



The Harris Poll Inclusive Insights

LGBTQIA+ & Work

Harris Poll Thought Leadership Practice • June 2023



Methodology

This report is based on a custom survey that was conducted online within the United States by The Harris Poll between May 26 and June 1, 2023, among 1,110 LGBTQIA+ adults aged 18 and over. This body of research includes 309 respondents who identify as lesbian, 346 who identify as gay, 380 as bisexual, 94 as transgender, as well 79 who identify as non-binary. Moreover, this survey includes 382 who identify both as LGBTQIA+ and as BIPOC. This report is based on a sample of 696 respondents who are currently employed.

About Harris Poll Thought Leadership Practice

Founded in 1956, The Harris Poll is one of the longest running surveys in the U.S. tracking public opinion, motivations, and social sentiments. Every year, we poll millions of people on the trends that are shaping our modern world. Building on 50+ years of experience pulsing societal opinion, we design research that is credible, creative, and culturally relevant. Our practice drives thought leadership and unearths trends for today's biggest brands. We are focused on helping our clients get ahead of what's next.



Only 4 in 10 queer employees are out to their coworkers, citing authenticity and safety as the top reasons for coming out



Why queer people have chosen to be out to their coworkers:



Q10. Are you out about your LGBTQIA+ identity to any of the following groups or individuals?: Coworkers you regularly interact with. % who answered “Yes (all or most members of this group)” (Employed, n=696) | Q11b. Which of the reasons below describe why you’ve chosen to be out at work? Please select all that apply. (Employed and out to all or most of their coworkers, n=288) | “Executive manager” refers to C-suite and SVP/upper management | 1= Authenticity was calculated as a net of “To bring ‘my whole self’ to work” + “It was too tiring...”



And even fewer queer employees are out to their bosses or on LinkedIn about their LGBTQIA+ identity

37%

are **out about their LGBTQIA+ identity** to their direct supervisors

49% LESBIAN
45% NON-BINARY
24% EXECUTIVE MANAGER

31%

are **out about their LGBTQIA+ identity** on their professional social media accounts (e.g., LinkedIn)

49% TRANSGENDER
42% LESBIAN



Invisible walls—queer professionals grapple with workplace intolerance

62% of transgender respondents have had a **negative experience coming out at work at some point** (e.g., coworker(s) treated negatively, emotional trauma, negative professional consequences, etc.), compared to 47% of all employees within the LGBTQIA+ community. 52% of those who identify as lesbian, and 50% who are gay share the same sentiment.

52% of BIPOC LGBTQIA+ respondents, including 59% of those identify as Latinx, report that they have had a **negative experience** with coming out at work at some point. This is in contrast to 43% of white LGBTQIA+ employees.

52% of queer Millennials and 53% of Gen Z have had a **negative experience** with coming out at work at some point, compared to 36% of Gen X and 28% of Boomers.

Q14. How much do you agree or disagree with the following statements? (Top 2=Strongly/somewhat agree); (Employed, n=696)

Top reasons queer employees aren't out to their co-workers:

52%

Don't feel the need to bring that aspect of my identity to work right now

61% SUBURBAN

37%

Have other priorities I'd like to focus on

33%

Concerned about negative reactions from coworkers

40% TRANS

29%

It takes too much mental/emotional energy

24%

Have come out once, but don't want to repeatedly come out

30% URBAN

23%

Concerned it will damage my career

48% TRANS
30% URBAN

20%

Negative past experience coming out at work

16%

Company doesn't provide a safe environment to do so

21% URBAN

Q11a. Which of the reasons below describe why you're not out to all or most of your coworkers? (Employed and not out to all or most of their coworkers, n=359)



Transgender employees are forced to camouflage, outperform, and face bias in the workplace

71% of trans employees say that “I feel I have to hide things about my life outside of work that others in my workplace do not.” 51% of the whole LGBTQIA+ community also agrees with this statement.

57% of trans employees say that “I have to outperform non-LGBTQIA+ coworkers to gain the same recognition.” 44% of the whole LGBTQIA+ community also agrees with this statement.

