I think that people who are in the closet have a different perception of discrimination. In some cases, in my experience, they believe there is more discrimination out there than really exists in my experience. — *Cisgender lesbian respondent*

I have never really felt like I've been harassed much because of my orientation. However, I do feel a constant need to watch my back because I do not feel completely safe when I am out in public. — *Cisgender gay male respondent*

When out in public I always look behind me. — *Cisgender gay male respondent*

Anchorage environment

I've lived all across the U.S. at different times in my life, and in comparison Anchorage rates a *fair*, but definitely not a *poor* or *lower*. — *Cisgender bisexual male respondent*

There is a constant, underlying threat of discrimination. I feel like I have been very lucky in my jobs and housing but I have also been cautious and selective. I seek employment, housing and medical services where I can be myself openly and honestly and that isn't always easy in Anchorage. — *Cisgender lesbian respondent*

Anchorage seems to be a little more tolerant than the lower 48 as far as municipal jobs, but the verbal abuse on the streets and at public events, such as ACES Hockey games, parades/picnics and Fur Rondy are not acceptable. — *Cisgender gay male respondent*

I felt really uncomfortable during the debate about the city-wide ordinance. In some ways it felt like we were caught up in an old argument that wasn't as relevant as it could have been. It seemed strategically bad to be in a position of having to prove discrimination exists. I had a hard time seeing the tangible benefits. What was the process for grieving if you were discriminated against? I was disappointed at the lack of allies, businesses, ethnic leaders etc, among the supporters. I'm also frustrated about element in our own community who insist in being in the closet. I think that really sets us back. I think coming out is the way to make change. — *Cisgender lesbian respondent*

I've found that in Anchorage, people tend to leave you alone. — *Cisgender gay male respondent*

Although many of the questions asked about situations that have not occurred to me I have to say that I do not find the Anchorage area very LGBT friendly which has made me consider the timing of my transition and the speed at which it occurs. I fear the responses towards me and my family, especially my family. Anchorage has a long way to go in the area of treating LGBT folks with dignity and respect and equality. The whole ordeal of Prop 64 is indicative of the level of resistance that the LGBT community has to endure. This truly upsets me because when I left to join the military

Anchorage was closer to being a progressive city then it is today. — *Transgender MTF lesbian respondent*

Thank you for taking the time to survey the community. I attended the hearings at the public library and was ashamed at some of my fellow human beings and their openly hateful attitude. I don't want to be considered special and I don't expect any special rights — just the rights that everyone else has. — *Cisgender lesbian respondent*

30 year resident of ANC. Most of the time Anchorage has been very tolerant of ME — though I'm openly gay, I'm not obviously gay. Most of the harassment I have felt was at events. That, to some degree is expected (not ok, but more expected). — *Cisgender gay male respondent*

I received more discrimination here in Alaska than I did [working in Washington, D.C. for a prominent Republican political officeholder]! — *Cisgender lesbian respondent*

Although I only lived here for 8 months (and previously visited Anchorage for 3 months in 2009), I was amazed to know that the state can discriminate because of sexual orientation. Because I know so many LGBT people that live here in Anchorage.... In 2009 I went to different LGBT events (here in Anchorage) and there were a lot of people, I always thought that Anchorage (Alaska in general) was like San Francisco, where liberals, nature and peace lovers come to enjoy the place and its people, but now (in only 8 months) I have heard and seen much discrimination against our community. — *Cisgender lesbian respondent*

These are questions about extreme discrimination — so much of what LGBTs face in Anchorage in more subtle, but an antidiscrimination ordinance even though not addressing this kind of discrimination directly will reduce it indirectly. I don't want people to think that just because the police have not stopped me because I'm gay (for instance) doesn't mean I don't feel like a second class citizen when dealing with them. — *Cisgender gay male respondent*

What doesn't appear on this survey are the feelings of isolation and fear of those who are openly anti-LGBT. Our community is well aware of the hate that has been shown openly during the equality testimony. And due to that hate, we either are open and at constant danger or choose to live our lives keeping our identity a secret. Either way we are in danger of being exposed and having that hatred directed at us. It is too bad that there isn't a final question that says "Do you feel in danger of physical or verbal violence in Anchorage?" I think the answer would be an overwhelming "YES." — *Cisgender lesbian respondent*

Outness vs. hiddenness

As a baby boomer, I spent the first 39 years of my life keeping my sexual identity well hidden in order to be protected from discrimination/harm. Therefore, I answer the questions above with never almost every response. — *Cisgender lesbian respondent*

I didn't "come out" until I was 46 years old, so my sexual orientation was hidden. I tried to stay below the radar because I felt the tolerance level in Anchorage narrowing with the Prevo assault on gays and others that followed. Because I came out late, I wasn't available for discrimination. Because I was not true to my identity, I experienced many suicide attempts. — *Cisgender gay male respondent*

I am a public school teacher so I fear the reaction of parents (who frankly don't really get to know us teachers) and I would expect fallout if my orientation became common public knowledge. We teachers take all kinds of other undeserved flack from the public and sexual orientation would just be flames on the fire. — *Cisgender lesbian respondent*

I and my husband are both closeted bisexuals. As was my ex-husband. We're still not comfortable in Alaska coming out, though we have many gay and lesbian friends, many of them don't even know. I long for the day when my sexual identity doesn't have to be kept hidden away. — *Cisgender bisexual female respondent*

I had many answers of "Never" [to questions about discrimination] due to hiding my sexual orientation. — *Cisgender lesbian respondent*

I've only recently come out, recently meaning, today I came out to a group of people. — *Cisgender queer female respondent*

Though I haven't been specifically attacked by someone with power, most of that is because I hide my sexual orientation from anyone that can adversely affect me. An important point to make on here is how out a person is to the world. — *Cisgender gay male respondent*

I feel I have to hide my sexuality to be accepted. — *Cisgender lesbian respondent*

I tend to keep the subject of my sexuality from coming up in most situations, so I haven't been exposed to nearly as much discrimination as I have witnessed and heard others have been. I do hope they have also contributed to this survey for more accurate results! — *Cisgender queer female respondent*

I hope I do not skew the results of this survey. If I am atypical it is alright to remove my data. I didn't "come out" until I was 42 years old. I appear straight, am comfortable in straight or lesbian environments. I have been mostly single since my late 30s so have probably have not appeared to others as lesbian. — *Cisgender lesbian respondent*

I feel like I've been forced to adopt a position of "open when asked," that is, I don't bring it up with people, even when my own friends are making homophobic remarks. The level, and the type, of discrimination I've faced with certain people who have known about my orientation has taught me to skirt the subject in almost all arenas, which among other things has kept me single for a very long time. — *Cisgender bisexual male respondent*

I am out, however I grew up in [another state in the South], so I do not tell or show that I am gay. — *Cisgender lesbian respondent*

I appear conservative so many people don't know my sexual orientation. — *Cisgender queer female respondent*

I have not personally been bullied because I do not reveal my homosexuality to others unless they are close friends. Many of my friends have been bullied by coworkers and random people because of their sexual orientation. — *Cisgender lesbian respondent*

I've never had a problem with all these, I guess I'm a bit reclusive and more mainstream then others. — *Cisgender gay male respondent*

Most of my answers [to questions about discrimination] are never & I feel a need to explain that. I am mostly "in the closet". I identify myself as bisexual. Have a loving, committed relationship with a gay woman. We live together and due to the fact that I'm married to man who accepts and loves me this works for us. I do not share my personal information with anyone other than those *very* close to me which keeps me safe. I feel being in an open marriage makes it easer at least for me. Still though, we have run into trouble while being out together. I don't mind it as much as it hurts my feelings. — *Cisgender bisexual female respondent*

I've experienced very little overt discrimination because I try to be discreet. — *Cisgender gay male*

respondent

I have heard so many nightmare stories that I am very careful who I come out to as not to be discriminated against. — *Cisgender lesbian respondent*

I don't think this captures the extent of the fear factor that causes people to hide, nor does it capture discrimination/harassment in faith communities which is extensive. It says nothing about the estrangement of families and friends caused by knowledge of one's sexual orientation. While these may not be cause for legal action nor protective laws, they nonetheless greatly impact the quality of life in Anchorage and elsewhere. — *Cisgender gay male respondent*

I'm in the closet so that these things don't happen to me. — *Cisgender queer female respondent*

Residency in Anchorage

I lived in Anchorage for 47 years. When I retired, I moved to [a city on the East Coast]…a very supportive city of its diverse community. — *Cisgender gay male respondent*

Important note: I've only lived here for 8 months and I work in a LGBT friendly place. — *Cisgender lesbian respondent*

I'm retired and not in school, so these [questions about discrimination] weren't applicable to me. Also, my child custody issues (like the others mentioned) pre-date my arrival in Anchorage. — *Cisgender gay male respondent*

I haven't lived in Anchorage for years now — left in 2003. — *Cisgender queer female respondent*

Admittedly I've only lived in Anchorage for five months, so my experiences are somewhat limited. However I could describe various instances in [another Alaska city]. — *Cisgender gay male respondent*

Legal marital status and intimate relationships

I just wanted to clarify the answer about marital status. My partner and I were legally married in BC Canada, however, the State of Alaska and the MOA do not recognize our marriage. For that reason, I answered Divorced — which is the "recognized" status I hold according to both the State and MOA. — *Cisgender lesbian respondent*

I lived in [a New England city] for two years, and I didn't realize until I came back just how different the attitude is in New England. I met my only boyfriend there, and doing the normal couple stuff in public was "normal." Holding hands, flirting, hugging and kissing when we met — these are things I could not expect to do in Alaska without getting looks, jeers, getting labeled, targeted, abused or assaulted. To be honest, it's a level of anxiety I don't even like writing about, and I like ranting, a lot. I took a day-long break from this just because I didn't feel like thinking about it. — *Cisgender bisexual male respondent*

The biggest discrimination that my partner and I face, that straight married couples don't have to, is the lack of partner benefits. Since we can't be legally married, I am not entitled to any of her medical benefits, which forces me to keep a job where medical is offered, and limits my options as a parent to stay at home with our 1 year old daughter, as a stay at home mom. It also meant, that as the actual birth mother, in order for our daughter to be under my partner's insurance (which is less expensive, and much better than mine), we had to get the adoption under way very early on. We would

have done the adoption anyway, but the expense and the urgency were a bit overwhelming at the time. — *Cisgender lesbian respondent*

My committed relationship exists in exile at the moment because her insurance does not cover or recognize my medical needs. Alaska is not a place for a transgendered person to do transition safely. So I am undergoing that while I am out of state. It is a hardship on the relationship. — *Transgender FTM bisexual respondent. [This comment also included under "Gender identity and presentation."]*

We are legally married in the state of Massachusetts, but are considered to be single women by the state of Alaska. Neither of our employers recognize our union, therefore we are unable to utilize programs such as FMLA [Family Medical Leave Act]. — *Cisgender lesbian respondent*

We face discrimination every day from the city and state in terms of benefits not allowed same sex partners. — *Cisgender lesbian respondent*

I joined [a gym/fitness club] with my partner and we were allowed to join under a family membership. After providing proof that we did share our dwelling and bills, we were allowed to join as a family. I felt that this was a huge step. Our insurance company has also allowed us to have each other as a co pay on our insurance. This was an even bigger step and made me feel like I was as normal as any other couple getting insurance. We have still each kept our coverage which is costly, but we're afraid that the law will be taken away and one of us would be without insurance, but still even this step is something that wouldn't have happened 15-20 years ago. — *Cisgender lesbian respondent. [A portion of this comment also included under "Public services — Gyms/fitness clubs."]*

Although the company I work for is private, and therefore not obligated by law to provide equal benefits to same-sex partners that they do to opposite-sex spouses, I wanted to say that I feel less valued by my company because my partner cannot get coverage under my employee benefits package for health/vision/dental/life insurance. We have been together for four years and would be married if the law allowed it, but since we cannot legally marry and my company is private, my partner cannot receive equal coverage like a married spouse would if I were heterosexual. — *Cisgender gay male respondent*

The way discrimination most impacts my life is in the area of marriage. My partner and I have been together for 10 years, are married in California and I am expecting a baby [...]. [B]ecause of DOMA, our child cannot get insurance benefits until [my partner] adopts him. Also, should something happen to her, I am not entitled to the survivor benefits I would be entitled to if we were married. It seems like a big waste also that we have to have a home study and she must go through the adoption process to be an official parent to our child. This would not be the case if our marriage was recognized in Alaska. I am thankful that the state allows for second-parent adoption. — *Cisgender lesbian respondent*

I am legally married to my partner as recognized in another state/country. — *Cisgender lesbian respondent*

When it comes to something as core as the people I fall in love with, I feel incredibly small due to the prevailing attitudes of my home state. Small; afraid, angry, defeated, sad, lonely, but mostly, just... small. — *Cisgender bisexual male respondent*

Q27 is a terrible question. I am in my opinion married to my partner we had a commitment ceremony here and we view our relationship as married. Why would you put "as defined by Alaska Law?"...who gives a rip what Alaska law states, the point is do you think and act in a way that you define as married. And so my answer is Yes. I believe it will be impossible to analyze this question due

to the problem I have presented here. — *Cisgender lesbian respondent.* [*Note: respondent's legal marital status was recoded to "single, never married." This comment partially reproduces one also included under "Survey design."*]

We got married in Canada. — *Cisgender gay male respondent*

I don't know if this counts or not, but it's always annoyed me that the husbands/wives of [a recreation business] employees get to [use the business' facilities] for half price, but the girlfriends/boyfriends of employees [of the business] do not. — *Cisgender lesbian respondent*

Employment: Told that leave would be denied to take care of my husband...even though using leave to take care of an ill spouse is acceptable for straight couples. Told that I had the choice to marry a woman, so it was my problem that I was married to someone of the same sex whose marriage was not recognized. — *Cisgender gay male respondent*

My name cannot be on my partners VA mortgage. Cannot have on base privileges or use military discounts. Cannot be added to my partner's insurance so I could opt out of mine, which would be a substantial monthly saving. Cannot make use of municipal domestic partner option and add my partner to my health insurance because the value of the insurance ($650 per month) would have to be claimed as income on my federal taxes. All because we cannot be legally married. — *Cisgender lesbian respondent*

I live with both a male and female partner. My children are being raised to believe that it is okay "to love as thou wilt." — *Cisgender bisexual female respondent*

I do consider not offering benefits to domestic partners a form of discrimination and my current employment only started offering health benefits to partners last year. — *Cisgender lesbian respondent*

Sexual orientation

A lot of this just doesn't apply to me. — *Cisgender bisexual female respondent*

I have been fortunate in my life to be able to be open about my sexuality and be in a 25 year relationship with my chosen female partner. I also do not appear to be "gay looking". I do know women who have been denied housing and jobs due to their sexuality and do know gay people who have had physical violence targeted against them. — *Cisgender lesbian respondent*

One individual in my former social circle withdrew from me — I suspect due to my sexual orientation. — *Cisgender bisexual female respondent*

Several years ago, I learned of a sober support meeting that was started up for straight women only. I was pointedly informed I was not welcome to attend. — *Cisgender bisexual female respondent*

I believe that the fear and hatred of all gays and lesbians is based on the fear and hatred of women — second class citizens to this day. Many men can not imagine being gay because what man would give up his privileges as a man to become a second class citizen and be thought of and treated like like they think of and treat their wives and daughters. Why women fear and hate homosexuals is not that clear to me — perhaps because they would have to stretch way beyond their comfort zone to become a full citizen with full responsibilities. — *Cisgender bisexual female respondent*

Most of the experiences I have had have to do with being female and seeking a non-traditional job [...]. I have sat quietly while fellow workers hatefully deride gays and lesbians. I sense that they know or assume I am gay because I am the only female or years ago the only female not sleeping

around at work. I have always been afraid to let anyone at work know I have gay friends I love and enjoy because in [the 1980s] I was raped by one of my fellow workers — not invited. At that time I spoke openly about sexuality. I was young, naive, and foolish to believe in equality and freedom in America. — *Cisgender bisexual female respondent*

I have never faced any sense of discrimination based on my sexual orientation while in Anch. — *Transgender MTF bisexual respondent*

Most men are so uncomfortable around me because I don't flirt with them and I don't put up with pornographic e-mails or emails with sexual slurs. I'm all business. Even straight women in Alaska think it is OK to email each other pornographic emails at work even in 2010. Fortunately, not all of the men and women are like that, but I still won't talk about sexuality at work even if folks are talking about an article in the paper. I don't want to get raped or put up with any more harassment. — *Cisgender bisexual female respondent*

My gay male friend has experienced much more discrimination and harassment than I. Such as namecalling, being stalked, & been denied money for work completed. I find this to be more true for gay men as compared to lesbian women. — *Cisgender lesbian respondent*

I felt discriminated against by teachers (one in particular) in my major program at UAA. It wasn't something overt, like grading (grading was quite fair), but this teacher treated me much differently than the other students and I know it was due to my sexual orientation. She was very warm to married female students who were pregnant or who had children (and talk about those topics at length with them), but was very cold to me. The contrast was obvious. I'm afraid she won't give me a very enthusiastic reference to employers, even thought I got excellent grades and graduated Magna Cum. — *Cisgender lesbian respondent. [This comment also included under "School/education."]*

Gender identity and presentation

I once had a partner, a T[ransgender] person who was constantly tormented…by family, police, [two faith-affiliated charities] refused to provide assistance funds when she was on the street, "because we only help women and children…you can go back to living like a man and earn a living" even though she had just been discharged from [the military] for being T…even though [she] had been awarded "[serviceperson] of the quarter" for 3 consecutive periods. — *Transgender MTF bisexual respondent*

I'm a female and on the femme side of things so my gender identity matches people's expectations. — *Cisgender lesbian respondent*

I'm a man who is perceived frequently as a straight male. Reactions if I out myself are about orientation, since I present as (mis-?)perceived by homophobes. — *Cisgender gay male respondent*

My transition was very smooth. I did so at work and continued on working there finishing 20 years. By virtue of being retired military and having my own home, I was spared much of what you are looking for. — *Transgender MTF lesbian respondent*

I am a cis-female [i.e., non-transgender] lesbian, but apparently I present on the "butch" side of the spectrum — so I sometimes get called "Sir" by bus drivers, store clerks, etc., and have sometimes been questioned about whether I belong in the women's restroom. However, I've not actively been kicked out anywhere because of my gender presentation. — *Cisgender lesbian respondent*

Most of the incidents I have been involved with have been based on physical appearance/per-

ceived gender identity/sex. — *Transgender FTM queer respondent*

Gender identity section not applicable. — *Cisgender lesbian respondent*

During childhood teased, received demeaning comments "sissy, odd", etc. Got strange looks from white males in cars while waiting for bus (1st 2 years of transition). — *Transgender MTF lesbian respondent*

This section does not apply to me. — *Cisgender lesbian respondent*

While I have not personally been the target of these things based on gender identity, as [an employee of a local gay bar] for 5 years I witnessed it too often. We would have a transgender individual who was intoxicated and refusing to leave premises but otherwise not a problem. When APD would show up some officers (let me stress not all just a few "repeat offenders") would refuse to address the person by their chosen name or refer to them by their gender instead insisting on referring to the person by sex on a driver's license even if they could see that it upset or escalated the negative behaviors from the person. It was very discouraging to have to give sensitivity training on the spot and seriously upsetting that they would purposely poke at the most sensitive topic at hand. — *Cisgender lesbian respondent. [This comment also included under "Public services: Police and government services."]*

There were a couple incidents that I couldn't really classify in the survey. When I've tried to change my first name I've had a few businesses require additional steps and documentation above what is required for a last name change. While it wasn't always denied it was arbitrarily made more difficult. Changing gender has been extremely difficult without providing proof of surgery. This is wrong. — *Transgender MTF bisexual respondent*

I marked female for primary gender identity. Reason being I am post op M to F, and I live full time as a female. My current birth certificate and passport also reflect female. — *Transgender MTF lesbian respondent*

Some blanks were left because of fluidity of gender-identity/no clear way to answer. — *Transgender FTM queer respondent*

This section does not apply. — *Cisgender gay male respondent*

My committed relationship exists in exile at the moment because her insurance does not cover or recognize my medical needs. Alaska is not a place for a transgendered person to do transition safely. So I am undergoing that while I am out of state. It is a hardship on the relationship. — *Transgender FTM bisexual respondent. [This comment also included under "Legal marital status and intimate relationships."]*

My gender is not an issue. — *Cisgender lesbian respondent*

The teacher I mentioned in the part about sexual orientation acted even more uncomfortably towards me when I started dressing more butch. I have no idea if her discomfort was due to my sexual orientation or because I don't look typically feminine (I suspect it was a bit of both). She also said some odd, uneducated stuff about transgendered people in passing, and I think she could really use some diversity training. — *Cisgender lesbian respondent. [This comment also included under "School/education."]*

Though I haven't had issues based on my gender identity, I certainly have witnessed and heard about friends who have been denied restrooms, service, harassed on sports teams, threatened with physical and sexual violence, and ongoing struggles with DMV not willing to provide gender-appropriate AKDL [Alaska driver's license]. — *Cisgender female queer respondent*

My gender identity is the same as when I was born (I was born a boy, and I'm still a boy, and I see

myself as a boy), so I don't think this section applies to me. — *Cisgender gay male respondent*

I wanted to expand on one of my earlier survey answers — I was followed/harassed during the ordinance 64 hearings from a couple years ago. I used the women's restroom, left, and then was followed out the library entrance by a woman exclaiming "that GUY was in the ladies room" to the security guard nearby. Nothing more came of the incident and I have never before or since had such an incident occur. — *Transgender MTF bisexual respondent. [This comment also included under "Public services — Public accommodations."]*

I have not experienced these situations because I am obviously not transgender nor am "butch". — *Cisgender female bisexual respondent*

I don't have a non traditional gender presentation. Ask me (or any woman), though, how much harassment I've experienced just because I'm a woman…you'd get some hits for sure. — *Cisgender lesbian respondent*

The trans issue is something else entirely. I think our town is deeply transphobic and that if anybody needs an ordinance, it's transgender people. There's a lot of education (including in the gay community) that needs to be done. I believe trans people experience lots of violence and discrimination, as well as general mental health issues and isolation that lead to high rates of suicide. — *Cisgender lesbian respondent*

This does not apply to me other than how I am treated like any other female. — *Cisgender lesbian respondent*

None of these apply to me. — *Cisgender lesbian respondent*

I have not experienced any overt discrimination in Anchorage. However, I am very masculine-acting, so strangers very rarely guess anything about me. I also do not attend church, so do not have that community as a part of my life. — *Cisgender gay male respondent*

I look "normal" and I am a senior, so this is not relevant to my experience. — *Cisgender lesbian respondent*

I guess I don't understand the difference between orientation and gender presentation. As far as gender identity: I am female and have never wanted to be male. I think my way of thinking about the world is both male and female. I am not aware of presenting myself as a male, but I have only worn a dress at my professional banquet. Otherwise I always wear jeans — as the guys do. If what I have experienced is somehow related to how I dress then all the above questions would be answered the same as the first section. — *Cisgender female bisexual respondent*

My appearance allows me to "pass". — *Cisgender lesbian respondent*

My gender orientation is male, so I have no content for this part. — *Cisgender gay male respondent*

The times I have been insulted or slurred in the past five years were times I was with a partner who looked very lesbian/butch, at the health club and at a restaurant/bar in Homer, most memorably (we didn't get our order taken for an hour there and also got hostile stares, our food also took an unusually long time to arrive compared to others). — *Cisgender lesbian respondent*

My gender identity is consistent with my gender, thus no issues here. — *Cisgender gay male respondent*

Violence/intimidation

Verbal slurs are commonplace. I have never been physically assaulted, but the taunts and harassment have caused me to be less open about my sexuality numerous times. — *Cisgender gay male respondent*

I wonder if property damage we have received is random or targeted. It is difficult to tell unless the perpetrator specifies their intent (which they don't do in smash and grab situations or when they

destroy your pumpkins or trash cans). — *Cisgender lesbian respondent*

I have had to deal with problems regarding bullying/harassment, and as a young man found myself considering suicide. I learned, thanks to involvement with a liberal church, to love myself. — *Cisgender gay male respondent*

I've only had to deal with harassment towards me here and there. But I constantly hear degrading remarks towards other people who identify with the LGBT culture. There is [illegible] still [illegible] but it is getting better. — *Cisgender bisexual female respondent*

I used to have a few rainbow stickers on my car and when it was defaced with gay slurs I took them off. I wouldn't consider defacing someone's car if they have a Republican sticker or they want to display what they care about — why do people feel that it's ok to do that to mine? — *Cisgender lesbian respondent*

In Anchorage I have been assaulted several times because I'm bisexual. — *Cisgender bisexual male respondent*

All the tires on my car were slashed, neighbor across the hall threatened to throw me down the stairs because I was a was a dyke. — *Cisgender lesbian respondent*

I responded that I experienced property damage but that is misleading. I live in a duplex bungalow and my neighbor's car's windshield was vandalized. I don't know if that was a random act of violence or if they were mistaken for the intended target (i.e., my partner and I). — *Cisgender gay male respondent.* [*Note: The incidence of property damage for this respondent was recoded to "0" due to respondent's uncertainty regarding the vandal's motive.*]

My partner has suffered more discrimination than I have. A member of our [mainstream denomination] church…came to her office and yelled at her — calling her a queer. This was because she had used the church email list to ask for support for gays [in a public situation involving antigay bigotry]. My partner […] thought that our liberal church would be supportive of our concerns about the bigot, inasmuch as we were one of two couples who were "out" in this small middle-class church. The man disrupted her office and troubled her employees — who moved physically to protect her from his ranting and his closed fists. He was clearly troubled and needed help. When we reported his behavior to the church and appealed for support, the pastor chided my partner for having used the church email list. We received silence from the congregation. […] This is middle-class, legal discrimination — but it hurts nevertheless. My partner and I are deeply spiritual and come from a Christian background, but that was the last time we put our energy into the fellowship of a church. Lukewarm Christians! — *Cisgender lesbian respondent*

I am a drag queen from [another Alaska city] but living in Anchorage. I find that in the instances in which I was harassed, the harasser was under the assumption I was gay but had no actual knowledge of me being gay. — *Cisgender gay male respondent*

My vehicle has been egged, leaving paint damage. — *Cisgender bisexual male respondent*

Employment

I had been working at [a health care organization] where some of the employees are so judgmental towards gays. I worked with two men who would have the exam rooms cleaned by housekeeping simply because there was a gay person in the room. The one man would not even stand near me, because he knew I am gay. He would not speak with me unless he really had to. — *Cisgender gay male respondent*

Only accepted jobs where I would get equal treatment since the law does not protect me. — *Cisgender lesbian respondent*

At work, worked in leased space; females who knew me before transitioning and during transitioning complained to my supervisors about my use of women's restroom. Supervisors requested/warned me not to use women's restroom. Told I could be disciplined. Went to other area of building to use restroom, one employee yelled in front of another lady "go use the other restroom". I finally went to my EEO and to social worker that has support group for TSs. They went to my supervisors and explained my situation and why I should be allowed to use the women's restroom. After this social worker talked to them, my supervisors supported me. We then moved to another leased space. The restrooms were within our leased space. I had protection to use the women's restroom (a new one for the area we moved into). Again, some women complained. My supervisor said I could fight this or use another nearby one. I chose to use the other nearby restroom in a another department. One lady complained. I went to my supervisor. They contacted the dept. and had it straightened out. When I e-mail this to my union local president, she went to the assistant director to complain and demand this harassment stop. It stopped. — *Transgender MTF lesbian respondent*

I think being an older male, the experiences I have had have been only one work experience in which I experienced harassment. The problem with this was that the position was a stressful one because of the need to work and put food on the table in addition to making a living. It was a rough transition and a very rough experience. I did have some social anxiety because of this. I think making sure that there are protections will help ease some of the struggles many in the LGBTIAQ community experience. — *Cisgender gay male respondent*

During a former employment I was verbally harassed daily by my direct supervisor. I came out during that employment and even though I had worked in this department for three years already, when I came out I no longer received good evaluations and my supervisor threatened to fire me due to my sexual orientation almost daily. I was forbidden to receive or make personal calls even to my children and I was forbidden to speak to anyone regarding my personal life. It was an atmosphere of hatred. When my car was defaced with gay slurs my boss said it was deserved. I worked there for three more years due to limited job opportunities in that area. — *Cisgender lesbian respondent*

Currently serving in the United States military and have had to hide my orientation for work. Even as the DADT act is being repealed and still after, I will not be able to be out in complete comfort due to ongoing discrimination I have been witness to. — *Cisgender gay male respondent*

At employment where I felt I need to leave due to harassment, I have had complaints with a labor lawyer of sexual harassment by the owner and was named a witness when another homosexual employee was harassed to quitting due to his sexual orientation. — *Cisgender lesbian respondent*

I am a mostly closeted bisexual. For fear of such discrimination and bias from my place of employment, I choose to keep my bisexual identity secret. — *Cisgender bisexual female respondent*

I was dancing at a local restaurant/bar with a male friend of mine and one of my previous employers spotted me. The very next morning he told my manager to fire me. — *Cisgender gay male respondent*

I have been denied/terminated from jobs, had coworkers go to HR behind my back to force me out of my job [on the basis of my gender identity as a transwoman.] — *Transgender MTF bisexual respondent*

I had one situation while employed where the primary referral to our services was very anti-gay and had significant problems working with me and referring clients for services. This created a signifi-

cant difficulty in the workplace at times although there was no overt discrimination from my employer. — *Cisgender bisexual female respondent*

Used to be active duty in the Air Force, so I had to keep my orientation a secret from my co-workers, and couldn't freely be "out" around town. — *Cisgender bisexual male respondent*

I had sexual harassment substantiated against me at work when a subordinate who spoke of her "stupid boyfriend" reported discomfort in my saying (meeting her joking manner) "have you considered batting for the other team?" as a straight person would say, "have you thought of getting another boyfriend?" — *Cisgender lesbian respondent*

Fired from a job in [mid-1980s] for being a lesbian after a coworker told the business owners. Refused a clerical job at a law enforcement agency the same year when interviewer demanded I agree never to go to a gay bar because undercover police might "get the wrong idea" that I was involved in drug dealing (though presumably nongay people at nongay bars were not restricted from patronizing them). Both of these cases were included in cases reported in Identity Reports. I have now been in the same job for 20 years, am openly lesbian, and have experienced no problems there. — *Cisgender lesbian respondent*

I personally have come out to most of my coworkers (the ones who have mentioned a gay friend in conversation) but I keep it to myself around the religious coworkers I know would have a problem working so closely with me — even when they (all women) speak openly about their man troubles and their dates. It's very sad the people who would wish me to keep my sexuality to myself don't see that they themselves do not fit inside their ideal. — *Cisgender bisexual female respondent*

I've had to receive a blessing/recommendation from a local minister before I would be formally offered a job by someone in political office because future employer concerned about fallout from my being gay. — *Cisgender gay male respondent*

I have had some experiences with job issues that were always a mystery. No one ever said " gay person" alert, but I experienced what seemed like ostracization when there was no reason for it...but when people found out I was a lesbian on a few occasions. It was never a clear cause and effect. — *Cisgender lesbian respondent*

When I worked on [a local military base] in early 90's, I never felt safe to be open about being lesbian. — *Cisgender bisexual female respondent*

Anchorage itself is from my experience living here this past year not a bad place to be. It seems to be for the most part gay friendly. On the other hand, my experiences with dealing with gay issues in the workplace are different. I work in a field where I am on a one-on-one work environment with different people on a daily basis, in a confined space. The people I work with are from all different back grounds, and from all over the lower 48 and Alaska. The majority of the people I work with for the most part do not care about my sexual background. I have run into a few who do however, but they are very careful to keep their comments to a minimum because our own company policy forbids it, and violating it would mean possible termination. Other then that, I really like it here. — *Cisgender gay male respondent*

My sexual orientation is not as obvious as others so I do not feel I can be picked out of a crowd as an obvious bisexual. I can say, however, I never feel comfortable being open about my sexuality in the work place. When the other ladies are talking about their husbands taking them out to dinner, I'm the person who quietly looks busy and never mentions my current or previous girlfriends; only

my current or previous boyfriends. I don't believe a person's sexuality should be brought up in the workplace to begin with, but this rule is only seemingly applied to homo- or bisexuals. It's perfectly acceptable to speak of one's husband buying you flowers, but only if you're a woman. Just as it is completely acceptable, and even encouraged, to speak of vacations and romantic dinners with your lady — as long as you're a man. This double standard is painfully obvious in most work situations. — *Cisgender bisexual female respondent*

I have been shunned by some young females working in our departments (we have several departments in same area). They refuse to speak to me or move elsewhere when I sitting next to them at a meeting. I did not complain, as most co-workers and all my supervisors are kind and supportive. — *Transgender MTF lesbian respondent*

My workplace has a nondiscrimination clause so people kept their opinions to themselves though some seemed uncomfortable when both my partner and I were present. — *Cisgender lesbian respondent*

I've kept my orientation hidden from other co-workers & employers due to harassment of other employees [due to their] sexual orientation. — *Cisgender gay male respondent*

I cannot adequately judge why I may not have gotten transfers or other positions — I am also old enough to experience age discrimination all by itself. — *Cisgender lesbian respondent*

Transpeople, *especially* trans*women*, commit suicide at a rate of 1 in 2, not because we are unstable, but because of how society is *allowed* to treat us. I am a Marine Corps veteran, received awards from the PTA several times for my service.... I also...am about to complete my [graduate degree], but can only find work as a cab driver — good luck paying the nearly 150k in student loans I have amassed. I can't even find a way to get my rotting teeth fixed. — *Transgender MTF bisexual respondent*

I was fired from my last job at [company name], the reasons for the termination were due to my dress code, which was normally button up collared shirt and slacks, I wore corduroy pants, which apparently wasn't in the code, and due to use of my personal e-mail. None of the times was I ever told or asked to wear more professional attire or to not use personal e-mail. Though my manager who fired we wore jeans when she fired me and told me they had a hard time hiring me due to the fact that it was a front desk position and I was a homosexual. She told me she fought to get me hired and that a lot of the [other employees] thought it was a bad choice with me being the first person a customer talks to, they saw it unprofessional. So I feel that it was a conservative company and I feel like they fired me and for the first time in my life I did really and truly feel discriminated against which is sad because there isn't anything in the discrimination law in Alaska that defends sexual orientation discrimination in the work place. — *Cisgender bisexual male respondent*

I am currently only living part-time as my female self. The well being of my daughters trumps every decision I make. I am working with counselors to decide the best course for them at this time. Then I can concentrate transitioning at work, which scares me to death. I work in a very male dominated profession. I am unaware of any protection for dismissal from my employer for being trans. Let alone the prejudice from my male co-workers. I have only known one other person who tried to transition at my work (she left on her own for reasons I do not know and I do not know where she is). But I was able to listen to views from my co-workers. To put it mildly, I have a uphill battle with prejudice and discrimination. Even knowing this, I am pushing forward to becoming the woman I know I am. I am hopeful this survey creates awareness and helps others in my situation. No matter the outcome, you have my heartfelt gratitude that we are trying to make a difference. — *Transgender MTF heterosexual respondent*

It was easier to hide my sexual orientation when I was a lesbian but at one job it was hard to hide because my partner and I both worked there and people knew we lived in the same place. Even though there was another lesbian working there, she had a degree and was head of one of the departments and even though discrimination because of sexual orientation was supposedly not allowed (it was in their ant-discrimination clause), because we didn't work in the office, we were harassed. I also had a job where my boss was a gay man but he he hated all women and especially lesbians. The hostility was so bad, I ended up leaving the job. — *Transgender FTM queer respondent*

The threat of "exposure" to politically sensitive management has been used a number of time to try to keep me from doing my job or voicing an opinion that my supervisor did not like but was totally within my scope of work. The statement "you can't do anything about it" was actually used! — *Cisgender lesbian respondent*

For the most part I have been very fortunate with respect to my career and lack of discrimination against because I am gay, although there was one fairly public matter related to a job to which I was appointed that took a few days to work out because the person whose job I was be appointed to called a special meeting to inform the governing board that I was gay and did they know that and what actions did they want to take, as a result of this information. I was told about this after the meeting by a member of the board present and I confronted the individual the next, informed the appointing authorities of the event, and the transition was speeded up and the person whose position I was taking was moved out sooner. It all worked out, but all of this was fairly public and the staff of the agency I was taking over were all well aware of these events by the time I actually started working. It was very embarrassing (although strangely personally empowering in the final analysis), potentially could have cost me the job, and left me at a significant disadvantage with some portion of the staff starting out. — *Cisgender gay male respondent*

Re: "Hid my sexual orientation to avoid discrimination" — Well, I haven't really had to hide, because they haven't really asked, and I'm rather quiet about such things. I'd like to think I'd be open if I were asked, but I do feel hesitant to be open in my work environment. — *Cisgender bisexual female respondent*

Under current circumstances, I would never tell an employer that I date men. I already take precautions to make sure that none of my co-workers, unless they've passed a series of litmus tests, ever find out. — *Cisgender bisexual male respondent*

Number 2 [denied promotion] was hard to answer, because if I ever was passed over for being queer, I didn't know about it. — *Cisgender lesbian respondent*

I have been forced to hide my sexuality in fear of getting kicked out of the military. — *Cisgender gay male respondent*

I've been private about my life for years, at my current job only one colleague knew anything about my orientation, and it was within two weeks after that disclosure that I was fired. — *Cisgender asexual female respondent*

While I work for a company who supports LGBTA people, I have found it hard at times to be out at work and be able to talk about it freely. — *Cisgender gay male respondent*

Housing/shelter

Since I have become politically active and identified myself as trans, I have experienced the issues

listed above, including my rent on a 2 BR 1 BA apartment jumping from $900 to $1575 the following month after testifying to the assembly about discrimination and being trans. — *Transgender MTF bisexual respondent*

I own my home, so that section does not apply to me. — *Cisgender lesbian respondent*

One question missing under housing: Do you fear being evicted for your perceived sexual orientation/gender identification. Because I do. — *Cisgender gay male respondent*

As an adult, I was turned down for housing during a very difficult time. The property manager told us, after fulfilling every other requisite, upon meeting my partner and I we were told they didn't want a "roommate situation." The housing we did end up getting was smaller and more expensive, and we endured comments from other tenants. We had to move again when our rent increased (it was not worth the harassment). Eventually I took an opportunity to move to [another Alaska city]. — *Cisgender gay male respondent*

Under section 4, housing and shelter: most of my hassle has come from neighbors, as I own a home. — *Transgender MTF biexual respondent*

I was very closeted with a past housing manager because I was afraid of losing housing and having a good rapport with him. — *Cisgender bisexual female respondent*

My lover and I have lived in the same house for 20+ years and with two exceptions have felt very accepted by our neighbors. — *Cisgender gay male respondent*

My landlords have told me "I would never rent to an unmarried woman just like I would never rent to a gay person." The only person I am in the closet to is my landlord. I honestly fear being evicted. — *Cisgender gay male respondent*

School/education

I marked the gym as being twice because this occurred while I was in school. When the other students found out about my sexual orientation they no longer wanted to change around me anymore because they were afraid that I would be looking at them. — *Transgender FTM queer respondent*

Did not go to school in Anchorage. — *Cisgender lesbian respondent*

I felt discriminated against by teachers (one in particular) in my major program at UAA. It wasn't something overt, like grading (grading was quite fair), but this teacher treated me much differently than the other students and I know it was due to my sexual orientation. She was very warm to married female students who were pregnant or who had children (and talk about those topics at length with them), but was very cold to me. The contrast was obvious. I'm afraid she won't give me a very enthusiastic reference to employers, even thought I got excellent grades and graduated Magna Cum. — *Cisgender lesbian respondent. [This comment also included under "Sexual orientation."]*

My freshman year of high school, I was sitting on the stairs at school with friends and we weren't talking and a kid yelled "You guys are gay!' and threw a carton of milk over a balcony and it hit me in the lap, and then one of the security guards was talking about I got milk thrown at me for being gay to another security guard. — *Cisgender bisexual female respondent*

I think the younger biblical followers were aggressive in saying Jesus is love at UAA but they have calmed down and have been pretty quiet. — *Cisgender gay male respondent*

I am not in school, so that section does not apply to me. — *Cisgender lesbian respondent*

Many of these situations do not apply to me as I have never attended school in the Anchorage area or have had any type of child/custody involvement. — *Transgender FTM queer respondent*

I attended college out of state and was denied housing for being transgendered. I think its a common issue across the country and would be interested to see what UAA's policy is. — *Transgender FTM bisexual respondent*

The teacher I mentioned in the part about sexual orientation acted even more uncomfortably towards me when I started dressing more butch. I have no idea if her discomfort was due to my sexual orientation or because I don't look typically feminine (I suspect it was a bit of both). She also said some odd, uneducated stuff about transgendered people in passing, and I think she could really use some diversity training. — *Cisgender lesbian respondent. [This comment also included under "Gender identity and presentation."]*

Parenting, children, and child custody

I did not realize that I was lesbian until after my children were grown, so neither the education nor the child custody issues apply to me. — *Cisgender lesbian respondent*

I do not have a child so those sections do not apply to me. — *Cisgender lesbian respondent*

Have not had child custody issues (do not yet have children). — *Cisgender lesbian respondent*

My daughter experienced some loss of friendships because she has lesbian parents. — *Cisgender lesbian respondent*

I am in the process of a divorce and asked for the courts not to know my sexual orientation as not to effect custody. — *Cisgender lesbian respondent*

Hid my sexual orientation for more than 15 years for fear of losing custody of my daughter. — *Cisgender bisexual female respondent*

I answered "No" to being a parent or legal guardian because I have no legal relationship to the kid in question. However, I helped to raise my ex-partner's nephew from the age of 9 until his graduation from high school, and he still lives with me (now in his early 20s). — *Cisgender lesbian respondent*

My child endured harassment as a result of teachers and students knowing that she had lesbian parents. — *Cisgender lesbian respondent*

None of the above questions apply to me. None of the situations above have occurred since moving to Anchorage (pg. 3 only.) [i.e., child custody/public services] — *Cisgender bisexual respondent*

To clarify: I was a [sperm] donor for a lesbian couple. So I have a child but am not the parent or guardian. — *Cisgender gay male respondent*

My ex-partner now identifies as a transman [transgender female-to-male], but during our relationship we both identified as lesbians. Our kid attended Anchorage School District schools; I don't recall any problems that any of us had with teachers, other school district personnel, or our kid's friends or their families because of our sexual orientations. — *Cisgender lesbian respondent*

My relationship with my wife was called into question when my children were taken, but quickly dismissed when I called them on it. — *Cisgender bisexual female respondent*

Again, school and custody information are not applicable due to not being part of my life in the Anchorage area. — *Transgender FTM queer respondent*

Public services

Medical

I try to see only LGBT-friendly medical professionals when possible. — *Cisgender lesbian respondent*

I've actually had lab tests performed incorrectly because they wouldn't change my gender (i.e., comparing hormones to male instead of female baselines as they should). So I wasn't denied care, but medical care was performed incorrectly. — *Transgender MTF bisexual respondent*

I was once completely humiliated in the ER. I was very sick, but what the doctor wanted to talk about was "how did I get four children if I was a lesbian"? I would have argued had I not been so sick. — *Cisgender lesbian respondent*

Went to couples counseling and therapist/clinic was totally homophobic, pray-the-gay-away homophobic. — *Cisgender lesbian respondent*

Medical doctor asked if I was sexually active. I said I was. Then he asked what birth control I used. I said, "None." He answered, "Are you playing roulette?" I said that I was lesbian, to which he replied, "What a waste!" He followed this by verbal abuse and painful, overzealous use of the speculum to get a simple culture for a yeast infection. It was akin to rape. — *Cisgender lesbian respondent*

I experience more uneducated people rather than rude discriminatory people. For example: I was at the doctor asking if the HPV virus could be past from women to women. The doctor & nurse did not know. It took a while to find an answer. — *Cisgender lesbian respondent*

Red Cross needs to get their heads out of their asses. If they screen every sample of blood, it shouldn't matter that I'm gay. Being gay [is not equal to] being HIV+. — *Cisgender gay male respondent*

Public accommodations

There are times that body language speaks louder than words. I have experienced prejudice communicated in the lack of service and availability for assistance which is an example of the reference to body language. The experience of being denied service in a restaurant is a specific example demonstrated by the owner and mirrored in the service personnel who then openly conversed in a volume that all patrons could hear. We chose to leave rather than confront the situation. — *Cisgender gay male respondent*

While not discrimination per se, I was disappointed that [a local hotel] did not do anything special when we stayed there on our wedding night. Maybe they don't acknowledge any newlyweds, but I would have liked something more than the standard service. And [a local wedding-related] magazine won't even respond to my emails about featuring same-sex weddings. It's sad. — *Cisgender lesbian respondent*

As a transgendered individual part of our transition in order to qualify to have surgery is to live as the new gender for at least a year, and yet in public we run the risk of being arrested since the law states now that we are not supposed to be in the restroom of what they consider the opposite sex and yet myself as a FTM currently with a mustache and a beard, if I went into the women's restroom they

would freak out. In the case of MTFs, if they use the men's bathroom, they run the risk of physical and possibly even sexual assault or in extreme cases murdered. Other cities have changed their laws to reflect this reality. It would be nice if Anchorage changed their laws or policy but I have to say that as long as Dan Sullivan is mayor I don't believe it's going to change. — *Transgender FTM queer respondent*

I wanted to expand on one of my earlier survey answers — I was followed/harassed during the ordinance 64 hearings from a couple years ago. I used the women's restroom, left, and then was followed out the library entrance by a woman exclaiming "that GUY was in the ladies room" to the security guard nearby. Nothing more came of the incident and I have never before or since had such an incident occur. — *Transgender MTF bisexual respondent. [This comment also included under "Gender identity and presentation."]*

Have never been denied services or help, just poor service or slow. — *Cisgender lesbian respondent*

I have been discriminated against by businesses. One company refused to make my [lesbian-related] organization's t-shirts. They did not outwardly deny us service at first. Instead they delayed and delayed production until we were forced to go to another vendor at the last minute when they finally admitted they weren't going to do it. — *Cisgender lesbian respondent*

Police and government services

The question regarding drivers license isn't applicable because I have not attempted to change my drivers license at this time. — *Transgender MTF lesbian respondent*

I have been barred from women's only spaces purely based on the info on my Ak DL, info that should NOT be placed where the general public can view it. Law enforcement already has that information in the system — sales clerks, health clubs, and cab passengers (heck, even *employers*) should not have access to this. Can you help us? — *Transgender MTF bisexual respondent*

At the DMV, I specified my gender as female after I changed my legal name. I was given a license that reflected my old gender — which I did not notice until after I had left the office. I returned later, pointed out the error, and successfully got it corrected — seemingly putting an end to the issue. Later, however, I received a letter from the state itself stating that, unless I was able to present a surgeon's certification that I had undergone sexual reassignment surgery, my gender marker would revert. Further, if I did not respond within 15 days, my license would be suspended. Frankly, I was appalled — I was being forced to take action to correct the division's error regarding a policy that I was at no time informed of. Seeing no obvious solution at the time, I complied with the letter, returned to the DMV again, surrendered my license (with the appropriate gender marker), and let the issue be since. — *Transgender MTF bisexual respondent*

I have not applied for a Alaska drivers license yet, although I am fearful of my safety to publicly disclose my personal information so I can get my license. — *Transgender MTF heterosexual respondent*

I was stopped one night by a police officer and when I asked he said someone reported me and I said for what and he said swerving and I said I just came from work and was not drinking. He then proceeded to do a test on me and of course I passed it. The only thing I could think of was the HRC [Human Rights Campaign, a national LGBT advocacy organization] sign on the back of my car that might have instigated this. — *Cisgender lesbian respondent*

On the street with some other people bully cops being cops. I don't think this was normal cop behavior but rather abuse of power. — *Cisgender lesbian respondent*

In [the late 1980s], shortly after I moved in with my partner, we were the victims of an armed robbery in our home and my partner was shot. Since he was taken to ICU and was unconscious for several days, APD had found a rifle that belonged to my partner in the back of a closet and was convinced that I had shot him in in a "lover's quarrel." I was taken in for questioning and held for over 12 hours, not knowing whether my partner was dead or alive. When released, I came home to find the mess they had made from taking finger prints and several weeks later was informed by them that they had no leads in the case but I was no longer a suspect and that I could come and *pay* a fee to have the rifle returned to me. During the time I was held, I was not allowed to call any friend or family member, yet I was never read Miranda rights or actually arrested. — *Cisgender gay male respondent*

While I have not personally been the target of these things based on gender identity, as [an employee of a local gay bar] for 5 years I witnessed it too often. We would have a transgender individual who was intoxicated and refusing to leave premises but otherwise not a problem. When APD would show up some officers (let me stress not all just a few "repeat offenders") would refuse to address the person by their chosen name or refer to them by their gender instead insisting on referring to the person by sex on a driver's license even if they could see that it upset or escalated the negative behaviors from the person. It was very discouraging to have to give sensitivity training on the spot and seriously upsetting that they would purposely poke at the most sensitive topic at hand. — *Cisgender lesbian respondent. [This comment also included under "Gender identity and presentation."]*

Gyms/fitness clubs

Note: *The first and second comment in this section involve the same gym/fitness club.*

I joined [a gym/fitness club] with my partner and we were allowed to join under a family membership. After providing proof that we did share our dwelling and bills, we were allowed to join as a family. I felt that this was a huge step. — *Cisgender lesbian respondent. [This comment partially reproduces one also included under "Gender identity and presentation."]*

Although I have not had my membership suspended from the [a local fitness center], I have been approached and made aware of "concerns" about my being trans. I met this with firm response of a commitment of community, legal and media retaliation should any action be taken on their part, while neither confirming or denying my status. This appears to have put an end to their "concerns." — *Transgender MTF bisexual respondent*

[A fitness center with a female clientele], an otherwise acceptable health venue, called me back after welcoming me with open arms, because the had demanded we provide a copy of our AK drivers license and learned I was a transwoman. They refunded my money and trespassed me. — *Transgender MTF bisexual respondent*

Not being able to enter a gym while out on Elmendorf Air Force Base.— *Cisgender gay male respondent*

Survey design

I think it would serve an important purpose to include in this survey a section on any discrimination we have witnessed; while I may not experience a great deal of discrimination in my own life, I have seen and heard brutal things happen to people who may not be as fortunate as myself. — *Cisgender lesbian respondent*

Q27 is a terrible question. I am in my opinion married to my partner we had a commitment ceremony here and we view our relationship as married. Why would you put "as defined by Alaska Law?"...who gives a rip what Alaska law states, the point is do you think and act in a way that you define as married. And so my answer is Yes. I believe it will be impossible to analyze this question due to the problem I have presented here. This could have been resolved during a pre-test. Wish you would have asked Craciun Research to help with the pre-test. Other than this it was acceptable...a little confusing when being asked the same questions from different perspectives but.... — *Cisgender lesbian respondent.* [*Note: respondent's legal marital status was recoded to "single, never married." A portion of this comment also included under 'Legal marital status and intimate relationships.'*]

The Survey Monkey tool is not so user friendly as I had to keep scrolling down to determine if I had completed questions and could have easily been confused and quit. Hope you are tracking or can track if someone stops before finishing? — *Cisgender lesbian respondent*

Some of the above categories I had to check *Never*, when *Not applicable* would give you a better result, as it looks like I wasn't discriminated against, when really I never was in that situation — like school or custody issues. — *Cisgender lesbian respondent*

The framing of the survey within this web site was difficult to maneuver. Could be due to the fact I use Chrome, not IE, but was not easy to use. — *Cisgender gay male respondent*

A few of the questions should have had an NA (not applicable) choice. For example, I've never been in school in Alaska or had children. By saying "Never" does that counted as I never got discriminated against at school even though I haven't ever been in school in AK? — *Cisgender gay male respondent*

Asking people if they feel discriminated against has a number of statistical variances which could skew the result. People don't necessarily admit if they are discriminated against, and it would be hard to know if I was passed over for a promotion directly because of my sexual orientation or perceived orientation. — *Cisgender gay male respondent*

I think the categories in the survey are misleading. There should be an "N/A" category. For example, if I have not applied for a line of credit since moving to Anchorage, it's misleading to say I've never been denied credit. — *Cisgender gay male respondent*

For the questions that relate to children issues, there should have been a question that asked if you were married so that it would be useful for your survey to illustrate a clearer picture of the diverse GLBT community. I would also be interested in seeing the results by nationality, race, ethnicity, education and socio-economic status. — *Cisgender gay male respondent*

This survey is flawed in that It should provide a "Not Applicable" response to these questions. Additionally, does this survey include just "out" transgender individuals or those of us who are closeted or partly closeted. I do appreciate the attempt however. — *Transgender MTF bisexual respondent*

This survey *needs* several spots for NA to cover situations that never happened...like some of the earlier questions. — *Transgender MTF bisexual respondent*

There should be some kind of middle ground for the "in a committed relationship with an intimate partner" question IMO. And gender identity should also include "queer," which is what I would have liked to have chosen. — *Transgender FTM queer respondent*

You *really* need to add trade/tech school to your education list. You are forgetting the hairdressers, mechanics, etc. in the community. — *Cisgender gay male respondent*

This survey seems a little backwards. For future surveys, it should be a little more interactive, allowing for a N/A answer for some of the questions, since I don't have kids and have only lived at home. However, that is taken care of by the general information portion, but I feel that should be at the beginning then, since it seems more natural to fill out demographical data first. Just for the future. — *Cisgender gay male respondent*

[*Comment on question 7, re: category name for Lesbian/gay/same-gender attraction:*] Why did this change? It used to be "GL..." Fuck Lesbos. Take everything the gays make and warp it.... Srsly.... not cool, lesbos, not cool.... — *Cisgender gay male respondent*

What does it matter what my ethnicity is? or how much my income is? — *Cisgender gay male respondent*

I am glad to see you are collecting information on Gender Identity, however, in the design of the survey, I would have appreciated an opportunity to check one box "NA" and been moved on to the next button. — *Cisgender gay male respondent*

I would have preferred to select "gay male" as opposed to "queer" in my identity. If that is a preferred social service or medical term, I think it is something we should under take to correct. I consider it on a scale of the "N" word. — *Cisgender gay male respondent.* [*Note: Respondent's sexual orientation was recoded to "Lesbian/gay/same-gender attraction."*]

In question #20, what is "Queer?" What is your definition of that? Just curious.... — *Cisgender gay male respondent*

Why was there a specific question as to whether or not I was Latino or not? Why would that matter? Why wasn't that included in the question asking to whether I was Caucasian, Black, Native, etc? Just curious as to why that was a special question all on its own.... — *Cisgender gay male respondent*

Thank you

Thank you for creating this survey. Hopefully this will open the eyes of those that deny discrimination exists towards the LGBT community in Anchorage, AK. — *Cisgender lesbian respondent*

Thank you for letting us tell our stories in private. This community it too hateful to share these things in public. Too many red shirts who hate our guts. — *Cisgender gay male respondent*

Thanks to all for making this survey happen — it is my hope that it can serve as a basis for future efforts to get all Anchorage residents the legal protection they need. — *Transgender MTF bisexual respondent*

Thank you for creating this survey. — *Cisgender queer female respondent*

Thank you!!! — *Cisgender gay male respondent*

Thanks for doing this survey, would be available to provide any additional information. — *Cisgender lesbian respondent*

Thank you! — *Cisgender gay male respondent*

Thank you. This is much needed data. — *Cisgender lesbian respondent*

Read previous comments. This was a good survey, any other questions for me, please feel free to contact me at anytime. — *Cisgender gay male respondent*

Thank you for doing this! — *Cisgender lesbian respondent*

Much thanks. — *Cisgender lesbian respondent*

No comments, I hope to see the results. — *Cisgender gay male respondent*

Thank you for doing this study. — *Cisgender lesbian respondent*

I hope this survey is a part of a multi pronged effort. — *Cisgender gay male respondent*

Thank you. — *Cisgender bisexual female respondent*

Thank you for conducting this survey. — *Cisgender queer female respondent*

Thank you for doing this. I can't imagine this being any less painful for you than it is for me, and as far as I'm concerned that makes you stronger people than I am. — *Cisgender bisexual male respondent*

Thank you for including transpeople in this survey. I am encouraged that this will bring us closer to our goal of true equality with other Alaskans. — *Transgender MTF bisexual respondent*

I hope this survey help to show that we are a significant and growing community and that we will fight for social justice and our rights. Thanks for doing this! Blessings! — *Cisgender lesbian respondent*

Thank you for the opportunity to be heard. — *Cisgender lesbian respondent*

Thank you!!! — *Transgender FTM queer respondent*

I appreciate being able to participate in this survey — thank you. — *Cisgender lesbian respondent*

Thanks for the survey I'm proud to hear there are people out there trying to make a difference. — *Cisgender bisexual male respondent*

Appendix B.

Violence, Intimidation, and Discrimination Experienced Due to Sexual Orientation

Never, once, twice, or three or more times for each type of discrimination.

Table B1. Violence/Intimidation Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following ***because of your sexual orientation****?*

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents									
Physical violence	218	83.2 %	28	10.7 %	9	3.4 %	7	2.7 %	**262**
Threats of physical violence	159	60.2	40	15.2	31	11.7	34	12.9	**264**
Verbal abuse/namecalling	67	25.2	40	15.0	40	15.0	119	44.7	**266**
Followed or chased	179	69.1	51	19.7	15	5.8	14	5.4	**259**
Sexual assault	246	95.0	10	3.9	2	0.8	1	0.4	**259**
Property damage	184	70.8	48	18.5	18	6.9	10	3.8	**260**
Cisgender respondents									
Physical violence	199	83.6 %	24	10.1 %	9	3.8 %	6	2.5 %	**238**
Threats of physical violence	141	58.8	39	16.3	29	12.1	31	12.9	**240**
Verbal abuse/namecalling	61	25.3	36	14.9	36	14.9	108	44.8	**241**
Followed or chased	162	69.2	46	19.7	14	6.0	12	5.1	**234**
Sexual assault	223	94.9	9	3.8	2	0.9	1	0.4	**235**
Property damage	166	70.3	44	18.6	17	7.2	9	3.8	**236**
Transgender respondents									
Physical violence	19	79.2 %	4	16.7 %	0	0.0 %	1	4.2 %	**24**
Threats of physical violence	18	75.0	1	4.2	2	8.3	3	12.5	**24**
Verbal abuse/namecalling	6	24.0	4	16.0	4	16.0	11	44.0	**25**
Followed or chased	17	68.0	5	20.0	1	4.0	2	8.0	**25**
Sexual assault	23	95.8	1	4.2	0	0.0	0	0.0	**24**
Property damage	18	75.0	4	16.7	1	4.2	1	4.2	**24**

Table B2. Discrimination in Employment Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following ***because of your sexual orientation?***

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	Total
Total respondents									
Turned down for a job when otherwise qualified	213	80.7 %	35	13.3 %	5	1.9 %	11	4.2 %	**264**
Denied a promotion	222	83.5	30	11.3	10	3.8	4	1.5	**266**
Harassed by employer or other employees	152	57.4	39	14.7	28	10.6	46	17.4	**265**
Forced to leave position due to harassment	229	86.1	27	10.2	7	2.6	3	1.1	**266**
Fired/terminated from position	225	86.2	30	11.5	4	1.5	2	0.8	**261**
Hid my sexual orientation to avoid discrimination	73	27.5	23	8.7	23	8.7	146	55.1	**265**
Cisgender respondents									
Turned down for a job when otherwise qualified	193	80.8 %	33	13.8 %	4	1.7 %	9	3.8 %	**239**
Denied a promotion	200	83.0	29	12.0	8	3.3	4	1.7	**241**
Harassed by employer or other employees	139	57.9	36	15.0	26	10.8	39	16.3	**240**
Forced to leave position due to harassment	207	85.9	25	10.4	7	2.9	2	0.8	**241**
Fired/terminated from position	203	86.0	29	12.3	2	0.8	2	0.8	**236**
Hid my sexual orientation to avoid discrimination	63	26.3	23	9.6	23	9.6	131	54.6	**240**
Transgender respondents									
Turned down for a job when otherwise qualified	20	80.0 %	2	8.0 %	1	4.0 %	2	8.0 %	**25**
Denied a promotion	22	88.0	1	4.0	2	8.0	0	0.0	**25**
Harassed by employer or other employees	13	52.0	3	12.0	2	8.0	7	28.0	**25**
Forced to leave position due to harassment	22	88.0	2	8.0	0	0.0	1	4.0	**25**
Fired/terminated from position	22	88.0	1	4.0	2	8.0	0	0.0	**25**
Hid my sexual orientation to avoid discrimination	10	40.0	0	0.0	0	0.0	15	60.0	**25**

Table B3. Discrimination in Housing/Shelter Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following ***because of your sexual orientation****?*

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents									
Denied a lease when otherwise qualified	240	90.6 %	19	7.2 %	3	1.1 %	3	1.1 %	**265**
Harassed by landlord or other tenants	219	83.0	24	9.1	9	3.4	12	4.5	**264**
Forced to move/evicted	242	92.4	19	7.3	1	0.4	0	0.0	**262**
Denied access to shelter	258	98.9	2	0.8	0	0.0	1	0.4	**261**
Cisgender respondents									
Denied a lease when otherwise qualified	218	90.5 %	19	7.9 %	2	0.8 %	2	0.8 %	**241**
Harassed by landlord or other tenants	201	83.8	20	8.3	8	3.3	11	4.6	**240**
Forced to move/evicted	220	92.4	17	7.1	1	0.4	0	0.0	**238**
Denied access to shelter	234	98.7	2	0.8	0	0.0	1	0.4	**237**
Transgender respondents									
Denied a lease when otherwise qualified	22	91.7 %	0	0.0 %	1	4.2 %	1	4.2 %	**24**
Harassed by landlord or other tenants	18	75.0	4	16.7	1	4.2	1	4.2	**24**
Forced to move/evicted	22	91.7	2	8.3	0	0.0	0	0.0	**24**
Denied access to shelter	24	100.0	0	0.0	0	0.0	0	0.0	**24**

Table B4. Discrimination in School/Education Experienced Due to Sexual Orientation

*While in Anchorage, how often have you experienced any of the following **because of your sexual orientation**?*

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents									
Bullied/harassed by other students	144	57.4 %	17	6.8 %	15	6.0 %	75	29.9 %	**251**
Bullied/harassed by teachers	220	87.0	16	6.3	6	2.4	11	4.3	**253**
Had to leave school due to harassment	235	93.6	8	3.2	2	0.8	6	2.4	**251**
Denied admission to school or academic program when otherwise qualified	248	98.8	2	0.8	0	0.0	1	0.4	**251**
Denied financial aid	247	98.8	1	0.4	1	0.4	1	0.4	**250**
Denied participation in extracurricular activities	227	90.1	16	6.3	3	1.2	6	2.4	**252**
Denied campus housing	247	99.6	0	0.0	0	0.0	1	0.4	**248**
Cisgender respondents									
Bullied/harassed by other students	127	56.2 %	17	7.5 %	14	6.2 %	68	30.1 %	**226**
Bullied/harassed by teachers	199	87.3	15	6.6	5	2.2	9	3.9	**228**
Had to leave school due to harassment	212	93.8	7	3.1	2	0.9	5	2.2	**226**
Denied admission to school or academic program when otherwise qualified	225	99.1	1	0.4	0	0.0	1	0.4	**227**
Denied financial aid	223	98.7	1	0.4	1	0.4	1	0.4	**226**
Denied participation in extracurricular activities	207	91.2	13	5.7	3	1.3	4	1.8	**227**
Denied campus housing	223	99.6	0	0.0	0	0.0	1	0.4	**224**
Transgender respondents									
Bullied/harassed by other students	17	68.0 %	0	0.0 %	1	4.0 %	7	28.0 %	**25**
Bullied/harassed by teachers	21	84.0	1	4.0	1	4.0	2	8.0	**25**
Had to leave school due to harassment	23	92.0	1	4.0	0	0.0	1	4.0	**25**
Denied admission to school or academic program when otherwise qualified	23	95.8	1	4.2	0	0.0	0	0.0	**24**
Denied financial aid	24	100.0	0	0.0	0	0.0	0	0.0	**24**
Denied participation in extracurricular activities	20	80.0	3	12.0	0	0.0	2	8.0	**25**
Denied campus housing	24	100.0	0	0.0	0	0.0	0	0.0	**24**

Table B5. Discrimination in Child Custody/Relationships Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following ***because of your sexual orientation****?*

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents									
Sexual orientation used against you in a child custody proceeding	238	95.2 %	9	3.6 %	3	1.2 %	0	0.0 %	**250**
Custody of children restricted by court	248	99.2	1	0.4	1	0.4	0	0.0	**250**
Contact with children restricted by former spouse	240	96.8	5	2.0	0	0.0	3	1.2	**248**
Cisgender respondents									
Sexual orientation used against you in a child custody proceeding	214	94.7 %	9	4.0 %	3	1.3 %	0	0.0 %	**226**
Custody of children restricted by court	224	99.1	1	0.4	1	0.4	0	0.0	**226**
Contact with children restricted by former spouse	217	96.9	4	1.8	0	0.0	3	1.3	**224**
Transgender respondents									
Sexual orientation used against you in a child custody proceeding	24	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %	**24**
Custody of children restricted by court	24	100.0	0	0.0	0	0.0	0	0.0	**24**
Contact with children restricted by former spouse	23	95.8	1	4.2	0	0.0	0	0.0	**24**

Table B6. Discrimination in Public Services Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following ***because of your sexual orientation?***

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents									
Denied a loan or line of credit when otherwise qualified	253	96.9 %	7	2.7 %	1	0.4 %	0	0.0 %	**261**
Denied a ride/forcibly removed from People Mover	260	100.0	0	0.0	0	0.0	0	0.0	**260**
Denied a room in a hotel/motel	255	97.7	5	1.9	1	0.4	0	0.0	**261**
Denied service in a restaurant or bar	234	89.0	21	8.0	3	1.1	5	1.9	**263**
Denied membership or access to a gym/fitness club	245	92.8	16	6.1	1	0.4	2	0.8	**264**
Denied use of changing room at gym/fitness club	257	97.7	3	1.1	2	0.8	1	0.4	**263**
Denied use of a public restroom	253	96.6	5	1.9	3	1.1	1	0.4	**262**
Denied services by a local government agency	255	97.0	4	1.5	3	1.1	1	0.4	**263**
Denied emergency medical care by provider	262	99.6	1	0.4	0	0.0	0	0.0	**263**
Denied non-emergency medical care by provider	254	96.2	6	2.3	3	1.1	1	0.4	**264**
Harassed/verbally abused by medical care provider	233	88.3	25	9.5	4	1.5	2	0.8	**264**
Harassed/verbally abused by Anchorage police	241	91.6	15	5.7	5	1.9	2	0.8	**263**
Stopped by Anchorage police based on sexual orientation, without other justification for the stop	245	92.8	14	5.3	1	0.4	4	1.5	**264**
Cisgender respondents									
Denied a loan or line of credit when otherwise qualifiec	228	96.6 %	7	3.0 %	1	0.4 %	0	0.0 %	**236**
Denied a ride/forcibly removed from People Move	235	100.0	0	0.0		0.0	0	0.0	**235**
Denied a room in a hotel/motel	231	97.5	5	2.1	1	0.4	0	0.0	**237**
Denied service in a restaurant or bar	212	89.1	18	7.6	3	1.3	5	2.1	**238**
Denied membership or access to a gym/fitness club	224	93.3	13	5.4	1	0.4	2	0.8	**240**
Denied use of changing room at gym/fitness club	237	99.2	1	0.4	1	0.4	0	0.0	**239**
Denied use of a public restroom	234	97.9	3	1.3	2	0.8	0	0.0	**239**
Denied services by a local government agency	231	97.1	4	1.7	3	1.3	0	0.0	**238**
Denied emergency medical care by provider	238	99.6	1	0.4	0	0.0	0	0.0	**239**
Denied non-emergency medical care by provide	232	97.1	5	2.1	1	0.4	1	0.4	**239**
Harassed/verbally abused by medical care provider	212	88.7	22	9.2	3	1.3	2	0.8	**239**
Harassed/verbally abused by Anchorage police	220	92.1	14	5.9	4	1.7	1	0.4	**239**
Stopped by Anchorage police based on sexual orientation, without other justification for the stop	222	92.9	14	5.9	1	0.4	2	0.8	**239**
Transgender respondents									
Denied a loan or line of credit when otherwise qualifiec	25	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %	**25**
Denied a ride/forcibly removed from People Move	25	100.0	0	0.0	0	0.0	0	0.0	**25**
Denied a room in a hotel/motel	24	100.0	0	0.0	0	0.0	0	0.0	**24**
Denied service in a restaurant or bar	22	88.0	3	12.0	0	0.0	0	0.0	**25**
Denied membership or access to a gym/fitness club	21	87.5	3	12.5	0	0.0	0	0.0	**24**
Denied use of changing room at gym/fitness club	20	83.3	2	8.3	1	4.2	1	4.2	**24**
Denied use of a public restroom	19	82.6	2	8.7	1	4.3	1	4.3	**23**
Denied services by a local government agency	24	96.0	0	0.0	0	0.0	1	4.0	**25**
Denied emergency medical care by provider	24	100.0	0	0.0	0	0.0	0	0.0	**24**
Denied non-emergency medical care by provide	22	88.0	1	4.0	2	8.0	0	0.0	**25**
Harassed/verbally abused by medical care provider	21	84.0	3	12.0	1	4.0	0	0.0	**25**
Harassed/verbally abused by Anchorage police	21	87.5	1	4.2	1	4.2	1	4.2	**24**
Stopped by Anchorage police based on sexual orientation, without other justification for the stop	23	92.0	0	0.0	0	0.0	2	8.0	**25**

Appendix C.