55% of trans employees report that their professional advancement is being hindered due to their LGBTQIA+ identity. 41% of the whole LGBTQIA+ community also agrees with this statement.



Queer BIPOC workers also face extra hurdles on their career paths

54% of queer BIPOC employees, say that “I feel I have to hide things about my life outside of work that others in my workplace do not,” compared to 49% of their white counterparts.

50% of queer BIPOC employees, say that “I feel like I have to outperform non-LGBTQIA+ coworkers to gain the same recognition,” compared to 40% of their white counterparts.

42% of queer BIPOC employees report that their professional advancement is being hindered due to their LGBTQIA+ identity, compared to 33% of their white counterparts.



9 in 10 cited at least one “red flag” that would cause them to withdraw from an interview process (92%)

Top reasons LGBTQIA+ employees would withdraw from an interview process

Finding out that the company is not supportive of the LGBTQIA+ community	71% NON-BINARY, 66% TRANS	56%	
Unnecessary and intrusive interview questions that directly or indirectly ask about my LGBTQIA+ identity		52%	
Comments or decorations that don't support the LGBTQIA+ community	63% NON-BINARY	50%	
A negative review from someone in your professional network about how the company treats its LGBTQIA+ employees	65% N-B	47%	
Poor reviews on employer-review websites like Glassdoor about how they treat LGBTQIA+ employees	57% N-B	46%	
Non-inclusive benefits policies		33%	
Non-inclusive HR policies	41% NON-BINARY, TRANS	32%	
The interviewer failing to proactively mention inclusive policies in the interview process	29% TRANS	19%	

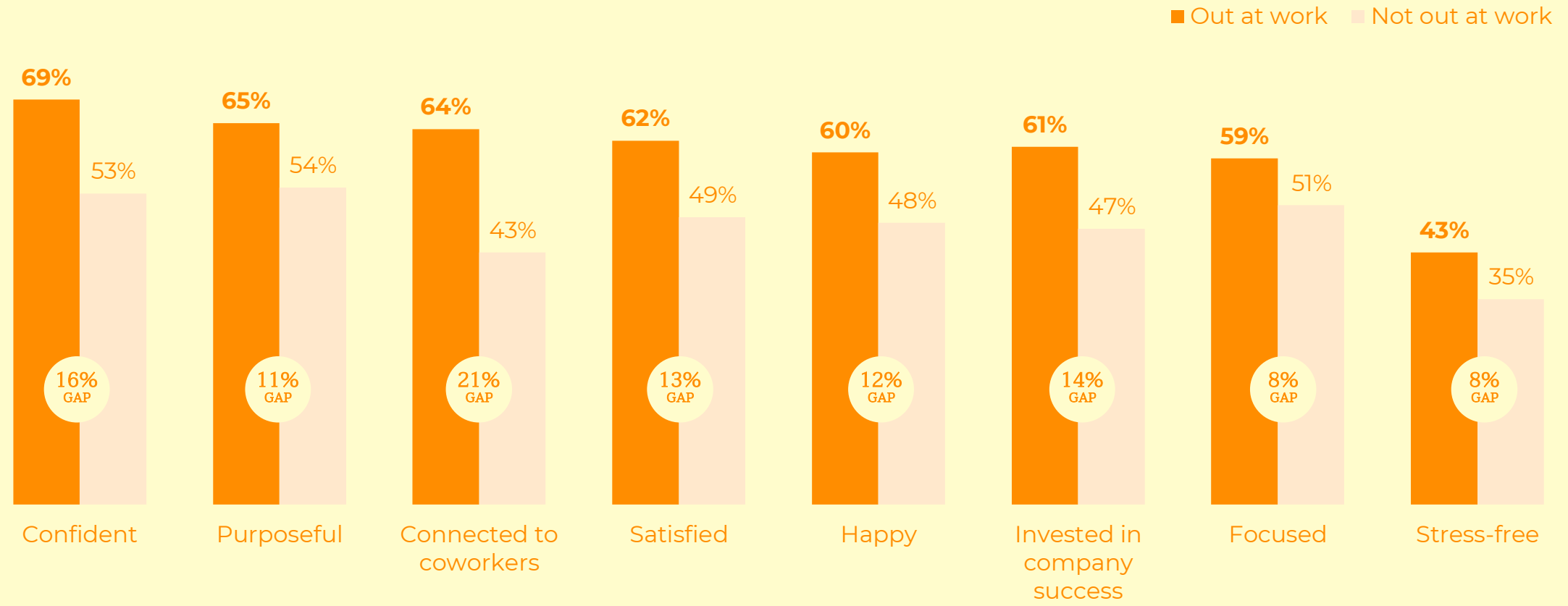
48%

65% TRANS

of queer employees have left a job at some point due to a non-inclusive LGBTQIA+ environment