Violence, Intimidation, and Discrimination Experienced Due to Gender Identity/Presentation

Never, once, twice, or three or more times for each type of discrimination.

Table C1. Violence/Intimidation Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following ***because of your gender identity or gender presentation****?*

Row percentages.

		Never		Once		Twice		Three+ times		
		N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents										
	Physical violence	226	91.5 %	13	5.3 %	4	1.6 %	4	1.6 %	**247**
	Threats of physical violence	203	82.2	23	9.3	9	3.6	12	4.9	**247**
	Verbal abuse/namecalling	158	63.7	19	7.7	25	10.1	46	18.5	**248**
	Followed or chased	210	85.4	25	10.2	6	2.4	5	2.0	**246**
	Sexual assault	239	96.8	6	2.4	0	0.0	2	0.8	**247**
	Property damage	218	88.3	21	8.5	6	2.4	2	0.8	**247**
Cisgender respondents										
	Physical violence	206	92.8 %	9	4.1 %	4	1.8 %	3	1.4 %	**222**
	Threats of physical violence	186	83.8	20	9.0	8	3.6	8	3.6	**222**
	Verbal abuse/namecalling	151	67.7	16	7.2	22	9.9	34	15.2	**223**
	Followed or chased	196	88.7	18	8.1	4	1.8	3	1.4	**221**
	Sexual assault	215	96.8	5	2.3	0	0.0	2	0.9	**222**
	Property damage	199	89.6	17	7.7	5	2.3	1	0.5	**222**
Transgender respondents										
	Physical violence	20	80.0 %	4	16.0 %	0	0.0 %	1	4.0 %	**25**
	Threats of physical violence	17	68.0	3	12.0	1	4.0	4	16.0	**25**
	Verbal abuse/namecalling	7	28.0	3	12.0	3	12.0	12	48.0	**25**
	Followed or chased	14	56.0	7	28.0	2	8.0	2	8.0	**25**
	Sexual assault	24	96.0	1	4.0	0	0.0	0	0.0	**25**
	Property damage	19	76.0	4	16.0	1	4.0	1	4.0	**25**

Table C2. Discrimination in Employment Experienced Due to Gender Identity/Presentation

*While in Anchorage, how often have you experienced any of the following **because of your gender identity or gender presentation**?*

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents									
Turned down for a job when otherwise qualified	225	91.8 %	9	3.7 %	8	3.3 %	3	1.2 %	**245**
Denied a promotion	231	93.9	9	3.7	5	2.0	1	0.4	**246**
Harassed by employer or other employees	206	83.7	15	6.1	8	3.3	17	6.9	**246**
Forced to leave position due to harassment	228	92.7	11	4.5	5	2.0	2	0.8	**246**
Fired/terminated from position	230	93.5	11	4.5	4	1.6	1	0.4	**246**
Delayed gender transition to avoid discrimination	234	95.5	3	1.2	2	0.8	6	2.4	**245**
Hid my gender identity or gender transition	213	0.0	4	0.0	4	0.0	25	0.0	**246**
Unable to use gender-appropriate restroom at work	231	0.0	2	0.0	3	0.0	7	0.0	**243**
Cisgender respondents									
Turned down for a job when otherwise qualified	206	93.2 %	7	3.2 %	5	2.3 %	3	1.4 %	**221**
Denied a promotion	211	95.0	6	2.7	4	1.8	1	0.5	**222**
Harassed by employer or other employees	193	86.9	10	4.5	6	2.7	13	5.9	**222**
Forced to leave position due to harassment	208	93.7	8	3.6	4	1.8	2	0.9	**222**
Fired/terminated from position	209	94.1	10	4.5	2	0.9	1	0.5	**222**
Delayed gender transition to avoid discrimination	220	99.1	1	0.5	0	0.0	1	0.5	**222**
Hid my gender identity or gender transition	205	0.0	4	0.0	3	0.0	10	0.0	**222**
Unable to use gender-appropriate restroom at work	217	0.0	1	0.0	2	0.0	1	0.0	**221**
Transgender respondents									
Turned down for a job when otherwise qualified	19	79.2 %	2	8.3 %	3	12.5 %	0	0.0 %	**24**
Denied a promotion	20	83.3	3	12.5	1	4.2	0	0.0	**24**
Harassed by employer or other employees	13	54.2	5	20.8	2	8.3	4	16.7	**24**
Forced to leave position due to harassment	20	83.3	3	12.5	1	4.2	0	0.0	**24**
Fired/terminated from position	21	87.5	1	4.2	2	8.3	0	0.0	**24**
Delayed gender transition to avoid discrimination	14	60.9	2	8.7	2	8.7	5	21.7	**23**
Hid my gender identity or gender transition	8	0.0	0	0.0	1	0.0	15	0.0	**24**
Unable to use gender-appropriate restroom at work	14	0.0	1	0.0	1	0.0	6	0.0	**22**

Table C3. Discrimination in Housing/Shelter Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following ***because of your gender identity or gender presentation****?*

Row percentages.

	Never		Once		Twice		Three + times		
	N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents									
Denied a lease when otherwise qualified	232	96.3 %	7	2.9 %	2	0.8 %	0	0.0 %	**241**
Harassed by landlord or other tenants	222	92.1	7	2.9	4	1.7	8	3.3	**241**
Forced to move/evicted	235	97.5	6	2.5	0	0.0	0	0.0	**241**
Denied access to shelter	240	99.6	1	0.4	0	0.0	0	0.0	**241**
Cisgender respondents									
Denied a lease when otherwise qualified	211	96.8 %	6	2.8 %	1	0.5 %	0	0.0 %	**218**
Harassed by landlord or other tenants	205	94.0	5	2.3	2	0.9	6	2.8	**218**
Forced to move/evicted	214	98.2	4	1.8	0	0.0	0	0.0	**218**
Denied access to shelter	217	99.5	1	0.5	0	0.0	0	0.0	**218**
Transgender respondents									
Denied a lease when otherwise qualified	21	91.3 %	1	4.3 %	1	4.3 %	0	0.0 %	**23**
Harassed by landlord or other tenants	17	73.9	2	8.7	2	8.7	2	8.7	**23**
Forced to move/evicted	21	91.3	2	8.7	0	0.0	0	0.0	**23**
Denied access to shelter	23	100.0	0	0.0	0	0.0	0	0.0	**23**

Table C4. Discrimination in School/Education Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following ***because of your gender identity or gender presentation****?*

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	**Total**
Total respondents									
Bullied/harrassed by other students	192	81.0 %	9	3.8 %	7	3.0 %	29	12.2 %	**237**
Bullied/harassed by teachers	219	92.8	9	3.8	3	1.3	5	2.1	**236**
Had to leave school due to harassment	230	96.6	3	1.3	2	0.8	3	1.3	**238**
Denied admission to school or academic program when otherwise qualified	233	97.9	3	1.3	1	0.4	1	0.4	**238**
Denied financial aid	235	99.2	0	0.0	0	0.0	2	0.8	**237**
Denied participation in extracurricular activities	230	97.5	4	1.7	1	0.4	1	0.4	**236**
Denied campus housing	234	99.2	0	0.0	1	0.4	1	0.4	**236**
Cisgender respondents									
Bullied/harrassed by other students	175	82.5 %	9	4.2 %	6	2.8 %	22	10.4 %	**212**
Bullied/harassed by teachers	199	94.3	7	3.3	2	0.9	3	1.4	**211**
Had to leave school due to harassment	207	97.2	2	0.9	2	0.9	2	0.9	**213**
Denied admission to school or academic program when otherwise qualified	210	98.6	2	0.9	1	0.5	0	0.0	**213**
Denied financial aid	212	99.5	0	0.0	0	0.0	1	0.5	**213**
Denied participation in extracurricular activities	207	97.6	3	1.4	1	0.5	1	0.5	**212**
Denied campus housing	211	99.5	0	0.0	1	0.5	0	0.0	**212**
Transgender respondents									
Bullied/harrassed by other students	17	68.0 %	0	0.0 %	1	4.0 %	7	28.0 %	**25**
Bullied/harassed by teachers	20	80.0	2	8.0	1	4.0	2	8.0	**25**
Had to leave school due to harassment	23	92.0	1	4.0	0	0.0	1	4.0	**25**
Denied admission to school or academic program when otherwise qualified	23	92.0	1	4.0	0	0.0	1	4.0	**25**
Denied financial aid	23	95.8	0	0.0	0	0.0	1	4.2	**24**
Denied participation in extracurricular activities	23	95.8	1	4.2	0	0.0	0	0.0	**24**
Denied campus housing	23	95.8	0	0.0	0	0.0	1	4.2	**24**

Table C5. Discrimination in Child Custody/Relationships Experienced Due to Gender Identity/Presentation

*While in Anchorage, how often have you experienced any of the following **because of your gender identity or gender presentation**?*

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	Total
Total respondents									
Gender identity/presentation used against you in a child custody proceeding	231	98.3 %	2	0.9 %	2	0.9 %	0	0.0 %	**235**
Custody of children restricted by court	234	99.6	0	0.0	1	0.4	0	0.0	**235**
Contact with children restricted by former spouse	231	98.7	2	0.9	1	0.4	0	0.0	**234**
Cisgender respondents									
Gender identity/presentation used against you in a child custody proceeding	207	98.1 %	2	0.9 %	2	0.9 %	0	0.0 %	**211**
Custody of children restricted by court	210	99.5	0	0.0	1	0.5	0	0.0	**211**
Contact with children restricted by former spouse	208	99.0	1	0.5	1	0.5	0	0.0	**210**
Transgender respondents									
Gender identity/presentation used against you in a child custody proceeding	24	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %	**24**
Custody of children restricted by court	24	100.0	0	0.0	0	0.0	0	0.0	**24**
Contact with children restricted by former spouse	23	95.8	1	4.2	0	0.0	0	0.0	**24**

Table C6. Discrimination in Public Services Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following ***because of your gender identity or gender presentation****?*

Row percentages.

	Never		Once		Twice		Three+ times		
	N	Percent	N	Percent	N	Percent	N	Percent	Total
Total respondents									
Denied a loan or line of credit when otherwise qualified	238	97.5 %	5	2.0 %	0	0.0 %	1	0.4 %	**244**
Denied a ride/forcibly removed from People Mover	243	99.6	0	0.0	1	0.4	0	0.0	**244**
Denied a room in a hotel/motel	236	97.5	5	2.1	0	0.0	1	0.4	**242**
Denied service in a restaurant or bar	233	95.1	9	3.7	1	0.4	2	0.8	**245**
Denied membership or access to a gym/fitness club	237	97.1	5	2.0	0	0.0	2	0.8	**244**
Denied use of changing room at gym/fitness club	235	96.3	5	2.0	1	0.4	3	1.2	**244**
Denied use of a public restroom	232	94.7	5	2.0	4	1.6	4	1.6	**245**
Denied services by a local government agency	241	98.4	2	0.8	2	0.8	0	0.0	**245**
Denied emergency medical care by provider	243	99.6	0	0.0	0	0.0	1	0.4	**244**
Denied non-emergency medical care by provider	239	98.0	2	0.8	2	0.8	1	0.4	**244**
Denied transition-related care by provider	232	95.5	7	2.9	0	0.0	4	1.6	**243**
Harassed/verbally abused by medical care provider	231	94.7	9	3.7	2	0.8	2	0.8	**244**
Denied gender-appropriate driver's license at DMV	238	97.9	4	1.6	0	0.0	1	0.4	**243**
Harassed/verbally abused by Anchorage police	237	0.0	4	0.0	2	0.0	2	0.0	**245**
Stopped by Anchorage police based on gender identity, without other justification for the stop	235	0.0	5	0.0	1	0.0	2	0.0	**243**
Cisgender respondents									
Denied a loan or line of credit when otherwise qualified	215	98.2 %	4	1.8 %	0	0.0 %	0	0.0 %	**219**
Denied a ride/forcibly removed from People Mover	219	100.0	0	0.0	0	0.0	0	0.0	**219**
Denied a room in a hotel/motel	215	98.6	3	1.4	0	0.0	0	0.0	**218**
Denied service in a restaurant or bar	214	97.3	5	2.3	1	0.5	0	0.0	**220**
Denied membership or access to a gym/fitness club	217	98.6	3	1.4	0	0.0	0	0.0	**220**
Denied use of changing room at gym/fitness club	218	99.1	2	0.9	0	0.0	0	0.0	**220**
Denied use of a public restroom	217	98.6	2	0.9	1	0.5	0	0.0	**220**
Denied services by a local government agency	219	99.5	0	0.0	1	0.5	0	0.0	**220**
Denied emergency medical care by provider	220	100.0	0	0.0	0	0.0	0	0.0	**220**
Denied non-emergency medical care by provider	219	100.0	0	0.0	0	0.0	0	0.0	**219**
Denied transition-related care by provider	219	99.5	1	0.5	0	0.0	0	0.0	**220**
Harassed/verbally abused by medical care provider	214	97.3	6	2.7	0	0.0	0	0.0	**220**
Denied gender-appropriate driver's license at DMV	219	99.5	1	0.5	0	0.0	0	0.0	**220**
Harassed/verbally abused by Anchorage police	214	0.0	4	0.0	1	0.0	1	0.0	**220**
Stopped by Anchorage police based on gender identity, without other justification for the stop	212	0.0	5	0.0	1	0.0	0	0.0	**218**
Transgender respondents									
Denied a loan or line of credit when otherwise qualified	23	92.0 %	1	4.0 %	0	0.0 %	1	4.0 %	**25**
Denied a ride/forcibly removed from People Mover	24	96.0	0	0.0	1	4.0	0	0.0	**25**
Denied a room in a hotel/motel	21	87.5	2	8.3	0	0.0	1	4.2	**24**
Denied service in a restaurant or bar	19	76.0	4	16.0	0	0.0	2	8.0	**25**
Denied membership or access to a gym/fitness club	20	83.3	2	8.3	0	0.0	2	8.3	**24**
Denied use of changing room at gym/fitness club	17	70.8	3	12.5	1	4.2	3	12.5	**24**
Denied use of a public restroom	15	60.0	3	12.0	3	12.0	4	16.0	**25**
Denied services by a local government agency	22	88.0	2	8.0	1	4.0	0	0.0	**25**
Denied emergency medical care by provider	23	95.8	0	0.0	0	0.0	1	4.2	**24**
Denied non-emergency medical care by provider	20	80.0	2	8.0	2	8.0	1	4.0	**25**
Denied transition-related care by provider	13	56.5	6	26.1	0	0.0	4	17.4	**23**
Harassed/verbally abused by medical care provider	17	70.8	3	12.5	2	8.3	2	8.3	**24**
Denied gender-appropriate driver's license at DMV	19	82.6	3	13.0	0	0.0	1	4.3	**23**
Harassed/verbally abused by Anchorage police	23	0.0	0	0.0	1	0.0	1	0.0	**25**
Stopped by Anchorage police based on gender identity, without other justification for the stop	23	0.0	0	0.0	0	0.0	2	0.0	**25**

Appendix D.

Questionnaire

ANCHORAGE LGBT DISCRIMINATION SURVEY

2011

Please return by February 28, 2011 to:
1057 West Fireweed Lane, Suite 207, Anchorage, AK 99503

INSTRUCTIONS

This survey is made up of three sections. The first section asks about experiences of bias or discrimination you may have had based on your sexual orientation, the second section addresses experiences of bias or discrimination based on gender identity or gender presentation, and the third section captures the demographic characteristics of respondents, which will help contextualize the survey's findings. **All of your responses will remain completely confidential.**

SECTION ONE: SEXUAL ORIENTATION DISCRIMINATION

In this section, we want to know about any bias or discrimination you may have experienced because of your sexual orientation. **Do not** include your experiences of discrimination based on other grounds such as gender identity, race, religion, etc. **Include only those experiences you have had in Anchorage.**

1. While in Anchorage, how often have you experienced any of the following **because of your sexual orientation**?

	Frequency of Occurrence:			
Troubles such as:	Never	Once	Twice	Three or more times
Violence/Intimidation				
Physical violence	○	○	○	○
Threats of physical violence	○	○	○	○
Verbal abuse/name-calling	○	○	○	○
Followed or chased	○	○	○	○
Sexual assault	○	○	○	○
Property damage	○	○	○	○
Employment				
Turned down for job when otherwise qualified	○	○	○	○
Denied a promotion	○	○	○	○
Harassed by employer or other employees	○	○	○	○
Forced to leave position due to harassment	○	○	○	○
Fired/terminated from position	○	○	○	○
Hid my sexual orientation to avoid discrimination	○	○	○	○
Housing/Shelter				
Denied a lease when otherwise qualified	○	○	○	○
Harassed by landlord or other tenants	○	○	○	○
Forced to move/evicted	○	○	○	○
Denied access to shelter	○	○	○	○
School/Education				
Bullied/harassed by other students	○	○	○	○
Bullied/harassed by teachers	○	○	○	○
Had to leave school due to harassment	○	○	○	○
Denied admission to school or academic program when otherwise qualified	○	○	○	○
Denied financial aid	○	○	○	○
Denied participation in extra-curricular groups	○	○	○	○
Denied campus housing	○	○	○	○

Troubles such as:	Frequency of Occurrence: Never	Once	Twice	Three or more times
Child Custody/Relationships				
Sexual orientation used against you in a child custody proceeding	○	○	○	○
Custody of children restricted by court	○	○	○	○
Contact with children restricted by former spouse	○	○	○	○
Public Services				
Denied a loan or line of credit when otherwise qualified	○	○	○	○
Denied a ride/forcibly removed from People Mover	○	○	○	○
Denied a room in a hotel/motel	○	○	○	○
Denied service in a restaurant or bar	○	○	○	○
Denied membership or access to gym/fitness club	○	○	○	○
Denied use of changing room at gym/fitness club	○	○	○	○
Denied use of a public restroom	○	○	○	○
Denied services by local government agency	○	○	○	○
Denied emergency medical care by provider	○	○	○	○
Denied non-emergency medical care by provider	○	○	○	○
Harassed/verbally abused by medical care provider	○	○	○	○
Harassed/verbally abused by Anchorage police	○	○	○	○
Stopped by Anchorage police based on sexual orientation, without other justification for the stop	○	○	○	○

Please feel free to provide us with any other information you would like to share below.

_____

_____

_____

_____

_____

SECTION TWO: GENDER IDENTITY DISCRIMINATION

In this section, we want to know about any bias or discrimination you may have experienced because of your gender identity or gender presentation. **Do not** include your experiences of discrimination based on other grounds such as sexual orientation, race, religion, etc. **Include only those experiences you have had in Anchorage.**

2. While in Anchorage, how often have you experienced any of the following **because of your gender identity or gender presentation?**

Troubles such as:	Frequency of Occurrence: Never	Once	Twice	Three or more times
Violence/Intimidation				
Physical violence	○	○	○	○
Threats of physical violence	○	○	○	○

	Frequency of Occurrence:			
Troubles such as:	Never	Once	Twice	Three or more times
Violence/Intimidation {continued}				
Verbal abuse/name-calling	○	○	○	○
Followed or chased	○	○	○	○
Sexual assault	○	○	○	○
Property damage	○	○	○	○
Employment				
Turned down for job when otherwise qualified	○	○	○	○
Denied a promotion	○	○	○	○
Harassed by employer or other employees	○	○	○	○
Forced to leave position due to harassment	○	○	○	○
Fired/terminated from position	○	○	○	○
Delayed gender transition to avoid discrimination	○	○	○	○
Hid my gender identity or gender transition	○	○	○	○
Unable to use gender-appropriate restroom at work	○	○	○	○
Housing/Shelter				
Denied a lease when otherwise qualified	○	○	○	○
Harassed by landlord or other tenants	○	○	○	○
Forced to move/evicted	○	○	○	○
Denied access to shelter	○	○	○	○
School/Education				
Bullied/harassed by other students	○	○	○	○
Bullied/harassed by teachers	○	○	○	○
Had to leave school due to harassment	○	○	○	○
Denied admission to school or academic program when otherwise qualified	○	○	○	○
Denied financial aid	○	○	○	○
Denied participation in extra-curricular groups	○	○	○	○
Denied campus housing	○	○	○	○
Child Custody/Relationships				
Gender identity/presentation used against you in a child custody proceeding	○	○	○	○
Custody of children restricted by court	○	○	○	○
Contact with children restricted by former spouse	○	○	○	○
Public Services				
Denied a loan or line of credit when otherwise qualified	○	○	○	○
Denied a ride/forcibly removed from People Mover	○	○	○	○
Denied a room in a hotel/motel	○	○	○	○
Denied service in a restaurant or bar	○	○	○	○

Troubles such as:	Frequency of Occurrence: Never	Once	Twice	Three or more times
Public Services {continued}				
Denied membership or access to gym/fitness club	○	○	○	○
Denied use of changing room at gym/fitness club	○	○	○	○
Denied use of a public restroom	○	○	○	○
Denied services by local government agency	○	○	○	○
Denied emergency medical care by provider	○	○	○	○
Denied non-emergency medical care by provider	○	○	○	○
Denied transition-related care by medical provider	○	○	○	○
Harassed/verbally abused by medical care provider	○	○	○	○
Denied gender-appropriate driver's license at DMV	○	○	○	○
Harassed/verbally abused by Anchorage police	○	○	○	○
Stopped by Anchorage police based on gender presentation, without other justification for the stop	○	○	○	○

Please feel free to provide us with any other information you would like to share below.

_____

_____

_____

_____

_____

SECTION THREE: DEMOGRAPHICS

Please tell us a little bit more about yourself. We are asking the questions below in order to gain a broader profile of the LGBT community in Anchorage and to provide context for experiences of bias and discrimination. These questions are being asked for descriptive purposes only and your identity cannot be tied to your answers in any way.

3. Are you **currently** a resident of the Municipality of Anchorage?

- ○ No (*Skip to Question 4*)
- ○ Yes >>>> How long have you lived in Anchorage? _____ years _____ months

4. What is the ZIP or postal code where you **currently** live?

ZIP / Postal code: _____

5. What was the sex assigned to you at birth on your original birth certificate?

- ○ Male
- ○ Female

6. What is your primary gender identity? (*Select only one.*)

- ○ Male
- ○ Female
- ○ Transgender—male-to-female
- ○ Transgender—female-to-male
- ○ Transgender—do not identify as exclusively male or female

7. What is your sexual orientation? (*Select only one.*)

- ○ Lesbian/gay/same-gender attraction
- ○ Bisexual
- ○ Queer
- ○ Heterosexual
- ○ Asexual

8. Do you identify as Hispanic or Latino? (*Select only one.*)

- ○ Yes
- ○ No

9. Which of the following racial/ethnic categories best fits you?

- ○ Alaska Native/American Indian
- ○ Asian
- ○ Black/African American
- ○ Native Hawaiian or Other Pacific Islander
- ○ White/Caucasian
- ○ Other (*please specify*):_____

10. What is your age as of January 1, 2011?

Age (in years): _____

11. Which of the following best describes your **current** living situation?

- ○ I own my own home.
- ○ I rent a house/apartment/room.
- ○ Other (*please specify*):_____

12. Have you **ever** been forced to move, with no place to go?

- ○ No (*Skip to Question 13*)
- ○ Yes (*see below*) ↓

12a. In the **past 12 months**, have you been forced to move, with no place to go?

- ○ No (*Skip to Question 13.*)
- ○ Yes (*see below*) ↓

12b. The last time this happened, how many **days** were you without a place to go? _____ days.

13. What is your current marital status, **as defined by Alaska law**? (*Select only one.*)

- ○ Single, never married
- ○ Married
- ○ Separated
- ○ Divorced
- ○ Widowed

14. Are you currently in a committed relationship with an intimate partner?

- ○ No (*Skip to Question 15.*)
- ○ Yes (*see below*) ↓

14a. Do you currently share a residence with your intimate partner?

- ○ No
- ○ Yes

14b. What is your partner's primary gender identity? (*Select only one.*)

- ○ Male
- ○ Female
- ○ Transgender—male-to-female
- ○ Transgender—female-to-male
- ○ Transgender—does not identify as exclusively male or female

15. Are you the parent or guardian of one or more children?

- ○ No (*Skip to Question 16.*)
- ○ Yes (*see below*) ↓

15a. How many children do you have? _____ children.

15b. Do any of your children currently attend school in Anchorage?

- ○ Yes
- ○ No

16. What is the highest level of formal education you have completed? (*Select only one.*)

- ○ Less than high school degree
- ○ High school degree, or G.E.D.
- ○ Some college, no degree
- ○ Associate's degree
- ○ Bachelor's degree
- ○ Graduate or professional degree

17. What is your primary employment status? (*Select only one.*)

- ○ Employed full-time, 35 hours or more per week in one or more jobs, including self-employment
- ○ Working part-time (less than 35 hours per week), in one or more jobs
- ○ Unemployed, looking for work
- ○ Unemployed, not looking for work
- ○ In-school only
- ○ Retired
- ○ Other (*please specify*):_____

18. Have you ever served in the U.S. Armed Forces?

- ○ No
- ○ Yes

19. Please provide your best estimate of the total income earned last year (2010), for your **entire household**.

- ○ Less than $13,530
- ○ At least $13,530 but less than $20,000
- ○ At least $20,000 but less than $40,000
- ○ At least $40,000 but less than $60,000
- ○ At least $60,000 but less than $80,000
- ○ At least $80,000 but less than $100,000
- ○ At least $100,000 but less than $120,000
- ○ At least $120,000 but less than $140,000
- ○ At least $140,000 but less than $160,000
- ○ At least $160,000 but less than $180,000
- ○ At least $180,000 but less than $200,000
- ○ $200,000 or more

END OF QUESTIONNAIRE

Thank you for participating in the Anchorage Discrimination Survey. The results of the survey may be obtained on our website at http://alaskacommunity.org/ upon completion. Again, thank you for your help.

COMMENTS:

Please return surveys to:

1057 West Fireweed Lane, Suite 207, Anchorage, AK 99503

New Patterns of Poverty in the Lesbian, Gay, and Bisexual Community

M.V. Lee Badgett, Laura E. Durso, & Alyssa Schneebaum

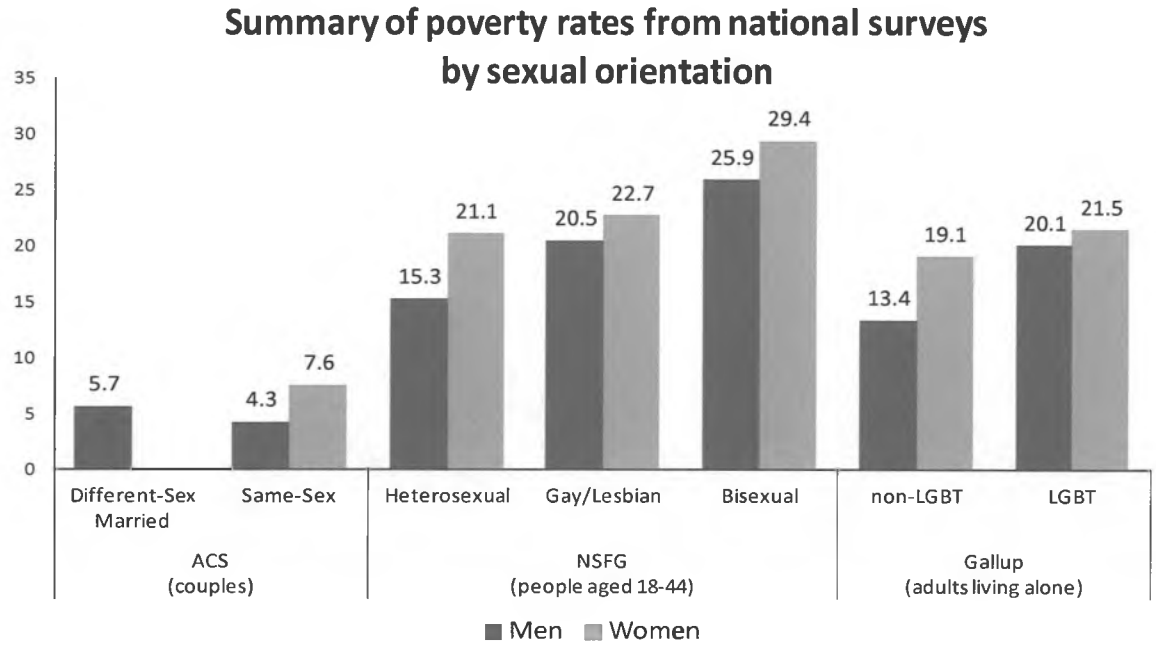
June 2013

Executive Summary

A severe global recession has brought heightened attention to poverty in the United States as the poverty rate rose over time, leveling off at 15.0% in 2011. Recent U.S. Census Bureau data demonstrates the persistence of higher poverty rates for African Americans, Latinos, Asian Americans, children, single mothers, people with disabilities, and other groups, for example. An earlier Williams Institute study and other research showed that lesbian, gay, and bisexual (LGB) people were also more vulnerable to being poor, and this study updates and extends that earlier report.

This study draws on recent data from four datasets to estimate recent poverty rates for LGB people in all walks of life: same-sex couples (2010 American Community Survey), LGB people aged 18-44 (2006-2010 National Survey of Family Growth), LGB adults in California (2007-2009 California Health Interview Survey) and single LGBT-identified adults (2012 Gallup Daily Tracking Poll). We compare the LGB or LGBT (including transgender people) rates to poverty rates for heterosexual people.

Data on couples suggests that same-sex couples are more vulnerable to poverty in general than are different-sex married couples.



- Poverty rates for female same-sex couples and unmarried different-sex couples were higher than those of married different-sex couples.
- While male same-sex couples have lower overall poverty rates than married different-sex couples, male couples were more likely to be poor than married different-sex couples after controlling for other characteristics that influence poverty.

Comparisons of poverty for LGB adults and heterosexual adults in national surveys mostly showed higher rates of LGB poverty, although most of those differences are not statistically significant.

- Among women 18-44 years old, more than a quarter of bisexual women are poor (29.4%) and more than 1 in 5 lesbians are in poverty (22.7%), a rate higher than the poverty rate among heterosexual women (21.1%), but the differences were not statistically significant.
- Similarly, a greater percentage of gay (20.5%) and bisexual men (25.9%) fell at or below the federal poverty line than heterosexual men (15.3%), but these differences were also not statistically significant.
- For both women and men in the Gallup data, one in five LGBT people who live alone report an income at or below the poverty level. The poverty rate for heterosexual people living alone is lower, although the difference is only statistically significant for men.

The poverty rates for lesbian and gay adults in California are lower than for heterosexual people and bisexual people in the CHIS data.

- This finding is likely related to the social and policy context for LGB people in California, since poverty rates for same-sex couples in California are also lower than for different-sex married couples.
- The California context could include greater acceptance of LGB people, less discrimination in family policy, less employment discrimination, and perhaps more supportive LGB communities in the state's large metropolitan areas, all of which might help keep relative poverty lower.

Poverty rates have increased for LGB and heterosexual people over the recession that began in 2008.

While children generally have higher rates of poverty than adults, children of LGB parents are especially vulnerable to poverty.

- Children in same-sex couple households are almost twice as likely to be poor as in married different-sex couple households.
- White, Asian, and Hispanic children living in households headed by same-sex couples do not have significantly higher poverty rates than children in different-sex married households.
- African American children in gay male households have the highest poverty rate (52.3%) of any children in any household type, and the rate for children living with lesbian couples is 37.7%.
- This poverty gap is highest for children aged 0-5 who live with same-sex couples.

Poverty rates are higher for certain subgroups of same-sex couples.

- African Americans in same-sex couples have poverty rates at least twice the rate for different-sex married African Americans. African American men in same-sex couples are more than six times more likely to be poor than White men in same-sex couples, and African American women with female partners are three times more likely to be poor than are White women with female partners. The difference in poverty rates for black and white couples is disproportionately higher in same-sex compared to different-sex couples.
- Poverty rates for women in same-sex couples are higher than married couples' rates in the central part of the United States, in New England, and outside of large metropolitan areas.
- Poverty rates for men in same-sex couples are much lower in large metropolitan areas than rates for married different-sex couples.
- Low levels of education tend to increase poverty more for women in same-sex couples than for men.
- Women in same-sex couples are more likely to be among the "working poor," with higher poverty rates than for men in same-sex couples or different-sex married couples.
- Women in same-sex couples who have a disability are more likely to be poor.

Low-income LGB people and same-sex couples are more likely to be receiving cash assistance and SNAP (food stamps) benefits than are heterosexual people or couples. The figures for individuals are not all statistically significant, however.

Poverty rates are lower for female same-sex couples in states with marriage equality or civil unions and in states that outlaw employment discrimination based on sexual orientation. However, those differences are not statistically significant in more detailed analyses. We also find that poverty rates are lower for all couples in states with those policies.

INTRODUCTION

Poverty remains a persistent problem in the United States, with the poverty rate never dropping below 10% since the 1960's.[1] A severe global recession heightened attention to poverty in the United States as the poverty rate soared to 15.1% in 2010 and held steady at 15.0% in 2011.[2] Government reports indicated even higher poverty rates for African Americans, Latinos, Asian Americans, children, single mothers, and people with disabilities. A Williams Institute study published in 2009 using data from the early 2000s (i.e. before the recession) showed that lesbian, gay, and bisexual (LGB) people were also more vulnerable to being poor than heterosexuals. This study updates and extends that earlier report. We find that poverty rates have gone up for almost all populations, and LGB people are still more likely to be poor than are heterosexual people. The sexual orientation poverty gap has narrowed slightly because heterosexual poverty rates have increased, not because poverty rates have declined for LGB people.

In the earlier study, national data revealed that LGB people and same-sex couples had poverty rates equal to or higher than heterosexual people. Comparisons that take into account other factors that influence poverty, such as age, parental status, and employment, showed that people in same-sex couples were much more vulnerable to being poor than those in different-sex couples. Lesbian/bisexual women had a higher rate of poverty than gay/bisexual men and men and women in different-sex couples. Same-sex couples reported a higher rate of receiving public assistance than married couples, a pattern consistent with the poverty rate findings. The 2009 study also found that some groups of LGB people had particularly high poverty rates: African American same-sex couples, children living with a same-sex couple, rural same-sex couples, and older lesbian couples. While we had no population-based data with which to estimate poverty rates among transgender people, we noted surveys that showed very low incomes for many transgender people.[3]

In addition, recent studies of youth homelessness find that homeless young people are disproportionately LGBT, suggesting a greater vulnerability to poverty. A survey of a nonrandom sample of homeless youth agencies from across the United States found that providers estimated approximately 40% of homeless and at-risk youth accessing their agencies'

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[1] DeNavas, C, Proctor, BD & Smith, JC 2011, "Income, poverty, and health insurance coverage in the United States: 2010", *Current Population Reports: Consumer Income*, viewed DATE, <http://www.census.gov/prod/2011pubs/p60-239.pdf>.

[2] For the 2011 official poverty rate, see Table 1, p. 6. in Short, K 2012, "The research supplemental poverty measure: 2011," *Current Population Reports,* November 2012 , viewed 22 February 2013 <http://www.census.gov/prod/2012pubs/p60-244.pdf>.

[3] See, for example, Badgett, M.V. Lee, Holning Lau, Brad Sears, and Deborah Ho. 2007. Bias in the Workplace: Consistent evidence of sexual orientation and gender identity discrimination. Los Angeles: The Williams Institute, June. http://williamsinstitute.law.ucla.edu/research/workplace/bias-in-the-workplace-consistent-evidence-of-sexual-orientation-and-gender-identity-discrimination/ (accessed May 13, 2013).

social services were LGBT.[4] Experiencing homelessness can worsen a youth's ability to access needed services or gain employment, which can contribute to becoming or remaining poor.[5]

The LGB poverty data help to debunk the persistent stereotype of the affluent gay man or lesbian (see, Badgett, 2001, for discussion of this stereotype). Instead, the poverty data are consistent with the view that LGB people continue to face economic challenges that affect their income and life chances, such as susceptibility to employment discrimination, higher rates of being uninsured, and a lack of access to various tax and other financial benefits via exclusion from the right to marry.

The present study draws on recent data from four datasets to estimate poverty rates for different groups of the lesbian, gay, and bisexual population: the 2010 American Community Survey (for same-sex couples), the 2006-2010 National Survey of Family Growth (for LGB people aged 18-44), the 2007-2009 California Health Interview Survey (for LGB people 18 and older living in California), and the Gallup Daily Tracking Poll (for single LGBT-identified adults) over the June 1 - September 30, 2012 time period (see Appendix I for sample sizes). The information compiled from this wide variety of data sources allows us to shed light on the poverty situation of LGB people in all walks of life: single and partnered people, those with and without children, and people across the age spectrum. While we now have good information on LGB poverty, only the Gallup Poll data include specific reference to transgender people. Unfortunately the data provided by Gallup do not differentiate between LGB and transgender individuals, so we cannot calculate poverty rates specifically for transgender people. As recommended in our previous report, additional research on poverty within the transgender population is sorely needed.

The present report begins with a brief description of how the poverty rate is measured in each survey and of the data that we use for the analyses. The remainder of the report discusses our findings for the different groups of LGBT people and, where possible, compares the rates to the earlier report.

DEFINING THE POVERTY RATE FOR LGB PEOPLE AND FAMILIES

Since the 1960's, the U.S. Census Bureau has calculated poverty rates using data from surveys of households. For the official poverty rate, the Census Bureau looks at whether an individual's or family's income falls below the poverty income threshold, or Federal Poverty Line (FPL). The FPL is set for families of different sizes and takes into account the age of children and people over 65. In 2012, the poverty line for a single person household was $11,815, for a two-person household was $15,079, and for a four-person household was $23,684.[6]

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[4] Durso, L.E., & Gates, G.J. (2012). Serving Our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth who are Homeless or At Risk of Becoming Homeless. Los Angeles: The Williams Institute with True Colors Fund and The Palette Fund. http://williamsinstitute.law.ucla.edu/wp-content/uploads/Durso-Gates-LGBT-Homeless-Youth-Survey-July-2012.pdf (accessed May 13, 2013).

[5] Dworsky, A. (2013). The economic well-being of lesbian, gay, and bisexual youth transitioning out of foster care. Retrieved from http://www.acf.hhs.gov/programs/opre/resource/the-economic-well-being-of-lgb-youth-transitioning-out-of-foster-care.

[6] Estimated 2012 poverty thresholds were calculated by multiplying the 2011 thresholds (available at https://www.census.gov/hhes/www/poverty/data/threshld/index.html) by 1.0288 to adjust for inflation. The CPI

Adapting the Census Bureau procedures to measure poverty among LGB people requires using an expanded definition of family. The Census Bureau defines families narrowly, counting only people who live in the same housing unit and are related to each other by blood, marriage, or adoption. In addition to the families defined in this way, we also count two people who report being "unmarried partners" and are of the same-sex or different-sex as a family, along with any children under 18 living with them.

Otherwise, we follow the Census procedure for measuring poverty. A family is poor, for official statistical purposes and in this study, if their total family income is below the FPL for a family of that size. An individual is poor if he or she lives in a family that has an income below the FPL. We calculate poverty rates by dividing the number of poor individuals (or families) by the total number of people (or families). Where possible, we also use 200% of the FPL to define a second threshold of "low-income" families, which captures another tier of families and individuals with low levels of resources to meet their living expenses.

We note that this method of measuring poverty is not without controversy. When this method was developed in the 1960's, the intention was to base the poverty thresholds on the minimum before-tax income that allowed a family to meet their basic needs. The first thresholds were based on 1950's survey estimates of the share of a family's income spent on food. Since then, those original thresholds have simply been updated for inflation with the Consumer Price Index.

Recently the Census Bureau has created an experimental Supplemental Poverty Measure (SPM) to better take into account the resources available to the family—such as taxes, in-kind government program benefits (such as SNAP/Food Stamps), child support payments—and to better account for their basic needs—such as food, clothing, shelter, work expenses, and medical costs.[7] The SPM uses recent data on expenditures for food, housing, clothing and utilities to set the SPM thresholds, which are higher than the official FPL thresholds. The poverty rates calculated using the SPM are higher for some groups, such as adults over 18 (and especially for adults over 65), but they are lower for individuals under 18. Overall, the SPM was 16.1% in 2011 while the official poverty rate was 15.1%. Unfortunately, the data required to calculate the SPM are not available for same-sex couples or LGBT people in any of our datasets, so this study is limited to the official poverty rate.

FINDINGS

We present findings from the four different sources of data, beginning with the data on couples in the American Community Survey, and then looking at individuals in the other three surveys. More details on each survey can be found in the appendices to this report. Following the main findings, we compare these new figures to our earlier report. Then we look for differences in vulnerability to poverty across groups of LGB people. Unless otherwise noted, any differences in poverty rates between LGB people (or same-sex couples) and heterosexual people (or different-sex married couples) discussed below is statistically significant. In other words, the differences across groups that we observe are unlikely to occur just by chance.

Inflation Calculator from the Bureau of Labor Statistics (http://www.bls.gov/data/inflation_calculator.htm) was used to make the conversion to 2012 dollars.

[7] See note 2, Short (2011)

LGB People in Couples

We begin by calculating poverty rates and comparing those rates across sexual orientation categories for people in couples. These data come from the U.S. Census Bureau's 2010 American Community Survey, which surveyed almost 3 million people in 2010. LGB people are identifiable in these data by the gender composition of cohabiting couples: we categorize a same-sex couple as two people of the same-sex who live together and identify their relationship as an unmarried partnership, and we presume that those same-sex couples include lesbian, gay, or bisexual individuals.[8] Different-sex couples are classified by their marital status—married or cohabiting as unmarried partners. We include both types of different-sex couples to compare to same-sex couples. Some of those same-sex couples are legally married, some are unmarried by choice, others would marry if it were possible but cannot, and some would not choose to marry even if they lived in a state that allowed it. However, with the ACS we cannot distinguish among those four groups to make more direct comparisons with married and unmarried different-sex couples.

Tables 1 and 2 present poverty rates (incomes below100% of FPL) and rates of low-income (incomes below 200% of the FPL) for same-sex couples, married different-sex couples, and unmarried different-sex couples in the American Community Survey. As shown in Table 1, a significantly greater percentage of unmarried adults in different-sex couples (14.1%) and women in same-sex couples (7.6%) are in poverty, compared to married different-sex couples (5.7%). Men in same-sex couples are significantly less likely to be in poverty than their married different-sex counterparts (4.3% versus 5.7%). The same pattern exists for rates of low-income households: one-third of different-sex unmarried couples are poor, followed by households headed by female same-sex couples (18.0%, not significantly different from married couples), different-sex married couples (17.7%), and male same-sex couples (13.3%).[9]

Table 1: Percent of Poor and Low-Income Couples, by Type of Household, 2010 American Community Survey

	Married Different Sex	Unmarried Different-Sex	Male Same-Sex	Female Same-Sex
Poor	5.7	14.1*	4.3*	7.6*
Low-Income	17.7	33.9*	11.3*	18.0

Source: Authors' tabulation of the 2010 ACS.* denotes different from married different-sex at 5% level

[8] As the American Community Survey does not allow respondents to self-identify their sexual orientation and gender identity, we are unable to distinguish among gay, lesbian, bisexual, and/or transgender-identified persons in same- and different-sex partnerships. Evidence suggests that individuals in same-sex couples are likely to identify as lesbian, gay, or bisexual (see Carpenter, C. and G. J. Gates. 2008. "Gay and Lesbian Partnership: Evidence from California." Demography 45(3): 573-590)

[9] A similar pattern emerges when comparing individuals in same- and different-sex couple households, with poverty rates being higher for individuals than families regardless of sexual orientation and marital status. Nearly 8% of all people living in households headed by a different-sex married couple are in poverty (7.6%), while 5.8% of people in a male same-sex couple's household are in poverty. People living in same-sex couple households headed by women are more likely to be in poverty (9.8%) than people in married different-sex couples.

Table 2 shows that the percentage of children living in poverty is quite high in general, and children in unmarried different-sex couple families, children in male same-sex couple families, and children in female same-sex couple families all have significantly higher rates of poverty than children in married, different-sex couple families. The gap is large—children in same-sex couple households are almost twice as likely to be poor and children in unmarried different-sex couple households are more than twice as likely to be poor than children in married different-sex couple households. Children in male same-sex couple households have higher poverty rates (23.4%) than children in female same-sex couple households (19.2%). Children are also more likely to live in a family with incomes below 200% of the FPL if they are in a same-sex couple or unmarried different-sex couple family.

Table 2: Percent of Poor Children in Coupled Families, by Type of Household, 2010 American Community Survey

	Married Different Sex	Unmarried Different-Sex	Male Same-Sex	Female Same-Sex
Poor	12.1	29.8*	23.4*	19.2*
Low-Income	31.7	60.3*	47.6*	38.7*

Source: Authors' tabulation of 2010 ACS
* denotes different from married different-sex at 5% level

Individual LGB Adults

Though the ACS data provide a powerful tool for examining patterns of poverty among same- and different-sex couples, these data do not allow us to explore patterns in poverty rates among individual LGB people. To measure the poverty rates of LGB adults, we draw on data from two nationally representative surveys and one state-level survey. The nationally representative surveys are the National Survey of Family Growth (NSFG), which is a dataset of people aged 15-44, and the June 1 - September 30, 2012 Gallup Daily Tracking Poll. The California Health Interview Survey (CHIS) allows us to examine poverty rates among LGB people aged 18-70 living in California. Although the NSFG and CHIS surveys include both adults and children or adolescents, for the present study we include data from only those individuals over the age of 18. Table 3 presents poverty rates among all NSFG respondents age 18-44, regardless of relationship status.[10]

[10] Formal (legal) and informal marital status is assessed in the NSFG. However, response choices include statuses not always available to same-sex couples (e.g. marriage) and only allow unmarried respondents who cohabit with a significant other to indicate that they are living with a different-sex partner. We thus present poverty rates without regard for relationship status since we cannot distinguish people who live with a same-sex partner.

Table 3: Percent of Poor Heterosexual, Lesbian, Gay and Bisexual Men and Women, 2006-2010 National Survey of Family Growth

At or Below 100% FPL	Men %	Women %
Heterosexual	15.3	21.1
Gay/Lesbian	20.5	22.7
Bisexual	25.9	29.4

Source: Authors' tabulations of the 2006-2010 National Survey of Family Growth
Note: FPL = Federal Poverty Line
* denotes different from heterosexual adults at 5% level

As shown, more than a quarter of bisexual women are poor (29.4%) and more than 1 in 5 lesbians are in poverty (22.7%), a rate higher than the poverty rate among heterosexual women (21.1%), but the differences are not statistically significant. Similarly, a greater percentage of gay (20.5%) and bisexual men (25.9%) fell at or below the federal poverty line than heterosexual men (15.3%), but these differences are not statistically significant either. The fact that none of these sexual orientation-based differences are statistically significant could be the result of the small sample sizes in the NSFG or they could signal that there are not large differences in the population. Later in the report, we assess the patterns in LGB poverty observed in the NSFG in the context of findings from other datasets discussed in this report, which increases our confidence in the overall picture that these data represent meaningful patterns of greater vulnerability to poverty in the LGB community.

While we don't know whether NSFG respondents have same- or different-sex partners, we know that some are very likely to be cohabiting with a partner while some are not, which may alter the availability of additional financial supports and therefore one's vulnerability to poverty. Fortunately, the Gallup data allow us to focus on LGBT people who have one adult in the household and no children—or one-person households—and to identify the percentage of people in that group whose income is below $12,000 per year, which is very close to the FPL for one-person households.[11]

Table 4 shows that 20.7% of people living alone who identify as LGBT have reported incomes below $12,000, compared with respondents identifying as non-LGBT (17.0%), although that difference is not statistically significant. That gap widens when looking only at those respondents under the age of 65, where 24.4% of LGBT individuals have an income of less than $12,000, compared to 19.2% of non-LGBT individuals, but again is not statistically significant. The percentage of LGBT adults over the age of 65 with incomes below $12,000 per year (15.3%) is almost exactly the same as the percentage of non-LGBT adults (15.5%) reporting this level of income.

[11] We thank Gary Gates for calculating these Gallup statistics for us. The income categories used in the Gallup daily tracking poll do not match well with poverty thresholds for households other than single individual households, so we do not make comparisons for other household sizes.

Table 4: Percent of Poor Heterosexual, Lesbian, Gay, Bisexual and Transgender Men and Women Gallup Daily Tracking Poll (June 1 – September 30, 2012)

Income Below $12,000 Annually	Men Non-LGBT %	Men LGBT %	Women Non-LGBT %	Women LGBT %
All	13.4	20.1*	19.1	21.5
< Age 65	16.6	22.4	21.3	27.3
> Age 65	9.7	15.9	17.7	15.1

Source: Tabulations by Gary Gates
Note: LGBT = lesbian, gay, bisexual, or transgender
* denotes different from heterosexual adults at 10% level

Focusing only on people in California in Table 5, data from the 2007-2009 CHIS indicate that the percentage of men and women falling below the FPL is smaller than national estimates for individuals in the NSFG but larger than estimates from the ACS data on married different-sex couples. Examining poverty rates by gender, a smaller percentage of gay (8.4%) and bisexual men (12.2%) in California are poor than are heterosexual men (13.7%), however this difference is not statistically significant. Among women, the percentage of lesbians in poverty (8.1%) is significantly smaller than the percentage of heterosexual women in poverty (16.8%). The percentage of heterosexual women in poverty and the percentage of bisexual women in poverty (19.6%) are not significantly different from each other.

Table 5: Percent of Poor Heterosexual, Lesbian, Gay and Bisexual Men and Women in California, 2007 and 2009 California Health Interview Survey

Below 100% FPL	Men %	Women %
Heterosexual	13.7	16.8
Gay/Lesbian	8.4	8.1*
Bisexual	12.2	19.6

Source: Authors' tabulations of the California Health Interview Survey (available: **http://www.chis.ucla.edu/**)
Note: FPL = Federal Poverty Line
* denotes different from heterosexual adults at 5% level

These findings from the CHIS data suggest that, unlike the findings from the national ACS data for same-sex couples, LGB people are less vulnerable to poverty than are heterosexual people in California. The divergence between the state and national figures could be related to the fact that we see different poverty gaps for couples than for individuals, or it could be caused by something that is different in California compared with national averages. When we focus on ACS data for same-sex couples living in California, we also see that same-sex couples are less likely to be poor than are married couples: 7.7% of married different-sex couples are poor, while only 4.3% of male same-sex couples and 5.8% of female same-sex couples are poor. In other words, the CHIS findings showing lower poverty for LGB adults could be driven by some

California-specific factor that reduces relative poverty for LGB people and same-sex couples in California and is not happening nationally. Those differences could be related to greater numbers of affluent LGB people who choose California as a place to relocate to, less discrimination in family policy, less employment discrimination, and perhaps more supportive LGB communities in the state's large metropolitan areas, all of which might help keep relative poverty lower.

PATTERNS OF POVERTY

Looking only at the total poverty rates for LGB (or LGBT) people will hide any variation in vulnerability to poverty in subgroups of LGB people. Therefore, we next turn to an examination of poverty rates for people in groups defined by several additional factors: age, race, region, urban location, educational attainment, employment status, disability, and presence of children. To make the presentation simpler, we compare people in same-sex couples only to people in different-sex married couples in the tables by group. Following the presentation of poverty rates by group, we then isolate the net contribution of each of these factors to determine whether the increased rates of poverty among same-sex couples and LGB adults identified above can be better explained by these other characteristics.

Race, Ethnicity, and Geography

Tables 6a and 6b shows that one's race, ethnicity, and geographic location are linked to poverty, though the picture is complex. For example, race and ethnicity (Table 6a) can influence poverty rates for people in same-sex couples, either compared to different-same couples of the same race or compared to people in same-sex couples of another race. White people have lower poverty rates than people in almost any other racial or ethnic group, including among same-sex couples. White men in same-sex couples have particularly low poverty rates (3.1%), but the lowest rates are for Asian American women in same-sex couples (2.0%).

We can see a heightened vulnerability to poverty among African American people in same-sex couples from two comparisons. First, they have poverty rates at least twice the rate for different-

Table 6a: Percent of Poor Householders and Partners in Coupled Families by Race and Ethnicity

	Married Different Sex	Male Same-Sex	Female Same-Sex
All	5.7	4.3*	7.6*
Race			
White	4.8	3.1**	5.8*
Black	8.0	18.8**	17.9**
Native American	12.6	8.1	18.4
Asian	6.7	7.6	2.0**
Other Race	15.5	8.6**	16.9
Ethnicity			
Hispanic	16.3	8.5**	12.4*
Non-Hispanic	4.3	3.7	6.9**

Source: Authors' tabulation of the 2010 ACS.
* denotes different from married different-sex at 10% level
** denotes different from married different-sex at 5% level

sex married African Americans. Second, African American men in same-sex couples are more than six times more likely to be poor than White men in same-sex couples, and African American women with female partners are three times more likely to be poor than are White women with female partners. Hispanics in male and female same-sex couples are about twice as likely as Non-Hispanics in the same couple type to be in poverty (8.5% versus 3.7% for men; 12.4% versus 6.9% for women), but Hispanic people in same-sex couples are less likely to be poor than are Hispanics in different-sex couples.

Poverty rates are higher for women in same-sex couples than for people in married couples in several regions. Men in same-sex male couples have lower poverty rates in three regions, but in the others there is not statistically significant difference.

Table 6b also shows that same-sex couples living in large metropolitan areas are at a lower (for men) or equal (for women) risk of poverty than those in married different-sex couples. But living outside of large cities (for women) and large or medium-sized cities (for men) increases the risk of poverty compared to people in married couples. Living outside of a city seems to be particularly precarious for women in same-sex couples, whose poverty rates jump from 4.5% in a large city to 14.1% in a rural (non-metropolitan) area. The poverty rates for men in same-sex couples also increase considerably outside of a city: 10.2% of men in same-sex couples in a small metropolitan area are poor compared with only 3.3% of men in same-sex partnerships in a large metropolitan area.

To further examine geographic patterns in poverty rates, we assess the potential impact of state-level policies by dividing states into groups based on the presence of particular policies (Table 7). The first panel compares poverty rates in states with (n=20) and without (n=30) an employment nondiscrimination law that included sexual orientation in 2010 (the year from which the data are drawn). There is no statistically significant poverty gap for either female or male same-sex couples compared to married different-sex couples in the states with

Table 6b: Percent of Poor Householders and Partners in Coupled Families by Region and Metropolitan Status, 2010 American Community Survey

	Married Different Sex	Male Same-Sex	Female Same-Sex
All	5.7	4.3*	7.6*
Region			
New England	2.9	2.2	7.5*
Mid-Atlantic	4.6	4.0	3.9
ENC	4.7	2.8**	9.1*
WNC	4.2	8.0	13.3**
South Atlantic	5.6	4.4	6.3
ESC	6.9	4.5	9.0
WSC	7.6	7.1	11.2*
Mountain	6.6	1.4**	8.1
Pacific	6.9	4.1**	5.5
Metropolitan Status			
Big Metro	5.4	3.3**	4.5
Med Metro	5.6	5.3	11.1**
Small Metro	5.5	10.2*	8.7*
Non-Metro	6.5	5.9	14.1**

Source: Authors' tabulation of the 2010 ACS.
* denotes different from married different-sex at 10% level
** denotes different from married different-sex at 5% level

nondiscrimination laws. In contrast, poverty rates are higher in the states without nondiscrimination laws for all couple types except for male same-sex couples, where they are slightly lower, and there is a clear poverty gap for female same-sex couples. However, the statistical significance of this poverty gap across groups of states disappears in statistical tests that allow us to control for all factors that influence poverty.[12] States with nondiscrimination laws have a lower likelihood of poverty for all couple types.

Table 7: Percent of Poor Couples, by Type of Household, 2010 American Community Survey Panel 1

	Married Different Sex	Unmarried Different-Sex	Male Same-Sex	Female Same-Sex
Non-Discrimination Law State	5.4	12.3***^^^	4.4*^	5.6
Not a Non-Discrimination Law State	5.9^^^	15.6***^^^	4.2***	9.2***^^^

*=horizontal differences (compares couples to different-sex married couples)
^=vertical differences (compares protected states versus not protected state)

The second panel of Table 7 divides states into three groups: states allowing same-sex couples to marry or have a legal status with similar state-level benefits and obligations, states giving same-sex couples the right to only a subset of benefits (less than civil unions), and states with no legal recognition of same-sex partnerships. The pattern of poverty rates is more complex than in the prior panel. There is no significant difference for male same-sex couples across the policy categories, but rates for female same-sex couples are lowest in the marriage/civil union states. Poverty rates for different-sex couples are lower in the less-than-civil-union states and highest in

Table 7: Percent of Poor Couples, by Type of Household, 2010 American Community Survey Panel 2

	Married Different Sex	Unmarried Different-Sex	Male Same-Sex	Female Same-Sex
Marriage, Civil Union				
Percent in Poverty	5.7	12.7***	3.9**	5.9
Less than Civil Union				
Percent in Poverty	3.7^^	8.7^^^***	4.2	10.1^***
No Partnership Legally Recognized				
Percent in Poverty	5.8^^^	15.0^^^***	4.5***	8.0^^***

^=different from marriage/civil union states for same couple type
*=different from different-sex married couples in same state type
^^^p<0.01
^^p<0.05
^p<0.10

[12] We do not report these detailed tests, but they are similar to those in the appendix.

the no recognition states. However, as with the nondiscrimination law states, more detailed tests show that these patterns are not statistically significant. Those tests show that states with marriage, civil unions, or any other kind of legal recognition of same-sex couples tend to be states with a lower likelihood of poverty for people in couples.

Employment Status and Educational Level

Education and employment are critical avenues through which one avoids or escapes poverty. Table 8 shows that having higher levels of education and being employed are characteristics associated with lower poverty rates, a reality which exists for same-sex and different-sex couples alike. Low levels of education, however, are particularly harmful for people in same-sex couples.

For example, people without a high school diploma have much higher poverty rates if they are in a same-sex couple: the poverty rate is 18.8% for those in different-sex married couples, rising slightly to 20.1% for male same-sex couples and up to 33.0% for women in same-sex couples. Having a college degree and additional education beyond a bachelor's degree reduces the poverty rate for people in all three couples, with a stronger effect for men in same-sex couples.

Table 8 also shows that employed people have much lower rates of poverty than those who are not in the labor market or who are unemployed. However, women in same-sex couples benefit from employment less than others, with poverty rates higher than for the other groups of employed people. Unemployed women in same-sex couples have particularly high rates of poverty compared to unemployed people in other couples types (22.8% for women in same-sex couples compared to 16.2% for people in different-sex married couples and 11.3% for men in same-sex couples).

Table 8: Percent of Poor Householders and Partners in Coupled Families by Employment Status and Education Level, 2010 American Community Survey

	Married Different-Sex	Male Same-Sex	Female Same-Sex
All	5.7	4.3**	7.6**
Education			
<High School	18.8	20.1	33.0**
High School	6.8	8.7	11.3**
Some College	4.7	4.4	10.4**
Associate's Degree	3.0	2.4	3.6
Bachelor's Degree	2.0	1.4*	2.8
Master's Degree	1.3	0.3**	1.3
Professional Degree	1.2	1.2	0.6
Employment Status			
Employed	3.2	2.1**	4.0*
NILF	9.3	10.5	17.6**
Unemployed	16.2	11.3*	22.8*

Source: Authors' tabulation of the 2010 ACS.
* denotes different from married different-sex at 10% level
** denotes different from married different-sex at 5% level

Age, Disability Status, and Presence of Children

In Table 9 we see poverty rates for people in the three couple types by age, disability status, and the presence of children in the household. For people in every couple type, young people have the highest poverty rates. For example, young men (under 25) in same-sex couples are about ten times more likely to be in poverty than men in gay male couples aged 55 and over. Women in same-sex couples who are less than 25 years old have the highest poverty rates for any age group and couple type (25.3%), but the lesbian poverty disadvantage disappears from age 35-64. While people in different-sex married couples see lower poverty rates once they are 65 or older, both men and women in same-sex couples have higher rates of poverty when they are 65 and over compared to when they are 55-64 (1.8% versus 2.3% for men; 3.9% versus 6.0% for women), although these differences are not statistically significant. Women in same-sex couples have the highest poverty rate for those over 65, although the difference is not statistically significant.

Table 9: Percent of Poor Householders and Partners in Coupled Families by Age, Disability Status, and Presence of Children, 2010 American Community Survey

	Married Different Sex	Male Same-Sex	Female Same-Sex
All	5.7	4.3**	7.6**
Age			
<24	18.8	21.7	25.3*
25-34	10.1	3.7**	13.1*
35-44	6.9	3.1**	6.1
45-54	4.2	4.7	1.5**
55-64	3.9	1.8**	3.9
65+	3.5	2.3	6.0
Disability			
Any Disability	8.7	8.1	12.8*
No Disability	5.3	3.9**	7.0**
Children Present			
At Least One Child	9.3	19.2**	15.4**
No Children	2.9	2.7	4.5**

Source: Authors' tabulation of the 2010 ACS.
* denotes different from married different-sex at 10% level
** denotes different from married different-sex at 5% level

Having a disability increases the chances of being in poverty for people in any couple type, but it has the strongest effect for men in same-sex couples, whose poverty rates are more than doubled by disability (3.9% versus 8.1%). Again, women in same-sex couples who have a disability have the highest poverty rate, 12.8%, of any of the three groups. A significantly higher percentage of women in same-sex couples report a disability than men in same-sex couples (10.2% and 9.6%, respectively).

Figures in the bottom panel of Table 9 also show that poverty rates for people in households with children are much higher than for households without children for every couple type. However, that disparity in poverty rates is greater for people in same-sex couples. Adults in same-sex couples in households with children are much more likely to be in poverty than adults in different-sex married couples with children in the household. The relationship is especially strong for men: only 2.7% of men in male same-sex couples in households without children live in poverty, but 19.2% are in poverty when there are children present in the household. Women in

same-sex couple households with children have the second highest poverty rate for coupled parents at 15.4%, while the rate for married couples is 9.3%.

Detailed Child Poverty in Coupled Households

Because households with children are more likely to be poor regardless of family structure, we go deeper to analyze the poverty rates specifically for children who live with a couple of some kind, and we separate those rates by the race, ethnicity, and age of the child (Table 10). In general, children in households headed by same-sex couples have higher rates of poverty than those in households with different-sex married couples, a point also seen in Table 2. Almost one in four children living with a male couple (23.4%) and one in five children living with a female couple (19.2%) are poor, compared with 12.1% of children living with married parents.

In Table 10, we see that race "explains" that pattern. White, Asian, and Hispanic children living in households headed by same-sex couples do not have significantly higher poverty rates than children in different-sex married households, and Asian children in households with female couples have remarkably low poverty rates (2.6%). In sharp contrast, African American children in male same-sex couple households have the highest poverty rate (52.3%) of any children in any household type, and the rate for children living with female same-sex couples is 37.7%. In contrast, only 15.2% of African American children living with married couples are poor, although this rate is still higher than the poverty rate for all children living with a couple, 12.1%.