Inclusivity in action—out LGBTQIA+ employees report a more positive and thriving employee experience



Q9. On a scale from 1 to 10, please indicate how you feel at work. T3B (those who selected 8, 9, or 10) (Employed and out at work, n=195) (Employed and not out at work, n=501)



Safeguards addressing discrimination and harassment in the workplace are more valued than any other policy, benefit, or resource

Why?

38% have **reported harassment or discrimination** related to their LGBTQIA+ identity, but their employer failed to act, including 57% of transgender employees.

46% have **experienced harassment or discrimination** but chose not to report because it felt either unsafe or unproductive to do so, including 65% of transgender employees.

Most important policies, benefits, or resources:

	Safe reporting channels for incidents of LGBTQIA+ discrimination and harassment	94% TRANS	89%
	Written disciplinary protocol to address incidents of LGBTQIA+ discrimination and harassment		86%
	Paid leave to care for chosen family members ¹	94% NON-BINARY	85%
	HR systems are inclusive of all employees' genders and pronouns		83%
	Inclusive parental leave policies	86% NON-BINARY	81%
	Health coverage and supportive leave for gender-affirming care		80%
	LGBTQIA+ education and inclusion training		78%
	Supportive policies around pronoun use	86% NON-BINARY	78%
	An active LGBTQIA+ resource group		74%
	Fertility and adoption financial assistance	72% BIPOC	66%
	Gender neutral bathrooms	84% TRANS	66%



Queer employees seek genuine, whole-hearted Pride Month efforts from their employers



Emails are the most popular way employers recognize Pride month, yet monetary donations for LGBTQIA+ causes are the most desired



Q14. How much do you agree or disagree with the following statements? (Top 2=Strongly/somewhat agree); (Employed, n=696) | Q15. Please select the column that best describes the following activities and actions related to Pride month at work: My employer does this; I wish my employer did this; Neither. (Employed, n=696)



Optimism prevails,
as queer employees
defy hurdles and
maintain hope
in workplace
progress

81%

“My company is moving
in the right direction
when it comes to
LGBTQIA+ inclusion.”

74%

“I believe that my place of
employment would hold
people accountable for
anti-LGBTQIA+ behavior
(or I have already seen it
do so in the past.)”