Table 10: Percent of Poor Children in Coupled Families by Household Type, by Race, Ethnicity, and Age of Child, 2010 American Community Survey

	Married Different Sex	Male Same-Sex	Female Same-Sex
All	12.1	23.4**	19.2**
Race			
White	10.5	12.5	12.2
Black	15.2	52.3**	37.7**
Native American	21.1	---	22.7
Asian	11.4	12.6	2.6**
Other Race	21.1	35.8	27.8
Ethnicity			
Hispanic	25.8	19.9	26.7
Non-Hispanic	8.4	25.9**	17.1**
Age			
0-5 years	13.9	24.2*	22.6**
6-13 years	11.9	26.4**	18.0*
14-17 years	9.7	16.0	16.1*

Source: Authors' tabulation of the 2010 ACS.
* denotes different from married different-sex at 10% level
** denotes different from married different-sex at 5% level

A child's age is also related to his or her chances of being in poverty. While in same-sex female and different-sex married households the youngest children (aged 0-5) have the highest poverty rates (22.6 % and 13.9%, respectively), it is children between ages six and 13 who have the highest poverty rates in same-sex male households (26.4%). For all age groups, though, the rates of poverty are higher for children living with same-sex couples.

The Gallup data provide another glimpse into the poverty situation for single parent families with children. As noted earlier, the income categories only line up with the poverty threshold for single person households. But we can see single adults (age under 65) with children whose income is below $12,000, a level of income that is even lower than the poverty threshold for multi-person households. In that category, 35.3% of LGBT adults with children have incomes that low, almost three times the rate for heterosexual people in that category, 12.2%.

Prediction of Poverty

Since poverty rates vary along many different individual characteristics, we would like to know whether sexual orientation plays an independent role in predicting poverty for an individual. We use a statistical technique that allows us to focus on the sexual orientation effect by holding constant the education level, employment, age, race, ethnicity, fluency in English, and disability of both members of the couple constant, as well as the state and metropolitan status where to couple resides, and number of children and number of adults in the household.

Using this technique with the American Community Survey data for same-sex couples shows that same-sex couple families are significantly more likely to be in poverty than different-sex married couple families (Appendix II). Households led by a female same-sex couple are 3.4 percentage points more likely to be in poverty than their different-sex married household counterparts, after accounting for other factors that contribute to poverty listed in the previous paragraph. People in different-sex unmarried couple households are 2.2 percentage points more likely than those in different-sex married couples to be in poverty as well. Holding constant other characteristics makes the biggest difference for the comparison of same-sex male couples with married couples. While the overall poverty rate is lower for male same-sex couples than for married couples, after taking other factors into account the same-sex male couple households are 1.4 percentage points more likely to be poor than similar different-sex married households.

Using data from the NSFG, the effect of being lesbian/gay or bisexual on the probability of being in poverty is positive for men, adding between 5.7 and 6.0 percentage points to the likelihood of being in poverty (Appendix III), roughly the same difference as in the overall poverty rates. Women who identify as lesbians are approximately one percentage point less likely than heterosexual-identified women to be poor, while bisexual women are 2.1 percentage points more likely than heterosexual women to be poor. However, none of these effects were statistically significant. Here again, small sample sizes may reduce our ability to detect differences where they may exist.

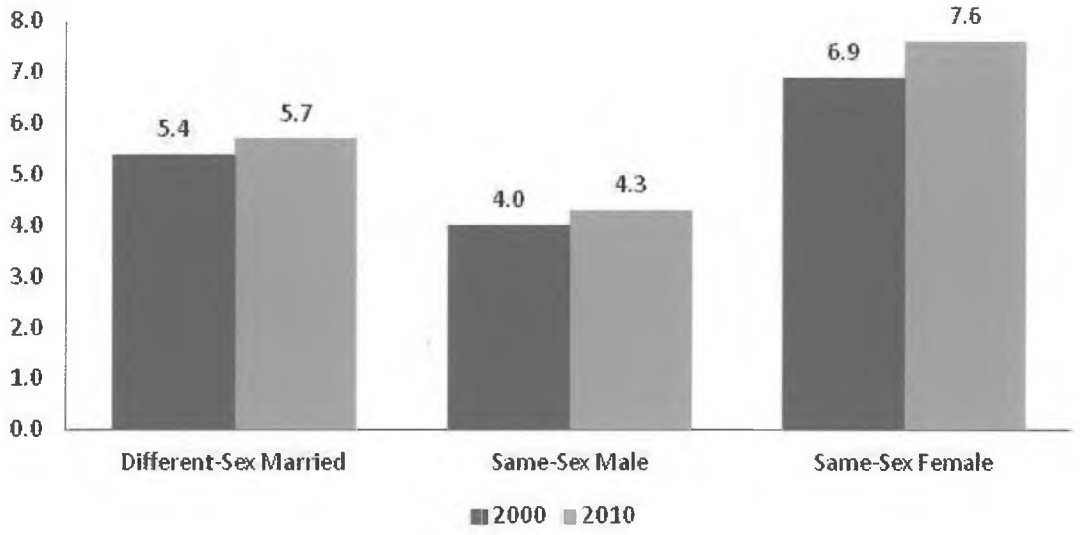
Changes in Poverty Rates Over Time

Three of our datasets allow us to compare poverty rates over time--the ACS, NSFG, and CHIS surveys.[13] Starting first with data on same-sex couples in the ACS, which we compare to similar data from the 2000 decennial census data used in the 2009 report, poverty rates for all respondents mostly increased over time, which is not surprising given the recession and rising

[13] In these comparisons over time we simply report changes rather than testing them for statistical significance.

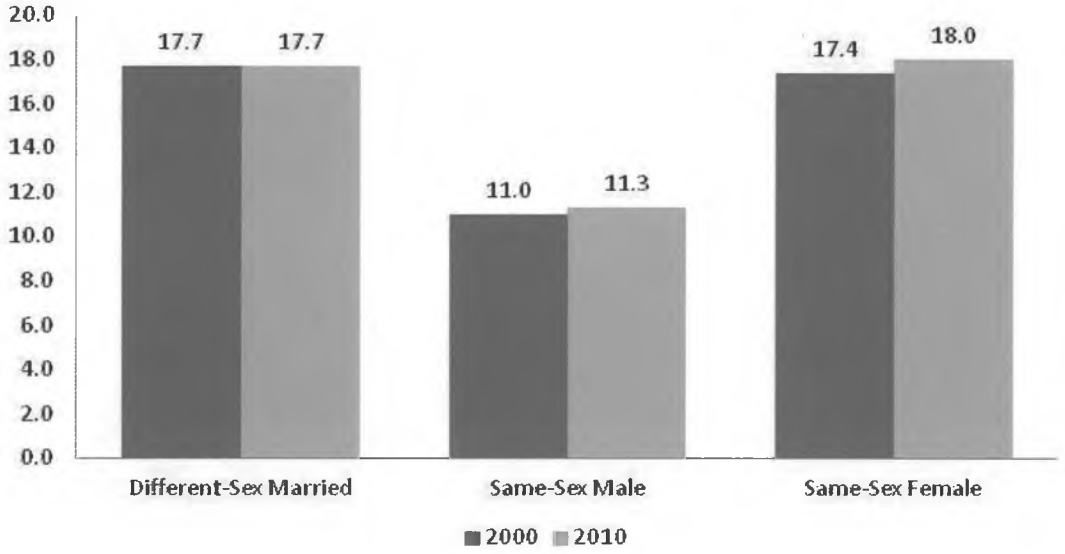
national poverty rates (Figures 1-7). Between 2000 and 2010, the percentage of same- or different-sex couples who were poor increased, with female same-sex couples seeing the greatest increase (0.7 percentage points; Figure 1).

Figure 1. Percent of Poor Couples, by Couple Type, 2000 U.S. Census and 2010 American Community Survey



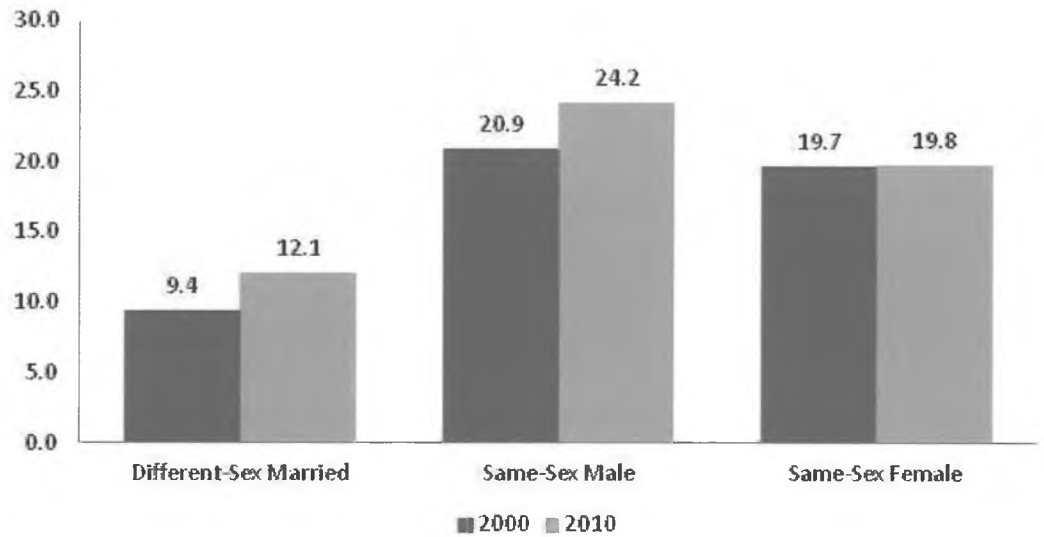
The percentage of low-income different-sex married couples stayed the same during this time period (17.7%), while the percentage of low-income male same-sex couples rose 0.3 percentage points and the percentage of low-income female same-sex couples rose 0.6 percentage points (Figure 2).

Figure 2. Percent of Low Income Couples, by Couple Type, 2000 U.S. Census and 2010 American Community Survey



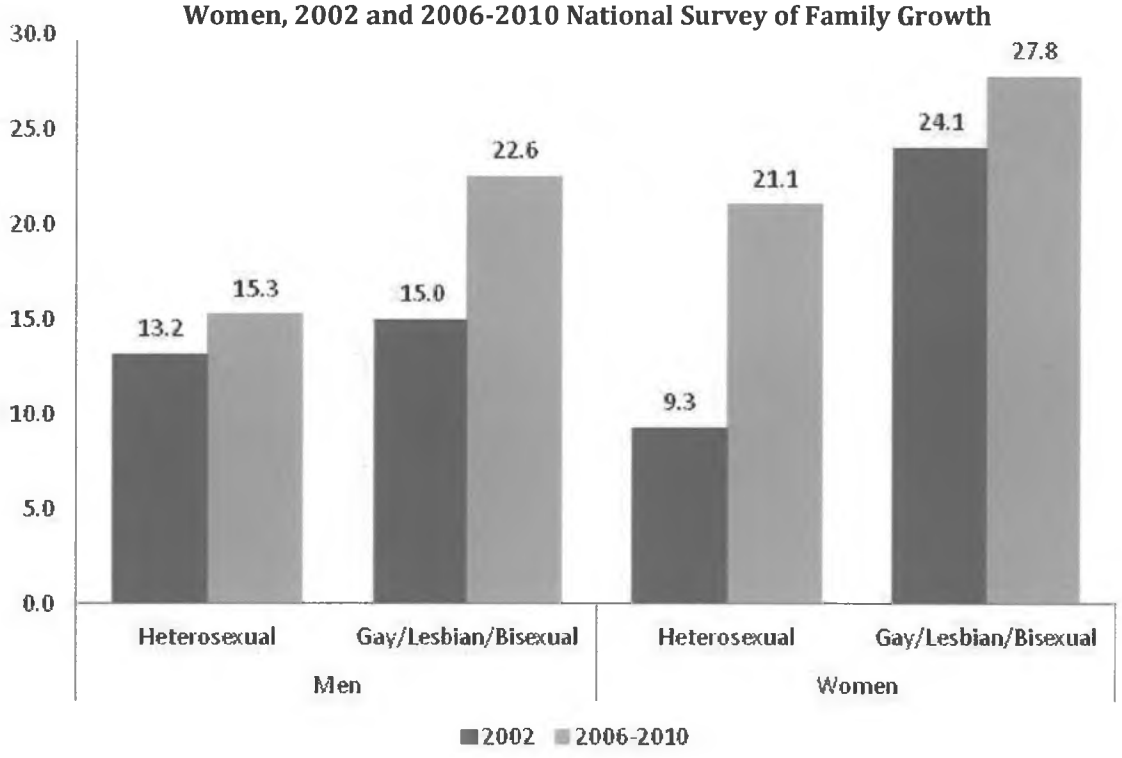
In Figure 3 we see that the percentage of children in poor families rose even faster from 2000 to 2010, a period that includes a recession at the end of the decade, than the other poverty measures, especially for children in different-sex married couple households (from 9.4% to 12.1%) and children in male same-sex households (20.9% up to 24.2%).

Figure 3. Percent of Poor Children in Coupled Households, by Couple Type, 2000 U.S. Census and 2010 American Community Survey



Data from both the NSFG and CHIS on individuals in poverty show similar patterns. Compared to 2002 data, the 2006-2010 NSFG saw higher rates of poverty for both heterosexual and LGB respondents (Figure 4). Though the increase among lesbian and bisexual women was less dramatic than these other groups, it should be noted that the rates of poverty among sexual minority women in both 2002 and 2006-2010 were greater than the 2006-2010 rates for all other sexual orientation categories. It may be the case that the worsening economic conditions that affected sexual minority men and heterosexual women during this time period had a differential effect on sexual minority women, a large percentage of whom were already in poverty at the start of the decade.

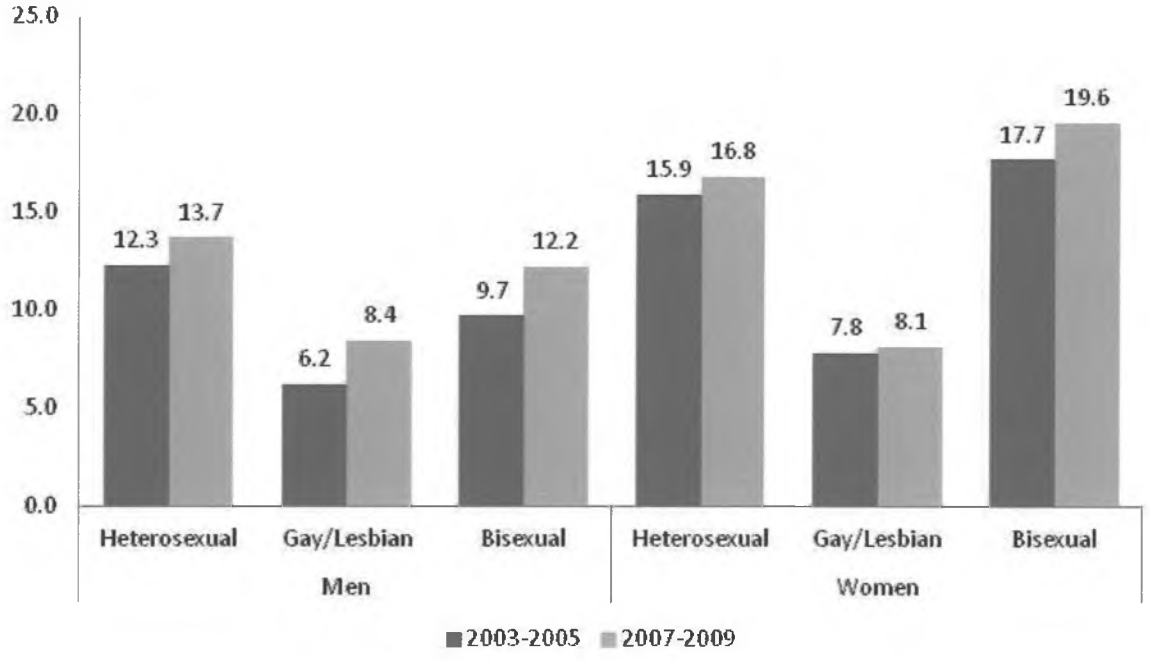
Figure 4. Percent of Poor Heterosexual, Lesbian, Gay and Bisexual Men and Women, 2002 and 2006-2010 National Survey of Family Growth



Note: For ease of comparison to the 2002 data, the lesbian, gay, and bisexual respondents from the 2006-2010 survey were grouped into a single category.

Among all sexual orientation categories, poverty rates in the 2007-2009 CHIS sample were higher than the 2003-2005 rates, with gay and bisexual men seeing the greatest increases (2.2 and 2.5 percentage points, respectively; Figure 5). Similar to the NSFG, lesbian women showed the smallest increase over time (0.3 percentage points), though in contrast to the national numbers, poverty rates for lesbian women in both the 2003-2005 and 2007-2009 California surveys were among the lowest reported.

Figure 5. Percent of Poor Heterosexual, Lesbian, Gay and Bisexual Men and Women in California, 2003-2005 and 2007-2009 California Health Interview Surveys



Receipt of Government Income Support

Another way of describing poverty is to analyze participation in programs for low-income people across sexual orientation. Poor and low-income individuals and families, both LGB and non-LGB, may qualify for and utilize a number of state and federal social assistance programs, such as Supplemental Nutrition Assistance Program (SNAP, formerly known as food stamps) or Temporary Assistance for Needy Families (TANF) (cash assistance). With evidence demonstrating that greater proportions of LGB people and same-sex couples are in poverty compared to their heterosexual counterparts, it may also be the case that these individuals and families are more likely to receive some type of government support. To test this hypothesis, we first present data on the rates of receipt of government assistance for individuals and couples, then use the ACS and NSFG datasets to test the relative contribution of sexual orientation to the prediction of receipt of government assistance, holding other factors constant.

Data from the ACS indicate that men and women in same-sex couples are significantly more likely than those in different-sex couples to report receiving government assistance, as measured by the proportion of those receiving public assistance income in 2010 (i.e. welfare; Table 11).

In fact, compared to men in different-sex couples, men in same-sex couples are more than twice as likely to be receiving cash assistance (0.6% vs. 1.2%, respectively). Women in same-sex couples are even more likely than women in different-sex couples to be receiving cash assistance, with 2.2% of women in same-sex couples reporting such support, compared to 0.8% of women in different-sex couples. People in same-sex couples are also more likely to receive government help via food stamps – compared to 6.5% of straight married couples, 7.7% of male same-sex and 14.1% of female same-sex couples report getting food stamps.

Table 11: Percentage of Couples/Individuals Receiving SNAP (Food Stamps) or Public Assistance

Type of Assistance	Data Source	Men		
		Heterosexual/ in Different Sex-Couple	Gay/ in Same-sex Couple	Bisexual
Cash Assistance (e.g. TANF)	**ACS**	0.6	1.2*	n/a
	NSFG	5.0	4.3	10.1
	CHIS	2.1	---	*1.3*
SNAP/Food Stamps	**ACS**	6.5	7.7	n/a
	NSFG	11.4	11.0	12.3
	CHIS	7.2	*5.4*	*9.6*

Type of Assistance	Data Source	Women		
		Heterosexual/ in Different Sex-Couple	Lesbian/ in Same-sex Couple	Bisexual
Cash Assistance (e.g. TANF)	**ACS**	0.8	2.2*	n/a
	NSFG	8.2	14.2	17.2*
	CHIS	6.2	*8.1*	*10.1*
SNAP/Food Stamps	**ACS**	6.5	14.1	n/a
	NSFG	18.2	18.9	28.4*
	CHIS	11.0	*16.5*	*14.4*

Source: Authors' tabulations of 2010 American Community Survey (different-sex married couples only), the 2006-2010 National Survey of Family Growth (NSFG), and the 2007-2009 California Health Interview Survey (CHIS).

n/a denotes data not collected

* denotes different from heterosexual adult or married different-sex couple at 10% level

** denotes different from heterosexual adult or married different-sex couple at 5% level

Cell contents in *italics* indicates that estimate is statistically unstable

Data from adults in the NSFG indicate that, similar to the findings from same- and different-sex couples, LGB-identified people are more likely to be receiving government support. In this dataset, the percentage of bisexual men who received cash assistance in the past year was twice the percentage of heterosexual men receiving cash assistance, although this finding was not significantly different (10.1% vs. 5.0%, respectively; Table 11). Bisexual men were only slightly more likely to be receiving food stamps than heterosexual men (12.3% vs. 11.4%, respectively), again not a statistically significant difference. The percentage of gay men who received cash assistance (4.3%) or food stamps (11.0%) in the past year was not significantly lower than the percentage of heterosexual men receiving such support (5.0% and 11.4%). Conversely, women identifying as lesbian (14.2%) or bisexual (17.2%) were more likely to have received cash assistance in the year prior to the interview than were heterosexual women (8.2%), though only the difference between heterosexual and bisexual women was statistically significant. Only bisexual women (28.4%) were more likely to have received food stamps in the year prior to the interview than were heterosexual women.

Although small sample sizes limit the availability and interpretability of data from the 2007-2009 CHIS, similar patterns emerged regarding receipt of public assistance (Table 11). Results

indicate that a greater percentage of lesbian (8.1%) and bisexual women (10.1%) were currently receiving TANF funds, compared to heterosexual women (6.2%), while fewer bisexual men (1.3%) were receiving this type of assistance, compared to heterosexual men (2.1%). However, none of those differences were statistically significant. The percent of gay men in California receiving TANF funds could not be calculated, due to sample size.

Lesbian (16.5%) and bisexual women (14.4%) were also more likely than heterosexual women (11.0%) to be currently receiving food stamps in California. Gay men (5.4%) were less likely to be receiving food stamps than either bisexual (9.6%) or heterosexual men (7.2%). It is important to note again that none of these differences are significantly different.

Prediction of Public Assistance

As with the analysis of factors contributing to the likelihood of being in poverty, we tested models predicting the receipt of government assistance to look at the relative impact of sexual orientation after holding other factors constant. The model in Appendix IV employs ACS data and shows that households headed by same-sex couples are more likely to receive welfare than those led by different-sex married couples. Not surprisingly, given eligibility standards, having incomes below the poverty line adds 1.1 percentage points to a household's rate of receiving cash assistance, a big impact given that only 1.3% of different-sex marriage couples receive cash assistance in this dataset. Even comparing different-sex and same-sex couple headed households with the same characteristics, including whether or not they are in poverty, same-sex couple households are significantly more likely to receive cash assistance. Same-sex female couples are 1.7 percentage points more likely than different-sex married couples to receive cash assistance, while same-sex male couples are 1.1 percentage points more likely to receive these supports. Lesbian couples are also more likely than different-sex unmarried couples to receive cash assistance.

Appendix V shows the models predicting receipt of food stamps, which 6.5% of married different-sex couples receive. Controlling for other characteristics, being in poverty makes a coupled household 8.3 percentage points more likely to receive food stamps. Same-sex male couples are 4.2 percentage points more likely than married heterosexual couples to receive food stamps, and lesbian couples are 6.4 percentage points more likely than married heterosexual couples to receive food stamps, even controlling for differences in being in poverty across groups.

Appendices VI and VII present results from models of the probability of receiving public assistance in the NSFG data. As with the models using ACS data, we here control for the poverty status of individual LGB men and women along with other factors such as age, race, and educational attainment. Among all respondents, falling below the poverty line significantly increases the likelihood of receiving public assistance by between 5 and 13 percentage points. Among women in the sample, identifying as lesbian adds roughly 5 percentage points to the likelihood of receiving public assistance, and 2.4 percentage points in the model predicting receipt of food stamps, although neither result is statistically significant. Identifying as a bisexual woman increases the likelihood of receiving cash assistance by roughly 4 percentage points and the likelihood of receiving food stamps by roughly 3.8 percentage points (both

statistically significant differences). Among men, identifying as gay adds 3.5 percentage points to the likelihood of receiving cash assistance and 5.2 percentage points to the likelihood of receiving food stamps, though neither result is statistically significant. Bisexual men are 5.8 percentage points more likely than heterosexuals to receive cash assistance but less than 1 percentage point more likely to report receiving food stamps; only the former result is statistically significant.

Policy Implications

Comparing the present findings to those in our earlier report, rates of poverty among individuals and couples of all sexual orientations have mostly increased over time. Although these increases were observed for non-LGB and LGB people alike, we continue to find that LGB-identified individuals and those in same-sex couples are at greater risk for being in poverty and are more likely to receive support from government assistance programs than their heterosexual counterparts. These findings have significant implications for the types of policies that are enacted at federal, state, and local levels to improve the lives of those living in poverty. These results also indicate the need for anti-poverty organizations and LGBT organizations to include considerations of poor LGBT people in their work.

Taking a two-pronged approach, we consider policies related to poverty and policies related to LGBT people. Starting first with poverty-related policies, these policies can be aimed at either supporting those already in poverty (with the goal of lifting people out of poverty) or preventing individuals and families from becoming poor. Broadly, policies such as the minimum wage or the earned income tax credit (EITC) aimed at increasing income among low-income workers and preventing poverty would assist both LGBT and non-LGBT employees meet their basic needs. These needs are particularly acute for lesbian and bisexual women, whose incomes often fall below those of men of all sexual orientations. Although individual-level data from the NSFG suggests that lesbian women are not statistically more likely than heterosexual men to be poor, analyses from the ACS indicate that women in same-sex couples are significantly more likely to be in poverty, indicating that lesbian couples – who combine two low women's incomes - are at particular risk of economic difficulty.

Turning to LGBT-specific policies, some of our findings reveal the potential influence of legal inequality of LGBT people, particularly of same-sex couples. Our data show that LGB people and same-sex couples are more likely to report receiving government benefits that support those in poverty. Higher poverty rates for same-sex couples suggest that they are more likely to need these types of resources. But the sexual orientation difference persists after controlling for being poor, suggesting that same-sex couples are more like to qualify for or to make use of such programs. Other factors that we cannot observe in the ACS or NSFG, such as the level of assets held by different groups, might account for greater eligibility by same-sex couples. Another reason for higher eligibility rates for same-sex couples could be the lack of legal recognition of their relationships and, therefore, the inability of welfare agencies to count income and assets of both individuals for the eligibility of one member of the couple. Therefore, the higher rates of public assistance are more likely to be an artifact of the inability to marry rather than evidence that programs supporting low-income families are fully welcoming of LGBT people. The need for access to these supportive programs for low-income LGBT people suggests that welfare

agencies should ensure that culturally competent caseworkers and LGBT-relevant regulations are present.

Other public policies that are LGBT-specific might reduce the likelihood of poverty, particularly policies that reduce employment discrimination based on sexual orientation and gender identity. Currently federal law, as well as most states' laws, does not protect LGBT people from employment discrimination. Passing and enforcing nondiscrimination laws can help to prevent poverty by reducing the risk of unemployment or loss of wages. The fact that we saw no significantly different reduction in poverty among same-sex couples in states with sexual orientation nondiscrimination laws or legal recognition of same-sex couples could be because those state policies have not yet made much difference in the earnings of LGBT people, or because the strength of enforcement effort that comes with a federal nondiscrimination law or the repeal of the federal Defense of Marriage Act might produce better results.[14] Policies promoting greater health care coverage for LGBT people and for same-sex couples might increase discretionary income for those families as well as improving health and income outcomes.

While showing an overall greater risk for poverty among LGB adults and same-sex couples, our findings also highlight distinct subpopulations within this community that stand to benefit from programs to reduce and eliminate poverty. We find unique risk for LGB people who are young, from communities of color, who have children, and who identify as bisexual. In addition, our data suggest that LGB people who live in non-coastal regions of the U.S. or rural communities are more likely than those in urban and coastal regions to be in poverty. These geographic areas are more likely to have social climates that are less accepting of LGB identities, increasing the stress and discrimination that LGB people face. These locales may also be less likely to offer legal protections that would guard against major life events, such as job loss or health issues, that often contribute to poverty.

Research Recommendations

Future research in this area requires an expansion of the number of state and federal surveys that collect information about sexual orientation and gender identity. Taking this crucial step will allow researchers to identify LGBT-identified single adults and same-sex couples in representative samples, giving them the ability to draw firmer, more generalizable conclusions about the experiences and needs of this population as a whole. Though the datasets used in the present study are currently the best available sources of data on the incomes of LGBT people, with fairly large sample sizes collected through accepted methodologies, they are still limited by their conceptualizations of family, sexual orientation identity, and gender identity. As outlined in our study methodology below, we are still limited in our ability to accurately capture the LGBT community in these surveys, and future research requires improved methods to reliably assess sexual orientation and gender identity in self-reported surveys.

This problem is particularly true for the bisexual and transgender subpopulations of this community, who are largely invisible in this field of research. Transgender individuals are invisible in these datasets, making calculations of poverty rates impossible for transgender

[14] Marieka Klawitter, "Multilevel Analysis of the Effects of Antidiscrimination Policies on Earnings by Sexual Orientation," *Journal of Policy Analysis and Management,* Vol. 30, No. 2, 334–358 (2011).

people. When we were able to compare heterosexual adults, lesbian and gay adults, and bisexual adults using the NSFG, we found that bisexual adults had the highest rates of poverty, indicating that this population may have unique needs that ought to be identified and addressed in future research and interventions. Additional research is also needed that takes into account different types of family formation and legal statuses of which same-sex couples often take advantage.[15]

Finally, more research is needed to further explore the factors contributing both to poverty and to economic resilience within the LGBT community. Our analyses highlight demographic subpopulations that may be particularly at-risk, however, we are unable to take a more fine-grained approach to identifying factors that contribute to poverty in these different communities. Policies and interventions to lift people out of poverty may be differentially effective among different geographic locations, within communities of color, within rural environments, or among young people. Identifying the conditions under which individuals and families descend into and escape from poverty will aid service organizations and government agencies in designing interventions to address this significant social problem.

[15] Herman, J.L. & Badgett, M.V.L. (2011). Patterns of Relationship Recognition by Same-sex Couples in the United States. Los Angeles: The Williams Institute. http://williamsinstitute.law.ucla.edu/wp-content/uploads/Badgett-Herman-Marriage-Dissolution-Nov-2011.pdf

APPENDIX I

Defining Poverty and Units of Analysis

American Community Survey

Sample and Unit of Analysis.
The American Community Survey (ACS), conducted by the US Census Bureau, collects data annually. This nationally representative survey collected data on more than 3 million individuals in 2010 via mail-in responses, CATI (computer assisted telephone interview), and CAPI (computer assisted personal interview). We accessed the ACS data via IPUMS.[16]

The ACS does not contain a question that directly asks about a respondent's sexual orientation, but we identify people in same-sex relationships based on their household composition. The householder in each housing unit must define a relationship between him- or herself to everyone else in the household. We consider the householders who identified another same-sex member of the household as his or her "unmarried partner" to be LGB (along with the partner). Following the suggestion of Gates & Steinberger 2009) for avoiding measurement error, we drop any households for which either person in the couple has an allocated status for sex, marital status, or relationship to the householder and who mailed in their responses. Approximately two-thirds of one percent of all couples in the ACS are same-sex in the unweighted data; the count is about 1.1% once the data are weighted. We use survey weights throughout the report.

In some cases, we conduct analyses at the person level. In other cases, such as in our multivariable analysis, we perform a household-level analysis, in which we take into account the characteristics of both partners in the couple and the children living in the household.

Definition of variables – Poverty and Family.
We consider householders, their spouses or unmarried partners, and all people under the age of 18 living in a household to be a "family." We use the 2010 poverty thresholds by size of family and number of children given by the US Census Bureau to calculate whether a family is in poverty. ACS respondents are asked to provide income from all sources for the previous year for each member of the household. The sum of the incomes of the householder and his/her spouse or partner is used as the family's income level, and we consider all children under 18 in a household as a "related child."

National Survey of Family Growth

Sample and Unit of Analysis.
The 2006-2010 National Survey of Family Growth (NSFG), conducted by the Centers for Disease Control and Prevention's National Center for Health Statistics, surveyed a nationally representative survey of men and women between the ages of 15-44 about reproductive health and other family-related issues. In addition to in-person interviews, the NSFG included a battery

[16] Ruggles, S, Alexander, JT, Genadek, K, Goeken, R, Schroeder, MB & Sobek M, 2010, Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minneapolis: University of Minnesota.

of questions about sexual behavior and sexual orientation that were administered using audio computer–assisted self interview (ACASI).[17] We limited our sample to people ages 18 and over and to those who reported their sexual orientation as either heterosexual, gay, lesbian, or bisexual (n = 19,622) to capture those most likely to be living on their own. In the 2006-2010 NSFG, approximately 3.0% of men and 5.2% of women said that they thought of themselves as either gay, lesbian, or bisexual. Using this self-identification variable, data drawn from the NSFG and analyzed in this report consider the individual to be the unit of analysis and use survey weights for all analyses.

Definition of Variables - Poverty and Family.

For the present analyses, we used the recoded poverty variable that the NCHS calculated by comparing the reported income range to the federal poverty thresholds for reported family size. We count as poor any adult respondents whose family income was equal to or below 100% of the poverty line. It is important to note that for the purposes of the NSFG interview, the definition of "family" is left up to the respondent (VG Billioux 2012, pers. comm.., July 30) and thus the household income may represent the contributions of a broader spectrum of household occupants than is included in the ACS data.

California Health Interview Survey

Sample and Unit of Analysis.

The California Health Interview Survey (CHIS) is a collaborative project of the University of California, Los Angeles (UCLA) Center for Health Policy Research, the California Department of Public Health, and the Department of Health Care Services examining public health and health care access issues in California.[18] The CHIS utilizes computer-assisted telephone interviewing for all data collection. To assess sexual orientation, the survey asks whether a respondent thinks of himself or herself as straight or heterosexual, as gay, lesbian, or homosexual, or as bisexual. This item is only asked of respondents between 18 and 70 years of age. Response choices include the following: straight or heterosexual; gay, lesbian or homosexual; bisexual; not sexual/celibate/other (specify); refused; don't know. Using the pooled 2007-2009 data (Appendix I), 96.1% of respondents selected straight or heterosexual (96.0% of men and 96.3% of women), 1.9% selected gay, lesbian, or homosexual (2.5% of men and 1.2% of women), 1.3% selected bisexual (1.0% of men and 1.6% of women), and 0.7% selected not sexual/celibate/none/other (0.5% of men and 1.0% of women). As with the NSFG, the unit of analysis for the present report is the individual respondent.

Definition of Variables - Poverty and Family.

The CHIS asks respondents to provide their estimated pre-tax annual income from all possible sources of income across their entire household. Using this estimated total household income,

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[17] For additional information about the NSFG, please see Groves RM, Mosher WD, Lepkowski J, Kirgis NG 2009, "Planning and development of the continuous National Survey of Family Growth", *Vital and Health Statistics Series 1, no. 48*. Hyattsville, MD: National Center for Health Statistics; Lepkowski JM, Mosher WD, Davis KE, Groves RM, Van Hoewyk J 2010, "The 2006-2010 National Survey of Family Growth: Sample design and analysis of a continuous survey", *Vital and Health Statistics Series 2, no. 150*. Hyattsville, MD: National Center for Health Statistics.

[18] California Health Interview Survey 2011, *CHIS 2009 Methodology Series: Report 2 – Data Collection Methods.* Los Angeles, CA: UCLA Center for Health Policy Research.

the number of persons in the household supported by the total household income, and the number of children in the household, the survey administrator calculates whether the respondent's household income falls at or below 100% of the FPL, above 100% but below 200% of the FPL, above 200% but below 300%, or above 300% of the FPL, using federal poverty guidelines. These recoded data are available for analysis through the CHIS website through AskCHIS (www.chis.ucla.edu) and are displayed at the following levels: 0-99% FPL; 100-199% FPL; 200-299% FPL; 300% FPL and above. All calculations are weighted.

Gallup

Sample and Unit of Analysis.

Between June 1 and September 30, 2012, the Gallup Daily tracking poll added a single item asking respondents, "Do you personally, identify as lesbian, gay, bisexual, or transgender?"[19] Telephone interviews were conducted in both English and Spanish with 121,290 adults age 18 and older from all 50 U.S. states and the District of Columbia. Participants were selected using random digit-dialing sampling procedures that include both cell phones and landlines. The final sample was weighted for a number of variables, including the gender, age, race, and Hispanic ethnicity of respondents, using the Current Population Survey figures for the non-institutionalized population. Please see Gates and Newport (2012) and www.gallup.com for additional information on this survey's methodology. Among all survey respondents, 3.4% identified themselves as LGBT. Women were more likely than men to identify as LGBT (3.6% to 3.3%, respectively), as were people of color (African-Americans 4.6%; Hispanics 4.0%; Asians 4.3%; White, Non-Hispanic 3.2%), and younger Americans (18 to 29 6.4%; 30 to 49 3.2%; 50 to 64 2.6%; 65 and older 1.9%).

Definition of Variables - Poverty and Family.

In addition to the single item assessing self-reported sexual orientation, survey respondents were asked to report their total monthly household income, before taxes. Data were recorded categorically across 12 income ranges, and as such, it became impossible to assess whether each individual's household income fell above or below the estimated 2012 poverty thresholds for most family sizes (see footnote 1). Therefore, data analyzed for the present report include only those respondents identifying themselves as single and living alone, creating an income/household size category that closely tracked the poverty threshold. Our figures calculate the percent of respondents whose monthly incomes fell below $1,000 (an annual income of less than $12,000), which is approximately the estimated poverty threshold for individuals living alone ($11,815). This step yielded a sample size of 15,240 respondents for use in the present study.

[19] Gates, GJ & Newport, F 2012, *Special Report: 3.4% of U.S. Adults Identify as LGBT*, viewed DATE , <http://www.gallup.com/poll/158066/special-report-adults-identify-lgbt.aspx>.

Sample Sizes

	Men (n)	Women (n)
American Community Survey		
Different-sex Married	617,524	617,524
Different-sex Unmarried	55,414	55,414
Same-sex	4,742	4,806
National Survey Family Growth		
Heterosexual	8,498	10,099
Gay/Lesbian	215	182
Bisexual	133	495
Gallup Daily Tracking Survey		
non-LGBT	5,276	9,615
LGBT	345	254

APPENDIX II

Probit Model Predicting Poverty Status among Coupled Families, 2010 American Community Survey

Gay	.0143774*
	(0.007268)
Lesbian	.033815***
	(0.005698)
Different-Sex Unmarried	.0221421***
	(0.001014)
Both Black	.0246054***
	(0.001251)
Both Native American	.0224171***
	(0.004079)
Both Asian	.0262633***
	(0.001697)
Both Other Race	.0051945***
	(0.001517)
Interracial - No White	.0137194***
	(0.003432)
Interracial - With White	.0060725***
	(0.001455)
Both Hispanic	.0148963***
	(0.001308)
One Hispanic	0.0024469
	(0.001683)
One Speaks English	.0313641***
	(0.001528)
Neither Speak English	.0559049***
	(0.001577)
Both Unemployed	.1522569***
	(0.002532)
Both NILF	.1547955***
	(0.001397)
Unemployed; Employed	.0697932***
	(0.001230)
Employed; NILF	.0698238***
	(0.000938)

Unemployed; NILF	.1565666***
	(0.001710)
Householder <25	.0943141***
	(0.001798)
Householder 25-34	.0423653***
	(0.001203)
Householder 35-49	.0171985***
	(0.001046)
Householder 65+	-.0682013***
	(0.001223)
Partner younger	.018216***
	(0.000893)
Partner older	-.0125355***
	(0.001098)
Both MTHS	-.042968***
	(0.001127)
MTHS; HS	-.0244575***
	(0.000962)
LTHS; MTHS	0.0038521
	(0.002064)
LTHS; HS	.0213464***
	(0.000950)
Both LTHS	.0345142***
	(0.001184)
Number of Adults	-.0087326***
	(0.000496)
Number of Children	.0236232***
	(0.000300)
Beale - increasingly rural	.0032757***
	(0.000207)
One Disabled	.0097758***
	(0.000891)
Both Disabled	.0149366***
	(0.001343)

Standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.10.

Table presents marginal effects. State controls not shown.

APPENDIX III

Individual Level Probit Model Predicting Poverty Status, 2006-2010 NSFG

	Men	Women
Gay or Lesbian	0.057	-0.0112
	(0.040)	(0.031)
Bisexual	0.0602	0.0208
	(0.057)	(0.026)
Hispanic	0.125***	0.106***
	(0.022)	(0.019)
Black	0.083***	0.117***
	(0.016)	(0.018)
Other or Multiracial	0.064***	0.060**
	(0.024)	(0.028)
Age	-0.0007	-0.0007
	(0.001)	(0.001)
MSA, Central City	0.047***	0.061***
	(0.013)	(0.013)
Not MSA	0.064***	0.066***
	(0.021)	(0.016)
Not Employed Full Time	0.134***	0.132***
	(0.012)	(0.009)
Kids at Home Under 18	0.041**	0.078***
	(0.016)	(0.011)
Not Married But Living with Diff-Sex Partner	0.035**	0.108***
	(0.017)	(0.017)
Widowed	0.268*	0.161**
	(0.142)	(0.070)
Divorced	0.0172	0.149***
	(0.027)	(0.024)
Separated due to marital discord	-0.0161	0.155***
	(0.024)	(0.028)
Never Married	0.048**	0.142***
	(0.019)	(0.014)
HS Grad	-0.130***	-0.112***
	(0.017)	(0.020)
Some college	-0.148***	-0.189***
	(0.017)	(0.022)
Bachelor's Degree	-0.197***	-0.244***
	(0.021)	(0.024)

Graduate Degree	-0.23***	-0.296***
	(0.020)	(0.025)
Questionnaire Year 2	-0.0074	-0.0267
	(0.019)	(0.018)
Questionnaire Year 3	-0.0102	-0.0159
	(0.016)	(0.016)
Questionnaire Year 4	-0.0037	-0.0139
	(0.016)	(0.020)
Observations	19622	19622

Standard errors in parentheses
*** p<0.01, ** p<0.05, * p<0.10

Table presents marginal effects.

APPENDIX IV

Probit Model Capturing Marginal Effects on Receipt of Welfare among Coupled Families, 2010 American Community Survey

In Poverty	.0116277***
	(0.0005535)
Sexual Orientation/Marital Status	
(omitted: Different-Sex Married)	
Same-Sex Male	.0106292***
	(0.0025164)
Same-Sex Female	.0174791***
	(0.0021261)
Different-Sex Unmarried	.0116107***
	(0.0005233)
Race of Couple	
(omitted: both white)	
Both Black	.0045982***
	(0.0007081)
Both Native American	.0088234***
	(0.0020544)
Both Asian	.0024514**
	(0.0008829)
Both Other Race	0.0002755
	(0.0009583)
Interracial - No White	.0039106*
	(0.0017126)
Interracial - With White	.0029891***
	(0.0007189)
Ethnicity of Couple	
(omitted: neither Hispanic)	
Both Hispanic	-.0049962***
	(0.0008515)
One Hispanic	0.0004059
	(0.0008042)
English Fluency	
(omitted: both speak English)	
One Speaks English	.0029089**
	(0.0009381)
Neither Speaks English	.0028874**

	(0.0010681)
Employment	
(omitted: both employed)	
Both Unemployed	.0315938***
	(0.0012503)
Both NILF	.0194056***
	(0.0007657)
Unemployed; employed	.0211881***
	(0.0005931)
Employed; NILF	.0089584***
	(0.0004937)
Unemployed; NILF	.0283993***
	(0.0009206)
Age	
(omitted: both 50-64)	
Householder <25	.0120706***
	(0.0009702)
Householder 25-34	.0086399***
	(0.0006232)
Householder 35-49	.0042731***
	(0.0005296)
Householder 65+	-.0142803***
	(0.0007241)
Partner Younger	.0049715***
	(0.0004912)
Partner Older	-0.0003769
	(0.0005631)
Education	
(omitted: both high school)	
Both More Than High School	-.0067371***
	(0.000523)
MTHS; HS	-.004031***
	(0.0005)
LTHS; MTHS	.0027246*
	(0.0011617)
LTHS; HS	.0058449***
	(0.0005665)
Both LTHS	.0061547***
	(0.0007601)
Household Characteristics	
Number Adults	-.0008963***

	(0.0002549)
Number Children	.0035742***
	(0.0001612)
Beale - Increasingly Rural	-.0004224***
	(0.0001204)
Disability	
(omitted: neither disabled)	
One Disabled	.0080671***
	(0.000494)
Both Disabled	.0137674***
	(0.0007627)

Standard errors in parentheses. State controls used in the model not shown.
*** p<0.01, ** p<0.05, * p<0.10

APPENDIX V

Probit Model Capturing Marginal Effects on Receipt of Food Stamps among Coupled Families, 2010 American Community Survey

Poverty Status	
In Poverty	.0832245***
	0.0010606
Sexual Orientation/Marital Status (omitted: Different-Sex Married)	
Same-Sex Male	.0419844***
	0.0055992
Same-Sex Female	.0643961***
	0.0049126
Different-Sex Unmarried	.0521176***
	0.0010463
Race of Couple (omitted: both white)	
Both Black	.0448202***
	0.00127
Both Native American	.0173349***
	0.0045456
Both Asian	.0143176***
	0.002069
Both Other Race	0.0006672
	0.0018955
Interracial, no white	.033471***
	0.0036593
Interracial, one white	.0171526***
	0.0014926
Ethnicity of Couple (omitted: neither Hispanic)	
Both Hispanic	.0098507***
	0.0015456
One Hispanic	.0074104***
	0.0016698
English Fluency (omitted: both speak English)	
One speaks English	.0063976***
	0.001894
Neither speaks English	.0139629***

	0.0020284
Employment	
(omitted: both employed)	
Both Unemployed	.1070777***
	0.0029858
Both NILF	.0547675***
	0.0014407
Unemployed; employed	.0505591***
	0.0012292
Employed; NILF	.026759***
	0.0009176
Unemployed, NILF	.0873011***
	0.0019804
Age	
(omitted: both 50-64)	
Householder <25	.072663***
	0.0019345
Householder 25-34	.0475839***
	0.0012317
Householder 35-49	.0138801***
	0.001046
Householder 65+	-.0421319***
	0.0013662
Partner younger	.0185822***
	0.0009737
Partner older	.0034687**
	0.0011224
Education	
(omitted: both high school)	
Both more than high school	-.0638785***
	0.0012578
More than high school; HS	-.0291297***
	0.0009758
LTHS; MTHS	.0101497***
	0.0022782
LTHS; HS	.0288428***
	0.0010224
Both LTHS	.0246471***
	0.0014272
Household Characteristics	

Number of Adults	.0245714***
	0.0004629
Number of Children	.0220155***
	0.0003232
Beale - Increasingly rural	.0034075***
	0.0002199
Disability	
(omitted: neither disabled)	
One disabled	.0408866***
	0.0009496
Both disabled	.0694028***
	0.001412

Notes: Standard errors in parentheses. State controls used in the model not shown. ***p<0.01, **p<0.05, *p<0.010

APPENDIX VI

Individual Level Probit Model Capturing Marginal Effects on Receiving Cash Assistance, 2006-2010 NSFG

	Men	Women
At or Below 100% FPL	0.0682***	0.0521***
	(0.011)	(0.007)
Gay or Lesbian	0.0351	0.0524
	(0.035)	(0.032)
Bisexual	0.0584*	0.0436***
	(0.033)	(0.016)
Hispanic	-0.0187	0.0051
	(0.012)	(0.008)
Black	0.027**	0.0603***
	(0.011)	(0.010)
Other or Multiracial	-0.0141	0.0296*
	(0.009)	(0.016)
Age	-0.0025***	-0.0017***
	(0.001)	(0.001)
MSA, Central City	0.0087	0.0032
	(0.008)	(0.009)
Not MSA	0.0107	-0.0043
	(0.014)	(0.010)
Not Employed Full Time	0.0083	0.0273***
	(0.007)	(0.008)
Kids at Home Under 18	0.0329***	0.0835***
	(0.011)	(0.008)
Not Married But Living with Diff-Sex Partner	0.0168	0.0474***
	(0.015)	(0.010)
Widowed	0.2174	0.121
	(0.167)	(0.080)
Divorced	0.0383	0.0895***
	(0.026)	(0.015)
Separated due to marital discord	0.0945**	0.0381***
	(0.042)	(0.014)
Never Married	-0.0257**	0.0475***
	(0.012)	(0.009)
HS Grad	-0.0145	-0.0194
	(0.011)	(0.012)
Some college	-0.0359**	-0.0356***

	(0.015)	(0.011)
Bachelor's Degree	-0.0693***	-0.0792***
	(0.010)	(0.012)
Graduate Degree	-0.0549***	-0.0711***
	(0.019)	(0.014)
Questionnaire Year 2	-0.0062	0.0051
	(0.014)	(0.010)
Questionnaire Year 3	-0.0156	-0.001
	(0.011)	(0.010)
Questionnaire Year 4	0.0016	0.0121
	(0.014)	(0.011)
Observations	19419	19447

Standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.10

APPENDIX VII

Individual Level Probit Model Capturing Marginal Effects on Receiving Food Stamps, 2006-2010 NSFG

	Men	Women
Whether R is above or below 100% FPL	0.1315***	0.1283***
	(0.0128)	(0.0116)
Gay or Lesbian	0.0517	0.0241
	(0.0351)	(0.0354)
Bisexual	0.0013	0.0378**
	(0.0309)	(0.0172)
Hispanic	0.0040	0.0141
	(0.0139)	(0.0149)
Black	0.0881***	0.144***
	(0.0180)	(0.0140)
Other or Multiracial	0.0385	0.0462**
	(0.0234)	(0.0195)
Age	-0.0015*	-0.0022***
	(0.0009)	(0.0005)
MSA, Central City	0.0118	0.0238**
	(0.0114)	(0.0105)
Not MSA	0.0213	0.0318**
	(0.0163)	(0.0123)
Not Employed Full Time	0.0264***	0.0672***
	(0.0099)	(0.0088)
Kids at Home Under 18	0.0726***	0.159***
	(0.0134)	(0.0107)
Not Married But Living with Diff-Sex Partner	0.059***	0.1102***
	(0.0198)	(0.0152)
Widowed	0.1819	0.0212
	(0.1232)	(0.0765)
Divorced	0.0529**	0.1438***
	(0.0262)	(0.0178)
Separated due to marital discord	0.0541	0.0885***
	(0.0375)	(0.0194)
Never Married	0.0002	0.089***
	(0.0200)	(0.0124)
HS Grad	-0.0438**	-0.0578***
	(0.0179)	(0.0141)
Some college	-0.0969***	-0.0984***

	(0.0178)	(0.0173)
Bachelor's Degree	-0.1594***	-0.1794***
	(0.0158)	(0.0157)
Graduate Degree	-0.1542***	-0.1539***
	(0.0254)	(0.0234)
Questionnaire Year 2	(0.0088)	0.0034
	(0.0187)	(0.0150)
Questionnaire Year 3	(0.0245)	(0.0062)
	(0.0151)	(0.0146)
Questionnaire Year 4	0.0238	0.0291**
	(0.0169)	(0.0135)
Observations	19490	19528

Standard errors in parentheses
*** p<0.01, ** p<0.05, * p<0.10

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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 national 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.

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Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States[1]

András Tilcsik
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This article presents the first large-scale audit study of discrimination against openly gay men in the United States. Pairs of fictitious résumés were sent in response to 1,769 job postings in seven states. One résumé in each pair was randomly assigned experience in a gay campus organization, and the other résumé was assigned a control organization. Two main findings have emerged. First, in some but not all states, there was significant discrimination against the fictitious applicants who appeared to be gay. This geographic variation in the level of discrimination appears to reflect regional differences in attitudes and antidiscrimination laws. Second, employers who emphasized the importance of stereotypically male heterosexual traits were particularly likely to discriminate against openly gay men. Beyond these particular findings, this study advances the audit literature more generally by covering multiple regions and by highlighting how audit techniques may be used to identify stereotypes that affect employment decisions in real labor markets.

In recent years, the rights and legal protections of lesbian, gay, bisexual, and transgender (LGBT) people have been at the center of heated debates in the United States. In the absence of a federal law specifically protecting

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LGBT employees and job seekers, one debate has focused on sexual orientation discrimination in employment; that is, the behaviors and practices—both deliberate and nonconscious—that disadvantage individuals of a particular sexual orientation over individuals of another sexual orientation in employment contexts (Romer v. Evans, 517 U.S. 620, 116 S. Ct. 1620, 134 L. Ed. 2d 855 [1996]; Badgett 2001; Rubenstein 2002; Hull 2005; Herszenhorn 2007). Although scholars have produced a considerable amount of research relevant to this debate (Badgett et al. 2007), most of the literature has focused on wage inequality and has produced little direct evidence about the difficulties that LGBT people might face in obtaining a job. Thus, we can currently only speculate about the extent and patterns of sexual orientation discrimination in the hiring process. This is a significant omission because hiring discrimination is an important inequality-generating mechanism with potentially powerful effects on a job seeker's access to a broad range of opportunities (Petersen and Saporta 2004; Pager 2007). More generally, the current focus on wage inequality may be limiting because even when wage regressions demonstrate significant income differences between two groups (e.g., LGBT and heterosexual employees), skeptics might argue that the observed gap reflects unobserved differences in employee productivity or preferences rather than discrimination (cf. Farkas and Vicknair 1996; Berg and Lien 2002). Thus, the lack of direct evidence about sexual orientation discrimination, and hiring discrimination in particular, limits our understanding of the nature and extent of inequalities faced by LGBT Americans.

I begin to address this lacuna by directly examining hiring discrimination against openly gay men. In doing so, I present results from the first large-scale audit study of sexual orientation discrimination in the United States. Limiting the scope of this study to one LGBT group—gay men—was advantageous because the precise nature of prejudice based on sexual orientation might vary across different LGBT groups. For example, while gay men are commonly stereotyped as feminine or effeminate (Madon 1997), lesbians are often believed to be overly masculine (Ward 2008). Given these different perceptions, employer behavior toward job seekers from different LGBT groups may not be uniform. By focusing on a single group—and leaving it to future research to explore discrimination against other LGBT groups—it was possible to delve more deeply into the nature of discrimination against gay men. To do so, I responded with a pair of fictitious but ostensibly real résumés to 1,769 postings of white-collar, entry-level jobs in seven states, randomly assigning a signal of sexual orientation to each résumé. The findings from this study provide evidence about the extent of discrimination as well as the factors that affect the likelihood of discrimination, including local attitudes toward gay men, the presence of anti-discrimination laws, and the extent to which employers value stereotypically

male heterosexual personality traits. These findings contribute to the literature on inequality and employment discrimination in three ways.

First, by reporting the results of an audit study, I provide direct evidence about the understudied area of sexual orientation discrimination in hiring. Since the audit methodology experimentally controls for the fictitious job seekers' human capital, I am able to test whether job applicants who appear to be gay are treated differently than equally qualified heterosexual men at the first critical stage in the employee selection process. Thus, this study presents more direct evidence of discrimination than do analyses of wage differences, studies of discrimination complaints, or surveys that capture self-reported employee experiences.

Second, by analyzing detailed data about the nature and location of jobs in my sample, I begin to unpack the phenomenon of hiring discrimination against openly gay men and identify the contexts in which it is most and least prevalent. Indeed, while many previous audit experiments have been limited to a single city or two, this study presents evidence from seven geographically dispersed states that vary in both the local attitudes toward gay men and the presence of pertinent antidiscrimination laws. I find dramatic variation in the level of hiring discrimination across these areas: while there is severe discrimination in some states, there is little or no discrimination in others. Exploring this variation provides some insight into how legal environments and local attitudes affect the labor market situation of gay people.

Third, this study provides evidence about the powerful role of stereotypes in sexual orientation discrimination. I find that employers who seek applicants with stereotypically male heterosexual traits are particularly likely to engage in discrimination. This finding suggests that discrimination is partly rooted in specific stereotypes about gay men and that these stereotypes loom large in U.S. labor markets. Thus, this study suggests a mechanism of discrimination to which prior audit studies have given relatively little attention: stereotyping.

In addition to these contributions, this study also advances the audit methodology more generally. Existing audits of employment discrimination—whether they focus on race, gender, or other characteristics—have typically collected data from just a single city or, at most, two cities (Pager 2007). The present study is the first audit experiment to include employers from multiple states and to reveal significant regional differences in the level of discrimination. Moreover, this audit study is the first to demonstrate that the level of discrimination depends partly on the personality traits that employers seek (cf. Weichselbaumer 2004). Thus, this study highlights the potential of the audit methodology for revealing the stereotypes that most potently affect employment decisions in actual labor markets.

PRIOR RESEARCH

Starting with Badgett's (1995) seminal study, much of the literature on sexual orientation discrimination in the United States has focused on compensation (Klawitter and Flatt 1998; Allegretto and Arthur 2001; Badgett 2001; Clain and Leppel 2001; Berg and Lien 2002; Black et al. 2003; Blandford 2003; Carpenter 2007; Antecol, Jong, and Steinberger 2008). Controlling for human capital, these studies have found that gay men earn 10%–32% less than heterosexual men (Badgett et al. 2007). Although these studies generated important evidence, they focused on earnings, rather than the hiring decision, and were not designed to provide direct evidence about discrimination. Indeed, regression analyses that define discrimination as unexplained income differences may lead to biased estimates of discrimination if differences in employee productivity or preferences are observed incompletely (Farkas and Vicknair 1996; Neal and Johnson 1996; Berg and Lien 2002; Correll, Benard, and Paik 2007; Pager, Western, and Bonikowski 2009).

Another line of research examined employee self-reports and found that many LGBT individuals report experiencing some form of discrimination in the workplace (e.g., Badgett, Donnelly, and Kibbe 1992; Croteau 1996; Badgett 1997). The generalizability of these studies, however, is limited because they rely on convenience samples and capture subjective perceptions, rather than the actual incidence, of discrimination (Badgett et al. 2007). A third approach focused on the number of employment discrimination complaints that LGBT employees filed in states that outlaw sexual orientation discrimination. Rubenstein (2002), for example, found that the per capita rate of complaints about sexual orientation discrimination was comparable to the rate of sex and race discrimination complaints. However, like self-reports, complaint rates do not necessarily represent the actual incidence of discrimination. Clearly, some employees who experience discrimination may never file a complaint, while others may file an unfounded complaint.

Seeking more direct evidence for discrimination, some researchers have adopted an experimental approach. Crow, Fok, and Hartman (1998), for example, asked full-time employees in a southern city to select six out of eight fictitious applicants for an accounting position. For all combinations of gender and race, respondents were more likely to eliminate homosexual candidates than heterosexual candidates. Similarly, Horvath and Ryan (2003) instructed undergraduates to rate résumés for which sexual orientation and gender were experimentally manipulated. Gay and lesbian applicants received lower ratings than heterosexual men but higher ratings than heterosexual women. Taking a somewhat different approach, Hebl et al. (2002) conducted a field experiment in which male and female con-

federates applied for retail jobs in a mall of a Texas metropolis. For each store, the confederates were randomly assigned to wear a baseball hat with the words "Gay and Proud" or "Texan and Proud." This experiment measured both interpersonal bias (e.g., differences in interaction duration) and formal bias (e.g., differences in job offers and callbacks) and found evidence for the former but not the latter.

Although these experiments represent an important first step toward directly measuring hiring discrimination, they have significant limitations. First, all three experiments were limited to a single context—a single city, university, or mall area. Thus, it is unclear how accurately the results reflect broader patterns of discrimination and how the extent of discrimination might vary across different contexts. Second, in two of these studies, the decision makers knew that they were participating in an experiment and that their choices had no consequences on real hiring outcomes (Crow et al. 1998; Horvath and Ryan 2003). Whether these decision makers would make the same hiring choices in a real employment context, faced with real incentives and constraints, remains unclear. Indeed, the extent to which these experiments mimic real decision making may be significantly limited. For example, in the study by Crow et al. (1998), participants were simply presented with several combinations of race, gender, and sexual orientation (e.g., "white heterosexual male"), rather than the fictitious candidates' full résumés—an unrealistic scenario in most employment contexts. Finally, the sample of experimental participants may further limit generalizability. In Horvath and Ryan's sample, in particular, the participants were college students rather than employers, and nearly 80% of them were white women—a sample that is not representative of the U.S. population or even the undergraduate population (Badgett et al. 2007).

AN AUDIT APPROACH

To overcome the above-described limitations, I conducted a large-scale audit study of discrimination against gay men. Audit studies apply experimental techniques to real world employment contexts and fall into two categories: in-person audits and correspondence tests (Pager 2007). In-person audits involve sending pairs of experimental confederates—who are matched on a variety of relevant characteristics but differ, for example, in their race or gender—to apply for jobs with real employers (e.g., Pager 2003; Pager et al. 2009). Correspondence tests are based on a similar approach but use fictitious matched résumés rather than actual job applicants (e.g., Bertrand and Mullainathan 2004; Correll et al. 2007). In both cases, researchers examine whether a characteristic of interest (such as gender or race) affects

the probability that an applicant receives a positive response (such as a callback or a job offer).

The audit methodology offers important advantages. By experimentally controlling for human capital factors that might be confounded with minority status, audit studies provide more direct evidence about the causal impact of discrimination than do wage regressions (Pager 2007). By gathering such evidence in a real employment context from real employers, audit studies are also more generalizable than studies with undergraduate participants and experiments in which participants know that their choices will not affect real hiring outcomes (Correll et al. 2007). Of course, audit studies are not without limitations. Critics, for example, have pointed to the difficulty of matching real persons on all dimensions that might affect productivity (e.g., Heckman 1998) and have noted that, because auditors know the purpose of the study, in-person audits are subject to experimenter bias (Bertrand and Mullainathan 2004). However, by relying on résumés, rather than real auditors, correspondence studies can circumvent these problems (Bertrand and Mullainathan 2004; Pager 2007).

Despite the advantages of the audit methodology, only a handful of studies have taken an audit approach to sexual orientation discrimination, with the only in-person audit the one by Hebl et al. (2002). That study, however, was based on a relatively small sample (84 employer–job-seeker interactions) and was limited to a single mall area. Correspondence audits measuring sexual orientation discrimination are also rare. Three decades ago, Adam (1981) mailed a total of 163 nearly identical résumés to Ontario law firms. The résumés were only differentiated by gender and sexual orientation, which was signaled by indicating—on roughly half of the résumés—that the applicant was active in the "Gay People's Alliance." For both men and women, the gay-labeled résumés led to fewer interview invitations than the unlabeled résumés. The generalizability of these results is limited, however, because of the small scale of the study. Among male applicants, for example, the gay-labeled and unlabeled résumés led to just four and seven interview invitations, respectively—a statistically insignificant difference.

A correspondence test with a much larger sample has explored discrimination against lesbians in Austria (Weichselbaumer 2003). In this study, 1,226 applications with female names were sent out in response to 613 clerical vacancies in the greater Vienna area. One résumé in each pair was assigned a signal of lesbian orientation (volunteer experience in the gay and lesbian movement), while the other résumé was assigned a control signal (volunteer experience in a nonprofit cultural or educational center). All else equal, résumés indicating a lesbian orientation were less likely to elicit an invitation for an interview. More recently,

Drydakis (2009) sent pairs of applications from fictitious male job seekers to 1,714 job openings in Athens, Greece. The signal of homosexual orientation was past volunteer involvement in the "Athenian Homosexual Community," and the control signal was past volunteer activity in an environmental group. While applications with the control signal elicited a callback in 40% of the cases, less than 14% of the gay-labeled applications were successful.

To date, however, there has been no large-scale audit of sexual orientation discrimination in the United States. In addition, no audit study in any country has examined sexual orientation discrimination across geographic areas that vary significantly in the popular acceptance of homosexuality or in the extent to which local laws protect LGBT employees. Moreover, existing studies have not investigated whether employers who seek applicants with certain characteristics are more likely to discriminate against gay men. I begin to address these lacunae.

DISCRIMINATION, REGIONAL VARIATION, AND STEREOTYPES

In this section, I first discuss the plausibility of hiring discrimination against gay men in the United States. I then consider how the likelihood of discrimination may vary across contexts. Although my empirical analyses control for numerous factors that may influence the level of discrimination, I focus below on two sources of variation. First, I consider geographic variation that may stem from differences in local attitudes toward gay men and from differences in the level of legal protection available to them. Second, I discuss the kind of variation in the level of discrimination we might observe if stereotypes of gay men play a role in hiring decisions.

Before proceeding, however, a point of clarification is in order. It is important to note that, in the context of a correspondence audit, one cannot clearly distinguish between discrimination against gay job seekers and discrimination against openly gay job seekers. Since employers have no information about applicants beyond what is provided on the résumé, a correspondence audit is suitable for capturing discrimination against gay applicants who provide information that somehow signals their sexual orientation. This issue, of course, is not unique to audit studies of sexual orientation; indeed, it surfaces whenever an audit experiment focuses on a partially or fully concealable characteristic, such as political affiliation, religion, or parental status (Correll et al. 2007). Thus, when using the phrases "sexual orientation discrimination" or "discrimination against gay men" in the context of an audit study, I refer to discrimination on the basis of disclosed sexual orientation rather than sexual orientation in a more general sense.

Callback Discrimination

As noted earlier, self-reports, analyses of discrimination complaints, and laboratory experiments cannot provide direct evidence of sexual orientation discrimination. Nevertheless, as the literature review above indicates, such studies consistently point to the possibility of employment discrimination against gay men (Badgett et al. 2007). Public opinion data provide further support for this hypothesis. While Americans have become more accepting of gay people over the past few decades, they are still significantly less tolerant than the citizens of most advanced democracies in Europe (Saad 2005). Surveys indicate that approximately half of all Americans express an "unfavorable" opinion of gay men, and nearly one in three Americans has a "very unfavorable" view (Pew Research Center 2003). Particularly relevant for employment discrimination is the finding that 20% of survey respondents in the United States report feeling uncomfortable around homosexuals (Pew Research Center 2003). Similarly, research in status characteristic theory (Berger et al. 1977) suggests that sexual orientation is a status characteristic in the United States and that heterosexual is a more positively evaluated state than homosexual (Johnson 1995). Different performance expectations are associated with each state of sexual orientation, and respondents tend to assign higher performance expectations to heterosexuals than to homosexuals (Webster, Hysom, and Fullmer 1998).

Accordingly, I expect that gay job seekers will face discrimination in U.S. job markets. In particular, I focus on discrimination that occurs at the initial stage of the employee selection process and predict that applications from gay men will be less likely to elicit an interview invitation (or "callback") than applications from equally qualified heterosexual men. As several researchers noted, this first step in the employee selection process is a critical stage because it often represents a crucial barrier to employment for minorities (Bendick, Brown, and Wall 1999; Pager 2003; Drydakis 2009; Pager et al. 2009). Yet, because of data limitations, researchers generally know less about discrimination in the hiring process than about discrimination in promotion, firing, or wage setting (Petersen and Saporta 2004). Thus, this study—like audit studies in general—focuses on a relatively understudied area within the wider labor market literature.

The Geography of Discrimination

Prior audit studies of racial, gender, and sexual orientation discrimination have typically focused on a limited geographic area—often just a single city or two (e.g., Pager 2003; Bertrand and Mullainathan 2004; Drydakis

2009; Pager et al. 2009). As a result, it is sometimes difficult to know whether variation in the observed level of discrimination against a given group is due to differences between experimental designs or to regional variation in the actual prevalence of discrimination (Pager 2007). When studying discrimination against gay men in the United States, limiting the scope of an audit experiment to a single city would be particularly disadvantageous. Indeed, regional differences in the level of tolerance toward gay men and in antidiscrimination laws may lead to geographic variation in the incidence of discrimination.

Public opinion polls indicate considerable regional variation in attitudes toward gay men. While almost half of Americans in the Northeast and the West have a favorable view of gay men (48% and 45%, respectively), only slightly more than a third of respondents express similar views in the Midwest (35%) and even fewer in the South (29%; Pew Research Center 2003). Support for gay rights follows the same regional pattern. From nondiscrimination laws to hate crime legislation, public support for policies to protect gay rights is strongest in the Northeast and the West and weakest in the South (Lax and Phillips 2009). Similar regional differences are borne out by a wide range of studies, from surveys of high school students (Gilbert 2001) to analyses of court cases (Pinello 2003, pp. 10–12). Taken together, these findings suggest significant regional differences in the social acceptance of gay men. If such differences are reflected in the hiring process, callback discrimination will be more likely in areas with less tolerant attitudes (e.g., the South) than in areas with more accepting attitudes (e.g., the Northeast).

The adoption of state laws that prohibit sexual orientation discrimination follows a similar geographic pattern. At the time of this study, 20 states and the District of Columbia prohibited sexual orientation discrimination in the private sector, but most of these states were in the Northeast and the West. For example, all states in New England and, with the exception of Alaska, all Pacific states had passed such legislation. By contrast, only four out of 12 midwestern states banned sexual orientation discrimination, and in the South, only two states adopted such laws. The geographic distribution of counties and cities that ban sexual orientation discrimination in private employment was roughly similar, with relatively few antidiscrimination laws in southern cities and counties. Notably, however, such laws have been passed in some major cities in the South and the Midwest, including Atlanta, Austin, Chicago, Dallas, and Detroit.[2]

Whether such laws are effective in reducing discrimination is an empirical question. There is only scant evidence on this issue, and it is mostly

[2] The Human Rights Campaign (http://www.hrc.org) maintains a list of cities and counties that prohibit sexual orientation discrimination in employment.

from studies of wage discrimination. For example, Klawitter and Flatt (1998) found that antidiscrimination laws had a positive effect on the earnings of gay men, suggesting a reduction in wage discrimination, but this effect became statistically insignificant after controlling for the sociodemographic characteristics of the local population. Whether state and local laws reduce discrimination in the hiring process is, of course, a different empirical question. I begin to address this question by covering areas that vary in the presence of antidiscrimination laws.

The Role of Stereotypes

Stereotypes are socially shared sets of implicit or explicit beliefs about the typical characteristics of members of a social group (Banaji 2002; Padavic and Reskin 2002). Stereotyping is the process by which stereotypes are used in judgments about a social group or its individual members. Since stereotyped judgments simplify and justify social reality, stereotyping has potentially powerful effects on how people perceive and treat one another (e.g., Banaji, Hardin, and Rothman 1993; Fiske 1998; Reskin 2001; Ridgeway 2009). Indeed, laboratory experiments suggest that stereotyping may play an important role in judgments that affect hiring decisions (Davison and Burke 2000; Rudman and Glick 2001).

In the audit literature, however, stereotyping has received relatively little empirical attention. Although researchers often speculate that the discrimination they observe may be, in part, due to stereotyping (e.g., Riach and Rich 2006; Pager et al. 2009), these conjectures have rarely been examined directly. One notable exception is a correspondence test in Austria that compared the callback rates of three fictitious job applicants (a man, a feminine woman, and a masculine woman) across job postings that emphasized different personality traits (e.g., "powerful," "dynamic," "friendly"; Weichselbaumer 2004). This research design made it possible to assess whether employers looking for job candidates with stereotypically masculine traits favored men over women and masculine women over feminine women. The callback rates, however, did not differ across job postings that emphasized different personality requirements.

I adopt a similar approach. If stereotyped judgments influence callback decisions, employers should be more likely to engage in discrimination if they value and emphasize attributes that gay men are stereotypically perceived to lack. What might these attributes be? Research suggests that gay men are often perceived to exhibit behaviors associated with "feminine" characteristics; for example, they are commonly seen as sensitive, emotional, gentle, affectionate, and passive (Gurwitz and Marcus 1978; Page and Yee 1986; Jackson and Sullivan 1989; Madon 1997). Indeed, a general finding is that people frequently perceive gay men to be feminine or effeminate

(Haddock, Zanna, and Esses 1993; Madon 1997; see also Connell 2005). Consequently, gay men are often seen as lacking "toughness" and "masculinity" (Madon 1997).

Even a quick perusal of job postings reveals that it is not uncommon for employers to emphasize personality characteristics that are perceived as traits typical of heterosexual men, such as decisiveness, assertiveness, and aggressiveness (Bem 1974; Madon 1997; Gorman 2005). Indeed, searches in online job databases often return hundreds of postings in which employers seek, for example, "an aggressive, motivated self-starter," "an assertive associate," or "a decisive, results-oriented leader." This emphasis on stereotypically male heterosexual characteristics, in turn, may be associated with a higher likelihood of discrimination against gay men. If stereotypes of gay men—as feminine, passive, gentle, or lacking "toughness"—play a significant role in callback decisions, employers who characterize their ideal job candidate with stereotypically male heterosexual traits should be particularly likely to engage in discrimination.

METHODS

In what follows, I first consider the challenge of signaling sexual orientation on a résumé and explain how I addressed that challenge. I then describe the details of my audit experiment, the sample of jobs, and the variables used in regression analyses.

Signaling Sexual Orientation

An important challenge in résumé-based audit studies is to signal the characteristic of interest without introducing a confounding factor into the analysis. For example, in studies of racial discrimination, signaling race with distinctively African-American names (e.g., Bertrand and Mullainathan 2004) may also signal low socioeconomic status. As a result, it may be difficult to untangle the effect of race and class on discrimination (Pager 2007). Similarly, in a study of sexual orientation, a résumé item that indicates experience in a gay and lesbian organization may signal more than just the applicant's sexual orientation. As Weichselbaumer (2003, p. 635) pointed out, employers may perceive openly gay applicants as tactless or lacking business savvy because they list an irrelevant experience on their résumé, simply "trumpeting" their sexual orientation. In addition, perceiving such applicants as radical or liberal, employers may discriminate against them for their perceived political views and activism, rather than their sexual orientation (Badgett et al. 2007). Moreover, if the "control organization" that is assigned to the résumé of the ostensibly

heterosexual applicant is not carefully chosen, it may lead to differences in the applicants' perceived level of human capital, making it difficult to assess the extent of discrimination. For example, Drydakis (2009) used a gay community organization as the signal of homosexual orientation and an environmental group as the control organization. A potential issue is that employers may perceive experience in an environmental organization as more valuable than experience in a gay community group, even if they are not biased against gay employees; for example, they may see the gay group as a primarily social organization and assume that volunteering for the environmental group is a more important and meaningful activity. In that case, differences in callback rates would lead us to overestimate the level of discrimination.

I took several steps to address these issues. First, the fictitious job seekers in this study were graduating college seniors applying for entry-level jobs. For this population of applicants, listing résumé items that describe volunteer experiences in a political, cultural, ethnic, religious, or other identity-based campus organization is common practice, especially if the experience involves an elected position with nontrivial responsibilities.[3] For example, while simple membership in a college's Asian American Association or Republican Club would usually be omitted from the résumé, job seekers would typically list their experience as an officer—such as treasurer or president—in such groups. Thus, in the case of college seniors, listing involvement in political or identity-based groups is, in itself, less likely to be perceived as unprofessional or unusual than in the case of experienced job seekers. Indeed, in the absence of long-term, off-campus work experiences, college seniors often rely on activities in campus clubs as important indicators of their human capital (e.g., Leape and Vacca 1995).

Second, to signal homosexual orientation, I chose an experience in a gay community organization that could not be easily dismissed as irrelevant to a job application. Thus, instead of being just a member of a gay and lesbian campus organization, the applicant served as the elected treasurer for several semesters, managing the organization's financial operations (see appendix fig. A1). Accordingly, rather than focusing on the organization's nature or goals, this résumé item explicitly emphasized the

[3] A review of sample résumés in career guides (e.g., Leape and Vacca 1995) and actual student résumés posted on recruitment websites confirms this. Indeed, listing even a gay and lesbian organization in this way is consistent with the advice of career service offices. For instance, the Career Services office at the University of Pennsylvania suggests that, "if you do choose to include LGBT-related information on your resume, be certain to *put the emphasis on accomplishments that are relevant to employers. Highlight leadership, budgeting, event planning, public speaking and organizational skills*" (emphasis added; http://www.vpul.upenn.edu/careerservices/LGBTguide.html).

applicant's managerial and financial skills. Thus, the applicant's participation in this organization could be seen as a meaningful, valuable experience with potentially important transferable skills. In other words, omitting this experience from the résumé would have meant concealing relevant and nontrivial human capital. In addition, since the applicant was the treasurer, rather than, say, the political chair or outreach officer of the group, this experience was primarily financial and organizational (fig. A1) rather than that of a political activist. This aspect of the position helps mitigate the concern that the reason for discrimination was a bias against political activists rather than a bias against gay men (Badgett et al. 2007). Similarly, given the heavy emphasis on the specific financial and organizational activities associated with the treasurer position, it would be difficult to dismiss this résumé item as a social activity or a way of simply trumpeting the applicant's sexual orientation.

Third, I used a control organization to ensure that any observed differences in callbacks could be attributed to antigay discrimination rather than other factors. An important consideration was that participation in a gay organization might be associated with progressive, liberal, or leftist political views (Badgett et al. 2007). Thus, if I had used an apolitical control organization (or no control organization at all), observed differences in callbacks might have been attributable to discrimination based on either sexual orientation or political affiliation, and it would have been impossible to determine the net effect of sexual orientation. Accordingly, to determine whether there is a "gay penalty" above and beyond the possible effect of political discrimination, I chose a control organization that is associated with leftist or progressive views. Indeed, pilot results supported this rationale for using a left-wing group (rather than an apolitical group) as the control organization.[4] At first glance, a campus chapter of college Democrats (e.g., "Bowdoin College Democrats") might seem suitable for this purpose. However, since Democratic campus groups are typically larger than gay and lesbian student groups, leadership experiences in a Democratic organization may seem more valuable than similar experiences in a gay organization. To avoid this problem, the control group

[4] The goal of the pilot study was to assess the feasibility of a full-scale audit experiment. The pilot involved sending résumé pairs in response to 86 job postings, following a similar protocol as the main study (see the section entitled "Résumés and Randomization"). The results (which are available upon request) indicate that employers in politically conservative areas might discriminate against ostensibly heterosexual job applicants who participated in a leftist student group in college (vis-à-vis ostensibly heterosexual applicants who did not signal participation in such a group.) Thus, if the control organization in the main study sent no left-wing political signal, any observed difference in callback rates might be an overdetermined outcome as it could be attributable to either antigay discrimination or political discrimination.

was a small left-wing campus organization (the "Progressive and Socialist Alliance"; P&SA) rather than a larger and better-known group.[5]

An additional advantage of using a political control organization that, like the PS&A, falls outside the mainstream of partisan politics is that disclosing one's commitments to such a group may indicate a lack of business savvy to employers, especially in the case of white-collar business jobs. This aspect of the experiment further mitigates the concern that observed differences in callbacks may be due to the perception of openly gay applicants as unsavvy or tactless.[6] Nevertheless, even with these precautions, such a perception may still play some role. The issue of perceived tactlessness, however, does not refute the existence of discrimination; rather, it constitutes one possible explanation for why some employers might engage in discrimination. After presenting empirical analyses, I will consider this issue in more detail and in light of my findings.

Résumés and Randomization

Over a six-month period in 2005, I sent fictitious résumés, via e-mail, to advertisements for full-time, entry-level positions on three recruitment websites targeted at college seniors and recent graduates.[7] I sent two résumés in response to each job posting, with one day or less in between.

[5] A casual survey of college websites reveals that a progressive, socialist, or other similar left-wing student group exists in numerous liberal arts college campuses. These groups are, however, typically smaller and somewhat less common than Democratic (or Republican) campus groups.

[6] In addition, if the P&SA indicates more of an activist orientation than does the gay organization, and if employers prefer not to hire activists, the estimates of antigay discrimination from this experiment should be, if anything, conservative (see Pager [2003, pp. 950–51] for analogous control strategies in another audit study). Furthermore, if the socialist/progressive applicant is seen as more leftist than the gay applicant, he may be subject to political discrimination in politically conservative areas. In that case, this study would produce conservative estimates of sexual orientation discrimination in the South and the Midwest. If there were such an effect, it would lend even more confidence to my findings about regional variation (see the "Findings" section).

[7] One concern about the use of recruitment websites was the possibility of a very low response rate due to the large number of applications. I took several steps to overcome this problem. First, I restricted the sample to job postings whose requirements matched the profile of my fictitious applicants (graduating college student with little or no full-time work experience). Second, based on the experience of pretests, I used cover letters to indicate the applicants' desire to relocate to the target location (see n. 10). Third, I responded to newly posted ads as soon as possible. In addition, this audit was conducted in 2005, a year with relatively high job growth (http://www.data.bls.gov), so individual employers may have received somewhat fewer applications than in years with higher unemployment. An additional concern was the appearance of identical ads (i.e., by the same employer, in the same location, for the same position) on more than one website. In such cases, only one résumé pair was sent in response.

Before sending out each résumé pair, I randomly assigned the gay signal to one of the résumés and the control signal to the other résumé. Thus, even though the résumés differed from each other in order to avoid raising suspicion, there was no systematic relationship between résumé quality and sexual orientation. Consequently, any significant difference in callback rates could be attributed to the experimental manipulation of the résumés.[8] Importantly, I varied only the name of the treatment organization and the control organization on the résumés (fig. A1). As a result, the activities of the applicants in their respective groups were not systematically related to sexual orientation. Thus, I effectively controlled for any differences in the applicants' achievements in the treatment organization and the control organization.[9] In sum, sexual orientation was randomly assigned with respect to both overall résumé quality and the quality of experiences within the control and treatment organizations.

The treatment/control signal appeared at the end of the "experience" section of the résumé and was just one of several experiences described in that section.[10] In addition to the résumés, I created corresponding cover letters that briefly stated the applicant's desire to work in the targeted position and his desire to move to the city or town where the employer was located.[11] For each application, I recorded whether it led to an in-

[8] This design ensured that the gay signal was sometimes attached to "résumé A" and sometimes to "résumé B." I used logistic regression analysis to check whether randomization had indeed occurred and found no systematic relationship between treatment assignment and a dummy variable indicating which of the two résumés (A or B) was used. In addition, I found that résumés A and B did not differ significantly in the number of callbacks they generated either in the overall sample or in the subsamples of gay and heterosexual applicants or in subsamples by state.

[9] For the sake of brevity, I refer to fictitious applicants who were assigned the control signal as "heterosexual." More precisely, these applicants would be described as "fictitious job seekers who did not give evidence of being gay" (see Correll et al. 2007).

[10] Since this study focused on sexual orientation discrimination, I held the race of the fictitious applicants constant. Thus, the résumés did not mention any involvement in race- or ethnicity-related organizations (e.g., "Black Students Association"), and the fictitious applicants' names were made up of common first and last names that would not send a strong and salient signal of being from a particular racial minority group ("David Miller" and "Michael Williams").

[11] The cover letters corresponding to the two résumés were similar in style and content and made no mention of the applicants' involvement in either the gay or the progressive/socialist group. Because of the random assignment of the gay signal to the résumés, there was no systematic relationship between the quality of the cover letter and the sexual orientation of the applicant. The cover letter explained that the motivation for moving to the target city included family reasons and that the applicant was originally from the targeted area, with many of his family members still living there. Pretests indicated that including such a statement would be useful in increasing the overall response rate and simplifying the experimental protocol. During early pretests that did not include a statement about relocation, the response rate was very low, and several employers responded by simply directing the applicant to a branch that was geographically closer to the applicant's college.

vitation to a first-round job interview (either an in-person or a telephone interview). To receive employer responses, I set up e-mail accounts with a web-based e-mail service as well as voice mail boxes with an inexpensive Voice-over-Internet-Protocol service.

The Sample of Jobs

I submitted a total of 3,538 résumés, responding to 1,769 job postings by private employers. The size of this sample was comparable to that in previous large-scale correspondence audits (Weichselbaumer 2003; Bertrand and Mullainathan 2004; Correll et al. 2007; Drydakis 2009). In addition, statistical power analysis (Cohen 1969) indicated that this sample size provided more than sufficient statistical power to detect even relatively small differences in callback rates by sexual orientation. The sample included jobs in five occupations and seven states. Limiting the sample in this way ensured that a sufficient number of observations were available in each state and occupation to make meaningful comparisons. The five occupations in the sample were managers, business and financial analysts, sales representatives, customer service representatives, and administrative assistants. The sampled states included four states in the Northeast and the West (New York, Pennsylvania, California, Nevada) and three states in the Midwest and the South (Ohio, Florida, Texas), all with a relatively high number of job postings on the recruitment websites I used. The number of job postings in a state ranged from 131 (Nevada) to 347 (Florida), with at least 200 observations in each state other than Nevada. Statistical power research (Cohen 1969) suggested that the size of these subsamples would provide adequate statistical power for detecting even relatively modest differences in the proportion of callbacks between gay and nongay applicants in each state.

It is important to note that the sampled states varied, both in level of tolerance toward gay people and in having or lacking laws regarding sexual orientation discrimination (Lax and Phillips 2009). Indeed, these states—and the counties and cities within them—offered an intriguing mosaic of different legal environments. While California, Nevada, and New York prohibit sexual orientation discrimination in private employment, the other four states have no such legislation. At the same time, with the exception of Nevada, each state has some cities and counties that ban sexual orientation discrimination. Thus, the sample contained employers in a variety of legal environments, ranging from employers who were not subject to any antidiscrimination law protecting gay men to employers who were simultaneously subject to state-, county-, and city-level antidiscrimination laws. Table 1 displays antidiscrimination laws in the sampled states. Table 2 presents the distribution of sampled jobs by state and by occupation.

TABLE 1
ANTIDISCRIMINATION LAWS IN THE SAMPLED STATES AT THE TIME OF THE EXPERIMENT

State	State Prohibits Sexual Discrimination by Private Employers	Examples of Cities/Counties With Sexual Orientation Discrimination Ban
California	Yes	Los Angeles, San Francisco
Nevada	Yes	None
New York	Yes	Albany, Buffalo, New York City
Pennsylvania ..	No	Philadelphia, Pittsburgh
Ohio	No	Toledo
Florida	No	Miami-Dade County, Monroe County
Texas	No	Austin, Dallas, El Paso

Variables

The dependent variable (*positive response*) was a dummy indicating whether the application elicited an invitation to an interview. The main independent variable (*gay*) was a dummy indicating whether the résumé listed involvement in the gay campus organization. To examine variation in the level of discrimination across states, I created dummy variables to represent each state in the sample. To ascertain whether an employer was subject to a relevant antidiscrimination law protecting gay employees, I used a list of laws compiled by Lambda Legal (2005). The resulting dummy variables were denoted *city law*, *county law*, and *state law*.

Unfortunately, there is no representative and reliable data about attitudes toward homosexuality at the city and county levels, and such data is scarce even at the state level. To overcome these data limitations, Lax and Phillips (2009) used national surveys and recent advances in multilevel modeling to estimate state-level public opinion about different gay

TABLE 2
SAMPLED JOBS BY STATE AND BY OCCUPATION

State	Administrative Assistant	Analyst	Customer Service Representative	Manager	Sales Representative	Total in State
California	90	36	66	52	93	337
Florida	81	39	68	78	81	347
Nevada	41	13	31	20	26	131
New York	81	28	41	38	48	236
Ohio	60	28	35	64	32	219
Pennsylvania	63	28	34	33	43	201
Texas	84	34	61	52	67	298
Total in occupation	500	206	336	337	390	1,769

rights policies. This estimation yielded measures of state-level public support for policies like same-sex marriage, civil unions, hate crimes laws, and antidiscrimination laws in employment. In this study, to capture public attitudes toward gay employees (*state-level attitude*), I used the estimated state-level percentage of the population who support an employment nondiscrimination law protecting gay people.

To identify stereotypically male heterosexual traits required of the job applicants, I searched the job postings for word roots and variants of the 20 masculine characteristics listed in the Bem Sex Role Inventory (1974), a widely used psychological instrument (see also Madon 1997; Gorman 2005). The most frequently mentioned masculine characteristics in the job ads were (1) decisiveness (e.g., "makes decisions independently," "a decisive, results-oriented manager"), (2) assertiveness and aggressiveness (e.g., "assertive personality," "aggressive self-starter"), and (3) ambition (e.g., "an ambitious college graduate"). Following Weichselbaumer (2004), I recorded whether each job posting described the ideal job candidate as aggressive or assertive, decisive, or ambitious.[12] Using these codes, I created three dummy variables: (1) *decisive*, (2) *aggressive or assertive*, and (3) *ambitious*.

In addition, to examine the possibility that positive stereotypes of gay men reduce the likelihood of discrimination, I searched the job postings for stereotypically gay male positive characteristics identified by Morrison and Bearden (2007). Only one such characteristic appeared with some frequency: articulateness (sometimes described broadly as "communication skills"; e.g., "must be articulate," "exceptional verbal communication skills"). Thus, I created a dummy variable to indicate whether the posting mentioned the importance of such skills (*communication skills*). Finally, although the main analyses focused on the above-described factors, it was necessary to control for several other variables that may affect the likelihood of discrimination. These controls included job, employer, and area characteristics. Table 3 lists these variables.

[12] The coding was performed manually with the help of a trained research assistant to ensure that only phrases related to the description of the ideal job candidate were coded (e.g., a phrase like "a bright, ambitious graduate" would be coded as "ambitious" but the phrase "an ambitious start-up firm" would not be.)

TABLE 3
CONTROL VARIABLES

Variable	Definition and Data Source
Industry wage	Annual median wage in the employer's North American Industry Classification System (NAICS) sector code in 2004, obtained from the website of the Bureau of Labor Statistics (http://www.bls.gov). The employer's NAICS code was identified with the company databases *ICARUS* and *Onesource Business Browser*.
Employer size	Total number of employees, in thousands, obtained from the company databases *ICARUS* and *Onesource Business Browser*.
Percentage of males	The percentage of men in the occupation, obtained from the Bureau of Labor Statistics (2009). The five occupational categories were customer service representatives, sales representatives (in all sectors), administrative assistants (including secretaries), managers (all "management occupations"), and analysts (including management, financial, and budget analysts).
Teamwork	Dummy variable = 1 if, according to the job posting, the position explicitly required an ability to work as part of a team.
Urbanness	The percentage of the population classified as urban in the 2000 U.S. Census. Measured at the zip code level in the main analyses; all models were also reestimated with urbanness measured at the county and census tract levels, and the results remained stable under these specifications.
Education	The percentage of the local population ages 25 years or older with at least a bachelor's degree; obtained from the 2000 U.S. Census. Measured at the zip code level in the main analyses; all models were also reestimated with urbanness measured at the county and census tract levels, and the results remained stable under these specifications.
Conservative voters	The county-level percentage of Republican votes in the 2004 presidential election, obtained from CNN (http://www.cnn.com/ELECTION/2004).
Unemployment rate	The unemployment rate in the county, obtained from the website of the Bureau of Labor Statistics (http://www.bls.gov).

TABLE 4
DESCRIPTIVE STATISTICS

Variable	Mean	SD	Minimum	Maximum
States:				
California	.19	.39	0	1
Florida	.20	.40	0	1
New York	.13	.34	0	1
Nevada	.07	.26	0	1
Ohio	.12	.33	0	1
Pennsylvania	.11	.32	0	1
Texas	.17	.37	0	1
Laws and attitudes:				
City law	.24	.42	0	1
County law	.10	.30	0	1
State law	.40	.49	0	1
State-level attitude	65.4	2.84	61	70
Required traits and skills:				
Aggressive or assertive	.07	.25	0	1
Decisive	.15	.35	0	1
Ambitious	.09	.28	0	1
Communication skills	.46	.49	0	1
Controls:				
Industry wage*	40.67	10.11	18.94	58
Employer size†	1.85	11.77	.003	289
Percentage of males	32.11	22.64	8.7	61.4
Teamwork	.11	.31	0	1
Education	30.46	18.93	2.16	83.02
Urbanness	93.9	16.52	0	100
Unemployment	5.04	1.00	3.1	15

* In thousands of U.S. dollars.
† In thousands of employees.

FINDINGS

Descriptive Overview

The submission of résumés led to a total of 331 interview invitations, an overall callback rate of 9.35%.[13] Table 4 displays descriptive statistics. Table 5 tabulates callback rates by sexual orientation. The first row in table 5 presents the results for the full data set. While heterosexual applicants had an 11.5% chance of being invited for an interview, equally qualified gay applicants only had a 7.2% chance of receiving a positive response. This is a difference of 4.3 percentage points, or about 40%. This gap is statistically significant ($P < .001$) and implies that a heterosexual

[13] This response rate is similar to that in recent correspondence studies (e.g., Bertrand and Mullainathan 2004). Neither the overall response rate nor the response rate for gay vs. heterosexual applicants varied significantly by the month when the application was submitted.

TABLE 5
CALLBACK RATES BY SEXUAL ORIENTATION

SAMPLE (*n* Job Ads)	%CALLBACK		RATIO	DIFFERENCE (*P*-value)
	Not Gay	Gay		
Total sample (*n* = 1,769)	11.5	7.2	1.59	4.3 (.000)
California (*n* = 337)	11.0	9.2	1.20	1.8 (.443)
Nevada (*n* = 131)	12.2	6.1	2.00	6.1 (.087)
New York (*n* = 236)	10.2	11.4	.89	−1.2 (.656)
Pennsylvania (*n* = 201)	12.9	9.4	1.37	3.5 (.268)
Ohio (*n* = 219)	14.1	5.5	2.56	8.6 (.002)
Florida (*n* = 347)	9.5	5.5	2.11	4.0 (.044)
Texas (*n* = 298)	12.0	3.7	3.24	8.3 (.000)
Employers subject to a city, county, or state law that prohibits sexual orientation discrimination:				
Yes (*n* = 983)	11.6	8.7	1.33	2.9 (.037)
No (*n* = 786)	11.3	5.3	2.13	6.0 (.000)
Job postings that require stereotypically male heterosexual traits:*				
Yes (*n* = 475)	13.5	4.8	2.81	8.7 (.000)
No (*n* = 1,294)	10.7	8.1	1.32	2.5 (.0226)

* Assertiveness/aggressiveness, decisiveness, or ambition.

job seeker had to apply to fewer than nine different jobs to receive a positive response, while a gay applicant needed to reply to almost 14 ads to achieve the same result. The magnitude of this difference is comparable to the gap in callback rates between black and white job seekers in Boston and Chicago (Bertrand and Mullainathan 2004).

The size of the callback gap, however, varied substantially across states. On the one hand, in the southern and midwestern states in the sample (Texas, Florida, and Ohio), there was a substantial difference in the callback rates of gay and heterosexual applicants. In Texas and Ohio, for example, the size of the callback gap (8.3 and 8.6 percentage points, respectively) was substantially larger than in the overall sample (4.1 percentage points). By contrast, there was no statistically significant callback gap in any of the western and northeastern states (California, Nevada, Pennsylvania, and New York). The size of the gap, however, showed some intraregional variation as well. In California, for example, the difference in callback rates was less than 2 percentage points and was clearly insignificant statistically. In neighboring Nevada, by contrast, the gap was nearly significant at the standard level ($P = .087$).

Similarly, there was variation in the callback gap across legal environments. In the case of employers subject to a relevant antidiscrimination law, either at the city-, county-, or state-level, the callback gap was less

than 3 percentage points; in the case of employers not subject to such regulation, the gap was as large as 6 percentage points. In both cases, however, the callback gap was statistically significant. In addition, as expected, the callback gap was particularly large in the case of employers who emphasized the importance of stereotypically male heterosexual traits. Notably, however, there was a statistically significant callback gap even within the sample of employers who did not specifically require such traits.

The Net Effect of Discrimination

To examine whether the above findings are robust to the inclusion of control variables, I now turn to regression analysis. Table 6 presents the results of a logistic regression predicting a positive employer response. Coefficients are expressed as odds ratios. Thus, a coefficient greater than one indicates that the variable in question was positively associated with receiving a callback, while a coefficient less than one indicates a negative association. This model shows that listing involvement in a gay campus organization had a significant negative effect on the success of applicants even when controlling for numerous job-related and area characteristics.[14] The odds ratio of *gay* (0.6) can be interpreted as the net multiplicative impact of the gay signal on the odds of receiving a callback. What does this mean in terms of probabilities? Consider, for example, a situation where a heterosexual applicant had a 10% chance of receiving a positive response for a given job (i.e., the odds of getting a callback is $0.1/0.9 = 0.111$). Then, the predicted odds of a callback for an equally qualified gay applicant for a comparable job would have been 0.067 (i.e., 0.6×0.111)—a probability of only 6.3%. This result confirms that, on average, an openly gay applicant would have to search substantially longer than an equally qualified heterosexual applicant before receiving a callback from an employer.

Regional Variation

To explore the conditions that influence the level of discrimination, the models in table 7 include interaction terms between sexual orientation and several other factors. In these models, the main variables of interest

[14] The R^2 is low in this model, as well as in the other models, because the purpose of this experiment was not the identification of all the variables that predict a positive employer response (in which case, I would have experimentally manipulated a different set of factors, particularly the applicants' qualifications and skills). Rather, the goal here was to examine whether one randomly assigned variable (*gay*) had an effect on callbacks.

TABLE 6
ODDS RATIOS FOR THE LOGISTIC REGRESSION PREDICTING EMPLOYER CALLBACK

Model 1	Odds Ratio	SE
Gay	.60***	.07
New York	.80	.21
Pennsylvania	1.20	.29
Nevada	.80	.24
California	1.16	.24
Florida	.71	.18
Ohio	1.35	.32
Assertive or aggressive	.85	.21
Decisive	.87	.15
Ambitious	1.37	.28
Communication skills	1.06	.13
Administrative assistant	.95	.16
Sales representative	1.11	.20
Analyst	.60*	.14
Manager	.61*	.13
Employer size	1.00	.004
Industry wage	.99	.006
Teamwork	1.42	.27
Unemployment	.85	.07
Urbanness	1.00	.004
Education	1.00	.003
Conservative voters	.99**	.004
City law	1.12	.17
County law	.871	.871
McFadden's pseudo R^2	.029	
Baseline odds[a]	.130	

NOTE.—N = 3,538. Since coefficients are expressed as odds ratios, coefficients < 1 indicate a negative relationship. SEs are robust and corrected for clustering on job ad because the data contain two records per ad. Dummies for Texas and customer service representative are omitted.

[a] Predicted odds of callback for nongay applicant in case of a hypothetical job that is in each of the reference categories for dummy variables and is at the average of each continuous variable. Thus, in this case, the baseline odds represent the predicted odds of a nongay candidate applying for a Texas customer service job (located in a city and county without relevant antidiscrimination laws) that does not explicitly require any of the skills and traits included in this model and is average in all the continuous control variables (e.g., industry wage and employer size).

* $P < .05$.
** $P < .01$.
*** $P < .001$

TABLE 7

ODDS RATIOS FOR THE LOGISTIC REGRESSION PREDICTING EMPLOYER CALLBACK

	MODEL 2		MODEL 3		MODEL 4	
	Coeff.	SE	Coeff.	SE	Coeff.	SE
Interaction terms:						
States:						
Gay × New York	4.03**	1.84				
Gay × Pennsylvania	2.50*	1.15				
Gay × California	2.99**	1.29				
Gay × Ohio	1.48	.72				
Gay × Nevada	1.67	.95				
Gay × Florida	2.01	.91				
Laws and attitudes:						
Gay × city law			1.02	.28	.85	.24
Gay × county law			2.45*	1.00	2.14	.89
Gay × state law			1.82*	.45	.87	.36
Gay × state-level attitude					1.17*	.09
Required traits and skills:						
Gay × assertive or aggressive	.28*	.18	.28*	.18	.28*	.18
Gay × decisive	.47*	.17	.45*	.16	.46*(.17)	.17
Gay × ambitious	.68	.26	.69	.27	.67	.26
Gay × communication skills	.87	.20	.89	.22	.88	.20
Main effects:						
Gay	.33**	.12	.52**	.10	.00002**	.00007
New York	.47*	.15				
Pennsylvania	.89	.25				
California	.83	.21				
Ohio	1.15	.32				
Nevada	.71	.25				
Florida	.57*	.16				
City law			1.11	.22	1.18	.24
County law			.48*	.15	.50*	.16
State law			.81	.14	.98	.26
State-level attitude					.96	.04
Assertive or aggressive	1.20	.34	1.20	.34	1.20	.34
Decisive	1.14	.23	1.20	.24	1.19	.24
Ambitious	1.57	.38	1.53	.37	1.55	.37
Communication skills	1.10	.17	1.09	.17	1.10	.18
McFadden's pseudo R^2	.033		.029		.031	
Baseline odds[a]	.154		.129		.119	

NOTE.—N = 3,538. All models included controls for employer size, percentage of males in occupation, industry wage, teamwork, urbanness, education, unemployment, and conservative voters; the coefficients for these variables are omitted to conserve space. Robust SEs (in parentheses) are corrected for clustering on job ad because the data contain two records per ad. The Texas dummy is omitted.

[a] Predicted odds of callback for nongay applicant in case of a hypothetical job that is in each of the reference categories for dummy variables and is at the average of each continuous variable. For example, in model 2, the baseline odds represent the predicted odds of a nongay candidate applying for a Texas job that does not explicitly require any of the skills and traits included in this model and is at average in all the continuous control variables (e.g., industry wage and employer size).

* $P < .05$.

** $P < .01$.

are the interaction terms.[15] Model 2 indicates significant variation in the level of discrimination across regions even after controlling for other factors. Compared to employers in Texas, firms in New York, Pennsylvania, and California were significantly less likely to treat gay job applicants unfavorably. In the other three states (Florida, Ohio, and Nevada), the level of discrimination was not significantly different from that in Texas. To understand the magnitude of these regional differences, consider the example of a gay applicant who has a 3.7% probability (or odds of 0.038) of receiving a callback for a given job in Texas—the average probability of success for gay applicants in that state. If this job seeker applied for a similar job in California, he would be predicted to have a 10.2% chance (or odds of 0.114) for a callback.

In models not reported here, I used industry and occupation dummies to control for industry- and occupation-specific factors while examining regional variation. The observed regional variation remained significant. Indeed, an analysis of interaction terms between *gay* and occupational categories, and between *gay* and industry categories, revealed that the likelihood of discrimination did not vary significantly across occupations and industries. Thus, the possible over- or underrepresentation of certain occupations or industries in a region could not account for the geographic variation documented in this study.

What explains, then, the observed regional variation? One hypothesis might be that regional differences reflect variation in the adoption of laws protecting gay men from discrimination. Model 3 lends some credit to this hypothesis. The coefficients of the interaction terms *gay* × *county law* and *gay* × *state law* are significant and greater than one, suggesting that employers located in states and counties with a relevant antidiscrimination law were less likely to discriminate against gay applicants. This result, however, does not necessarily imply that lower levels of discrimination were due entirely to antidiscrimination laws. Since public opinion toward gay people might affect both the level of discrimination and the probability that an antidiscrimination policy is adopted, the effect of laws on discrimination may be confounded with the effect of attitudes (Klawitter and Flatt 1998).

To fully untangle the effects of laws and attitudes, we would need reliable data about within-state variation in attitudes toward gay men. Such data, however, are currently not available. Thus, model 4 represents just a first and very preliminary step in exploring the relationship between laws, attitudes, and discrimination. This model differs from model 3 in

[15] Since these models include interaction terms, the low-order coefficients of variables included in interaction terms (such as the variable *gay*) cannot be interpreted as if they were ordinary coefficients in a model with no interactions.

that it includes a measure of state-level public support for gay employment rights. This variable seems to have a significant negative association with discrimination, and once it is included in the model, the independent effects of antidiscrimination laws disappear. This finding, however, should be interpreted with great caution. Most important, given the small number of states in the sample, it is difficult to distinguish the impact of state-level variables from the effects of the specific states themselves. Moreover, the relationship between antidiscrimination laws, attitudes, and discrimination is likely too complex to be captured in a cross-sectional analysis with a small number of states. As noted above, social acceptance of gay people might make the adoption of antidiscrimination laws more likely, but antidiscrimination laws might also have an effect on social attitudes (Klawitter and Flatt 1998), and both laws and attitudes may affect the likelihood of discrimination. Thus, precisely untangling the effects of laws and attitudes remains a task for future research.

In addition, model 3 raises another question about the mechanisms at work. By what mechanism might local (in this case, county-level) antidiscrimination laws affect employer behavior in states that prohibit discrimination on the basis of sexual orientation? In other words, what explains the negative association between the extent of discrimination and the presence of county-level laws once the relevant state-level laws are held constant? Two mechanisms may help explain this finding. First, county laws might reflect more tolerant local attitudes, which—as noted above—we cannot directly measure at this time. Second, although local ordinances tend to be less powerful than state laws, they may provide some additional protection and oversight, often by mandating a local commission to investigate complaints of discrimination (e.g., Cook County Commission on Human Rights 2003). Future research might explore these mechanisms in more depth.

Required Personality Traits

In all three models in table 7, the interaction terms *gay* × *aggressive or assertive* and *gay* × *decisive* have significant coefficients and imply that employers who emphasized the importance of aggressiveness, assertiveness, or decisiveness were particularly likely to discriminate against gay applicants. For example, consider a situation where a gay applicant has a 10% probability (or odds of 0.111) of receiving a callback from an employer that does not explicitly seek aggressive or assertive employees. If this applicant applied for an otherwise comparable job with an explicit requirement of aggressiveness or assertiveness, his predicted chance of success would only be 3% (or odds of 0.031). This finding is consistent

with the hypothesis that stereotypes play an important role in discrimination against gay men.[16]

Not all discrimination, however, was attributable to the potential effect of stereotyping. Clearly, as table 5 indicates above, there was a significant callback gap even in the case of job postings that did not emphasize stereotypically male heterosexual traits. Indeed, when I estimated the logistic regression in table 6 on the subsample of jobs that did not require assertiveness, aggressiveness, or decisiveness, the odds-ratio coefficient of the variable *gay* remained significant ($P < .01$) and less than one (0.70). Thus, even when these traits were not emphasized, gay applicants suffered significant callback discrimination.

At the same time, the coefficient of the interaction term *gay* × *ambitious* is insignificant in all models. Thus, the level of discrimination did not differ between employers who emphasized the importance of ambition and those who did not. One interpretation of this finding might be that, although ambition is a stereotypically masculine trait (Bem 1974), gay men are more strongly stereotyped as lacking traits like assertiveness and aggressiveness than as lacking ambition (Madon 1997). In addition, the coefficient of the *gay* × *communication skills* interaction was also insignificant in all models, suggesting that gay applicants enjoyed no advantage when responding to ads that emphasized communication skills. Thus, it seems that stereotypes mainly hurt, rather than helped, gay job seekers. Finally, in unreported models, I used three-way interactions (*gay* × *state* × *required trait*) to examine whether the effects of required personality traits varied across states; however, I found no significant evidence for such variation.

Robustness Checks

I performed several analyses to examine the robustness of the above findings to alternative model specifications. First, in alternative versions of all the above models, I used cluster-adjusted standard errors to take into account the potential correlation of residuals within a state. Second, I replaced *percentage of males* and *industry wage* with occupation and industry dummies (in both the main and the interaction terms) to check for the effect of occupation- and industry-specific factors that might not be captured in the main models. Third, I used dummy variables and corresponding interaction terms to control for any potential effect of the

[16] This result was consistent across regions; in models not reported here, I used interaction terms (e.g., *gay* × *decisive* × *Texas*) to examine whether the extent to which the required personality traits made discrimination more likely varied across states, but I found no variation.

three recruitment websites on which the job postings appeared. Fourth, I included controls for clustering by employers who posted multiple jobs. The coefficient estimates of interest remained stable under all these specifications, indicating discrimination overall, as well as variation in the level of discrimination by region and by the traits required in the job postings.

DISCUSSION

During the past decade, the labor market disadvantages of LGBT employees in the United States have been subject to intense political debates and have received increasing attention from social scientists (Badgett et al. 2007). To date, however, researchers have provided little direct evidence about the inequalities that LGBT Americans might face in obtaining a job. This is a significant lacuna because discrimination in hiring is a crucial inequality-generating mechanism that regulates job seekers' access to the broader array of labor market opportunities (Pager 2007). Indeed, hiring discrimination is a relatively understudied area in the wider labor market literature (Petersen and Saporta 2004). To help address this lacuna, this article has described the first large-scale audit study of discrimination against gay men in the United States. This study contributes to the literature on employment discrimination in three ways: by providing direct evidence about discrimination against gay men, by examining how discrimination varies across regions, and by exploring the role of stereotypes in discrimination. I elaborate on each these contributions below.

Direct Evidence for Discrimination

The first contribution of this study is that it provides more direct evidence for sexual orientation discrimination than do self-reports, small-scale experiments, and wage regressions. Employees' self-reports indicate subjective perceptions, which may not reflect the actual incidence of discrimination. Small-scale experiments test discrimination more directly but are limited in their generalizability and the extent to which they mimic real employment contexts. Wage regressions, in turn, examine data on a larger scale and show a pay gap between heterosexual and gay men, but skeptics might argue that this gap is due to unmeasured productivity differences rather than discrimination. To overcome these limitations, I have conducted an audit experiment. As Pager (2007, p. 120) noted, "Although the audit design cannot address all relevant aspects of labor market disadvantage, it can provide strong and direct measures of discrimination at the point of hire" (see also Correll et al. 2007). Indeed, by collecting

data in several states, coding the characteristics of job postings, and matching the experimental results with employer data, this study produced more fine-grained evidence than many previous audit studies.

The results indicate that gay men encounter significant barriers in the hiring process because, at the initial point of contact, employers more readily disqualify openly gay applicants than equally qualified heterosexual applicants. Even after controlling for job, employer, and area characteristics, I found that gay job applicants were approximately 40% less likely to be offered a job interview than their heterosexual counterparts. This difference is similar in magnitude to the callback gap between black and white job seekers in a recent correspondence audit of Boston and Chicago employers (Bertrand and Mullainathan 2004). Overall, my findings are consistent with less direct indicators of discrimination against LGBT people (Badgett et al. 2007), and—taken together—these lines of evidence suggest that sexual orientation discrimination is a prominent feature of many American labor markets.

Comparing Discrimination across Regions

Audit studies of employment discrimination—whether they focus on race, gender, age, motherhood, or other characteristics—do not typically examine how the extent of discrimination varies geographically. For example, in the audit literature on racial discrimination in hiring, "no researcher has attempted to include more than two sites, thus limiting our comparative perspective on discrimination across labor markets" (Pager 2007, p. 120). Thus, we know little about how hiring discrimination against a given minority group might vary across regions, and it remains unclear whether cross-study differences in the observed level of discrimination reflect variation in experimental designs or regional variation in the incidence of discrimination.

To address these limitations, I have collected evidence from seven geographically dispersed states that vary in both the local attitudes toward gay men and the presence of laws that prohibit sexual orientation discrimination. The results indicate dramatic geographic variation in the level of discrimination, even after controlling for employer, industry, and occupational factors. While employers in the southern and midwestern states in the sample (Texas, Florida, and Ohio) showed strong discriminatory tendencies, there was little or no discrimination in the western and northeastern states, such as California, New York, and Pennsylvania.

This variation provides an interesting contrast to the cross-city variation observed in the audit literature on racial discrimination. Recent audit studies of discrimination against black job applicants (typically conducted in a midwestern or northeastern city) all documented some level

of systematic discrimination (Pager 2007). In the case of gay job seekers, by contrast, while there was severe discrimination in some states, there was no discrimination at all in others. Of course, in the absence of a multistate audit study of racial discrimination, it is difficult to tell whether this difference is due to underlying differences in the geography of racial discrimination and sexual orientation discrimination or to the fact that recent audits of racial discrimination were typically limited to the Northeast and the Midwest. Indeed, more generally, my results suggest that focusing on a single geographic area may prevent audit studies from revealing the larger patterns of discrimination. Thus, a promising avenue for future research might be to study discrimination (on the basis of race, gender, age, motherhood, or other traits) with a multistate design similar to the one used in this study.

In addition to establishing the existence of regional variation in the level of sexual orientation discrimination, this study has begun to explore the sources of that variation. A key finding is that employers in states and counties with a relevant antidiscrimination law were significantly less likely to engage in discrimination, although this difference was no longer significant once I controlled for state-level attitudes. As noted earlier, however, we should interpret this result carefully. Clearly, this study relied on a small sample of states and—in the absence of reliable county- and city-level attitude data—it could not examine the relative impact of laws and attitudes within states. But, indeed, even if such data were available, it may not reveal the relationship between laws, attitudes, and discrimination in its entire complexity. For example, even if antidiscrimination laws had no direct effect, they may help reduce discrimination indirectly, by improving public opinion about gay people (Klawitter and Flatt 1998; Haeberle 2002). Of course, there is likely to be a causal effect in the opposite direction as well, as more tolerant local attitudes lead to more inclusive antidiscrimination laws. Given this potential joint causality between laws and attitudes, isolating their effects on discrimination is difficult (e.g., Burstein 1985). Future research might address this issue by exploring the relationship between attitudinal changes and the passage of antidiscrimination laws longitudinally, and perhaps by conducting repeated audits in a given set of states and cities over time.

Finally, it is important to bear in mind that this study has only examined the relationship between antidiscrimination laws and callback discrimination, rather than other forms of employment discrimination. Antidiscrimination laws, however, are often harder to enforce in the hiring process than in promotions, firings, or wage setting. As Petersen and Saporta (2004, p. 860) noted, those "not hired and possibly discriminated against will rarely know what occurred, and even when they do, it may be impossible to gather the relevant evidence." Thus, laws may be less effective

in reducing discrimination against job seekers than against employees who are already on the firm's payroll (Jencks 1992).

Stereotyping as a Mechanism

The third main contribution of this study is that it identifies stereotyping as a potentially important mechanism underlying hiring discrimination against gay men. Employers who sought applicants with stereotypically male heterosexual traits were much more likely to discriminate against gay applicants than employers who did not emphasize the importance of such traits. This finding suggests that employers' implicit or explicit stereotypes of gay men are inconsistent with the image of an assertive, aggressive, and decisive employee. It seems, therefore, that the discrimination documented in this study is partly rooted in specific stereotypes and cannot be completely reduced to a general antipathy against gay employees.

This finding may also be considered in the framework of statistical discrimination (Arrow 1973), the practice of using "overall beliefs about a group to make decisions about an individual from that group" (Blank, Dabady, and Citro 2004, p. 61). For example, if employers believe that masculinity is associated with better job performance, believe that gay men on average are less masculine than heterosexual men, and cannot directly assess individual applicants' masculinity, they may judge job seekers on the basis of group averages. It is important to emphasize, however, that statistical discrimination "refers to situations of discrimination on the basis of beliefs that reflect the *actual* distributions of characteristics of different groups (Blank, Dabady, and Citro 2004, p. 61; emphasis added). If the overall beliefs about a group are simply based on stereotypes that stem from bias, then using such beliefs to make a decision about individuals is indistinguishable from "ordinary" nonstatistical discrimination (Blank et al. 2004). Thus, the statistical discrimination argument would apply in this case if the prevailing stereotypes of gay men as significantly more feminine or effeminate than heterosexual men reflected reality. Research on the validity of such stereotypes, however, has not been conclusive because of mixed results (e.g., Stokes, Kilman, and Wanlass 1983; Udry and Chantala 2006).

More generally, this study engages with a key question in understanding ascriptive inequality: How do members of dominant groups perceive the characteristics of subordinate groups, especially the characteristics that are relevant to inequality-generating decisions, such as hiring? (See Reskin 2001; Quillian 2006; Ridgeway 2009.) While this study does not provide direct access to the content of stereotypes, it demonstrates their potentially powerful effect on hiring decisions in real employment contexts. Thus,

this study suggests that a fruitful path for future audit studies would be to explore the role that stereotypes play in discrimination on the basis of other characteristics, such as race, gender, age, or motherhood. As in this study, descriptions of desired personality traits in job ads may provide useful data for such research. Indeed, while there is a vast literature on stereotypes in sociology and social psychology, stereotyping has received little empirical attention in the audit literature (see Weichselbaumer [2004] for an exception). My findings suggest that this may be a missed opportunity. Although surveys and laboratory studies have demonstrated the strength and abundance of stereotypical beliefs about various groups, we know little about which of these stereotypes most potently affect decisions in actual labor markets. Since audit studies generate direct evidence of discrimination in real employment contexts, they seem particularly well suited to filling this gap.

Résumé Matching and the Issue of Tactlessness

Although the audit method has important advantages, it is not perfect. One particular challenge in correspondence audits is the need to match résumés so that they present two equally qualified applicants who differ only by the characteristic of interest. This may be a difficult challenge. For example, although distinctively African-American names may signal race reliably, they may also signal socioeconomic status, thus introducing a potential confound into the experiment (Pager 2007). Similarly, for instance, skeptics might argue that an officer position in a Parent-Teacher Association (Correll et al. 2007) may not simply signal parental status but also that the applicant is a particularly dedicated parent—a potentially important distinction. Naturally, audit researchers acknowledge these concerns and aim to minimize the distortions they may cause.

In audit studies that focus on sexual orientation, a particular issue is that listing involvement in a gay and lesbian organization may be seen as tactless (Weichselbaumer 2003). I took several steps to address this issue. First, I used résumés of college seniors, a population in which listing involvement in political, community, or identity-based organizations is not, in itself, a violation of prevailing norms. Second, to signal sexual orientation, I used a résumé item that emphasized highly relevant organizational and financial skills; indeed, omitting this item would have meant concealing important human capital. Third, my control organization could also potentially signal "tactlessness" and ensured that I was not detecting discrimination based on political views or activism.

Despite these precautions, the issue of tactlessness merits further discussion, especially because it is not unique to audit studies that focus on sexual orientation. Indeed, this issue might arise whenever the observed

discrimination is based on a characteristic that is potentially concealable in the employee selection process—such as religion, political beliefs, or even motherhood and age (Armour 2003). How might audit studies deal with this issue? An empirical approach is to use a treatment organization that signals significant human capital and a control organization that rules out alternative explanations (such as political discrimination in this case). Another approach is to consider the implications of the tactlessness argument more carefully.

Presumably, the tactlessness argument assumes that applicants should know better than to list on their résumé any experience in an LGBT organization. Why should they know better? One possibility is that they should know that there indeed is discrimination against gay job seekers. In that case, even if a particular employer holds no bias against gay employees, he might discriminate against them for failing to conceal experiences in an LGBT organization. This is a possible scenario but it does not refute the existence of discrimination or imply that there is less discrimination than an audit study might reveal. Indeed, this scenario would occur precisely because there is discrimination against gay applicants (or at least employers assume there is, which in turn causes them to discriminate against gay applicants). Thus, rather than calling into question the results of audit experiments, this argument simply identifies one reason an individual employer might engage in discrimination. Future research that directly focuses on how employers evaluate résumés could examine this possibility.

Another version of the above argument might be that applicants should know better than to list an LGBT organization on their résumé because doing so violates a norm. But this argument, too, suggests discrimination against gay applicants. Otherwise, why would it be more acceptable to mention a treasurer position in a socialist group than a treasurer position in a gay and lesbian community organization, even in politically conservative areas? Indeed, college seniors' résumés frequently list activities in religious, political, ethnic, and other identity-based campus groups, so if the observed callback gap is due to a norm, that norm must be clearly directed against mentioning LGBT organizations and must be much stronger in the South and the Midwest than in the Northeast and the West. Thus, rather than refuting the existence of discrimination, this argument simply recasts it in terms of a norm that underlies, or stems from, discrimination.

A related issue is the concern that, for some reason, employers may perceive involvement in the control organization—in this case, the socialist/progressive organization—as more valuable than they see participation in the gay and lesbian organization. Some might argue, for example, that employers could perceive the socialist/progressive organization as

more "intellectual" than the gay and lesbian organization. Or, perhaps, employers may see the socialist/progressive organization as an activist group that provides more opportunities to demonstrate leadership than the gay organization, which may be seen as focusing only partly on political activism. I addressed this issue in two ways. First, the randomly assigned résumé items specifically described the applicants' activities and achievements within each organization. Thus, rather than leaving it to the employers to guess what kind of activities the applicant pursued as part of his position, these résumé items provided specific information about those activities.

The second way to address this concern involves considering the empirical patterns that emerged from this study. If there were no discrimination against gay men but employers generally valued participation in the progressive/socialist group more highly that they valued experience in the gay/lesbian group (regardless of sexual orientation), we would expect a consistent penalty for the résumé with the gay signal in all areas. Yet, in reality, I only found such a penalty in some of the states. Thus, a compelling argument for confounding would need to explain why, in the absence of sexual orientation discrimination, employers in Texas and Ohio would make fundamentally different inferences about the value of these two résumé items than do employers in New York and California. Indeed, a convincing answer to this question would also need to address why—if sexual orientation itself did not matter—employers in more conservative states would favor the socialist/progressive applicant over the gay applicant.

Adapting to the Reality of Discrimination

This study documented the existence of discrimination, but it is left to future research to explore how gay job seekers adapt to this reality. Indeed, it is important to note that audit studies generally capture the extent of discrimination that occurs before job seekers' responses to discrimination—such as the avoidance of discriminatory employers—take place (Heckman 1998; Blank et al. 2004). In the case of sexual orientation, the issue of adaptation raises a particularly interesting dilemma. On the one hand, some might conclude that job applicants would be best advised to hide their sexual orientation during the hiring process and perhaps even beyond it, especially if employer bias extends to other decisions as well (e.g., about wages or promotions). If that is the case, disclosure may lead to a reduction in one's economic opportunities. On the other hand, concealment may also be costly. First of all, omitting relevant skills and experiences from one's work and volunteer history means hiding a potentially important part of one's human capital. Friskopp and Silverstein

(1996, p. 186) noted in a study of Harvard Business School graduates: "Many of those we interviewed had significant leadership roles in various gay organizations but felt they could not include this information on their résumé without discrimination. Thus, by comparison to their heterosexual peers' resumes, theirs may have seemed devoid of outside activities and achievements, community involvement, or leadership skills. As [one respondent] confided, 'It looked sparse, but I didn't know what else to do.'"

In turn, once at the workplace, hiding one's sexual orientation is often stressful and may have a negative impact on the individual's productivity, self-esteem, depth of friendships, and ability to work as part of a team (e.g., Woods 1993; Friskopp and Silverstein 1996). Indeed, for these reasons, some might argue that it is in the interest of gay job seekers to signal their sexual orientation because doing so may screen out less tolerant employers. This strategy, of course, is only feasible if a sufficiently large number of nondiscriminatory employers offer equally high-quality jobs as their discriminatory counterparts (Pager 2007; Pager et al. 2009).

Beyond the Callback Stage

A related question is how employers treat openly gay applicants beyond the initial callback stage of the hiring process. One important factor in this regard might be whether interviewers differ from résumé screeners. If an openly gay applicant is interviewed by the same people who, aware of his sexual orientation, granted him a callback at the résumé stage, discrimination at the interview stage may be less likely than in cases when résumé screeners and interviewers are not the same people. In the latter case, not all interviewers may be as accepting of gay people as the résumé screener who made the initial selection. In addition, regardless of who the interviewers are, the interview phase may involve different discrimination-related processes than those present at the callback stage. On the one hand, to the extent that some aspects of "masculine" behavior are observable during this stage, interviewers may rely less on stereotypes and more on observations of individual attributes. On the other hand, research suggests that—at least in elite professional service firms—interviewers often pay particularly close attention to factors other than job-relevant skills, such as extracurricular interests and personality traits, which they use to evaluate the "fit" of applicants to the firm and to distinguish between otherwise very similar candidates (Rivera 2009). Thus, because applicants who receive a callback are often similar in their grades and job-relevant experience, factors like sexual orientation—or involvement with an identity group based on sexual orientation—may become more salient at the interview stage than they were at the callback stage. In sum, the processes that foster or prevent discrimination are likely

to vary across different stages of the hiring process; future research should explore these processes beyond the résumé-screening stage.

Discrimination against Other Groups

The scope of this study was limited to just one LGBT group—gay men. Thus, hiring discrimination against lesbian, bisexual, and transgender job seekers in the United States remains to be explored through large-scale audit studies. One path for future audit research would be to explore discrimination against lesbians. While survey-based research consistently documented a wage penalty for gay men, some studies found a wage premium for lesbians (Klawitter and Flatt 1998; Black et al. 2003). An audit study might offer insight into this intriguing result. Indeed, given that existing stereotypes of gay men and lesbians are significantly different (Madon 1997; Ward 2008), an audit study of stereotype-based employer behavior toward lesbians in the United States may be a particularly promising research endeavor (cf. Weichselbaumer 2003). Another avenue would be to explore the interaction of sexual orientation and race. For example, do race and sexual orientation interact to produce "multiple jeopardy" (King 1988) for LGBT members of racial minority groups? And, if there is such an interaction, does its nature vary across minority groups? Extending the current study to answer these questions would further deepen our understanding of labor-market inequalities.

Finally, future research might extend this study to enrich the broader literature on gender-based inequality. A particularly interesting question concerns the extent to which discrimination based on gender—as opposed to sexual orientation—would lead to similar empirical patterns as those observed in this study. For example, would heterosexual women also be disadvantaged in cases when employers emphasize stereotypically masculine traits? A promising first step toward exploring this question is an audit study by Weichselbaumer (2004), who found discrimination against women in traditionally male occupations in Austria and showed that this unfavorable treatment persisted even when female applicants' résumés signaled masculine personality traits. More generally, future research should benefit from simultaneously exploring the role of gender and sexual orientation in callback discrimination. In particular, large-scale audits covering multiple LGBT groups and both male and female applicants could help untangle both the direct and the interactive effects of gender and sexual orientation.

APPENDIX

Signaling Sexual Orientation

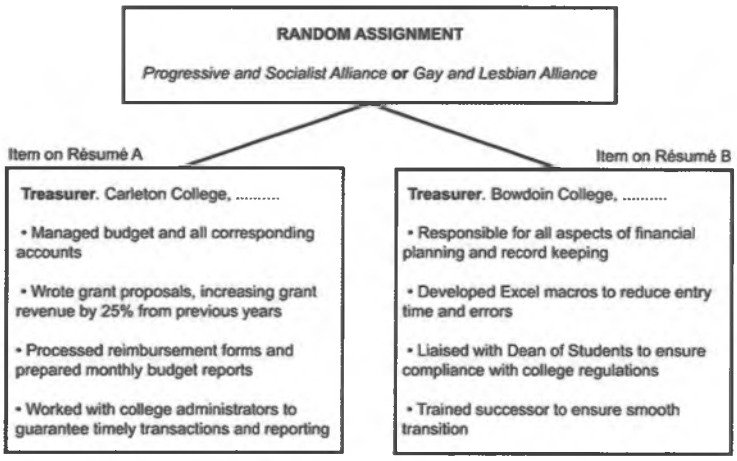

FIG. A1.—The fictitious applicants' colleges (Carleton on résumé A; Bowdoin on résumé B) are both private, independent, nonsectarian, coeducational liberal arts colleges. Both have been consistently ranked in very similar positions in popular college rankings, such as the *U.S. News and World Report* rankings, and both are located in states not sampled in this study (Maine, Minnesota). As mentioned in note 5 above, the two résumés did not differ in the number of callbacks they generated either in the overall sample or in subsamples by state and sexual orientation.

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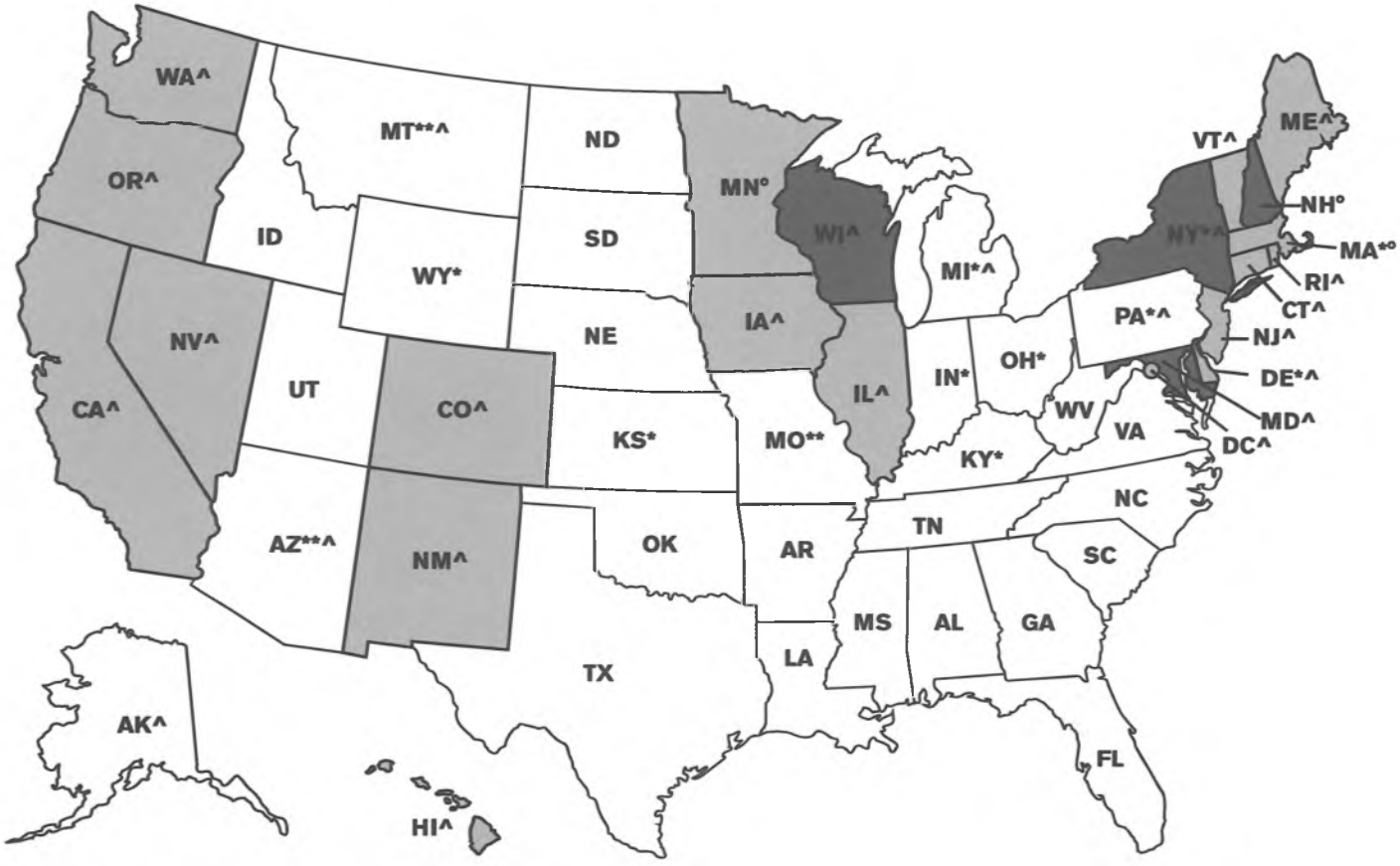
HUMAN RIGHTS CAMPAIGN

STATEWIDE EMPLOYMENT LAWS AND POLICIES



Updated June 19, 2013

States that prohibit discrimination based on sexual orientation and gender identity (17 states and D.C.): California (1992, 2003), Colorado (2007), Connecticut (1991,2011), Delaware (2009,2013), District of Columbia (1977, 2006), Hawaii (2011), Illinois (2006), Iowa (2007), Massachusetts (1989, 2012), Maine (2005), Minnesota (1993), New Jersey (1992, 2007), New Mexico (2003), Nevada (1999, 2011), Oregon (2008), Rhode Island (1995, 2001), Vermont (1991, 2007) and Washington (2006).

- State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida and New York.
- The Federal Equal Employment Opportunity Commission is now accepting complaints of gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

States that prohibit discrimination based on sexual orientation only (4 states): Maryland (2001), New Hampshire (1998), New York (2003) and Wisconsin (1982).

Laws and Policies Covering Public Employees Only:
The laws referenced above apply to public and private employers (with some limitations) in the respective states. Additionally, there are 9 states (*) that have an executive order, administrative order or personnel regulation prohibiting discrimination against public employees based on sexual orientation and gender identity, and 3 states (**) prohibit discrimination against public employees based on sexual orientation only (Missouri order only covers executive branch employees). In 23 states and the District of Columbia (^) state employees are provided with domestic partner benefits. In 3 states (°) state employees are provided with benefits based on marriage, and same-sex spouses are eligible for benefits.