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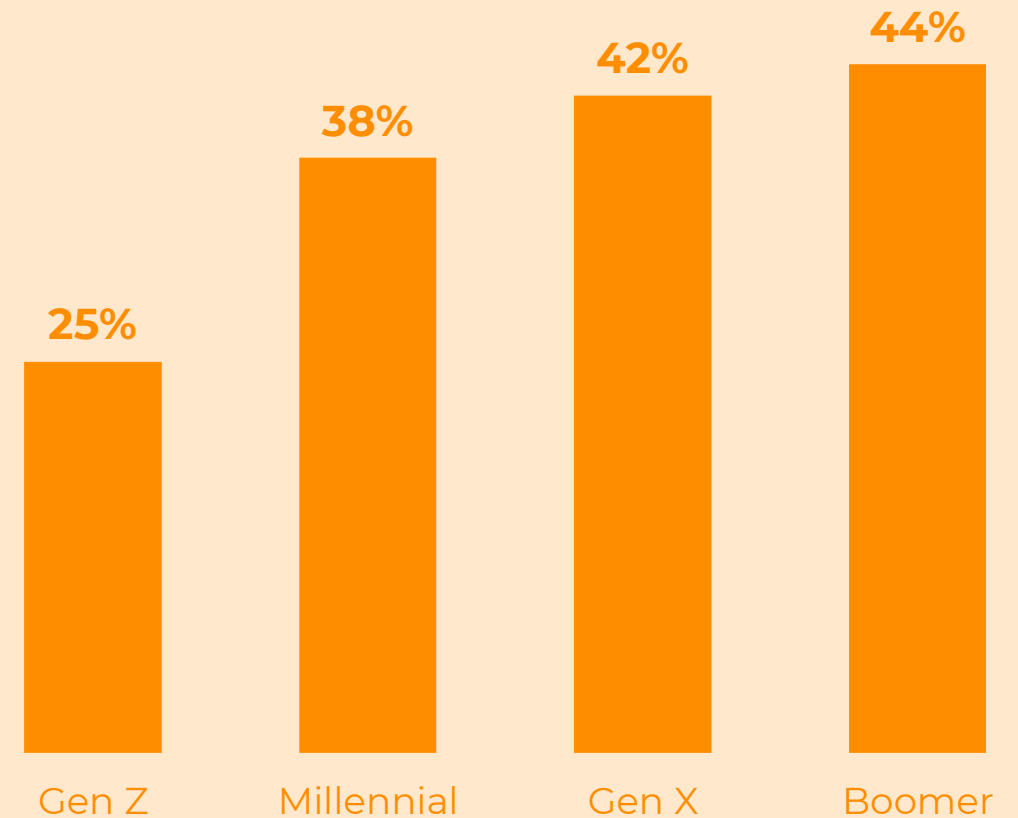
Appendix



Only a quarter of Gen Z queer employees (25%) are **out to their supervisors**

Half of Gen Z (50%) and Millennials (56%) **have left their job due** to a non-inclusive LGBTQIA+ environment

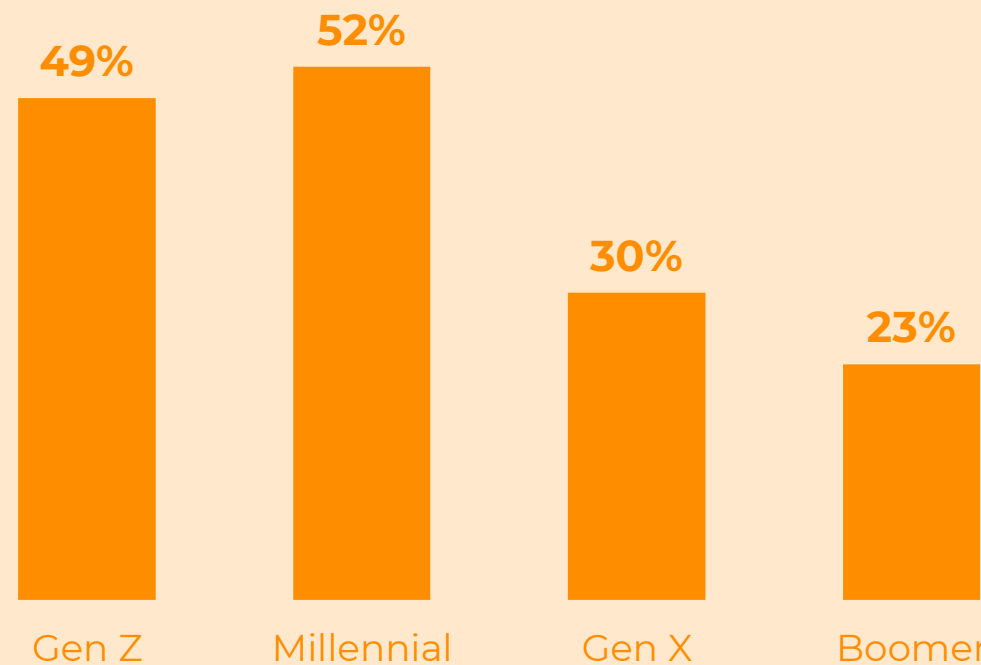
Who's out to their supervisors:





Younger generations especially feel like they **must go the extra mile** to bridge the recognition gap

“I feel like I have to outperform non-LGBTQIA+ coworkers to gain the same recognition.”





Most important policies, benefits, or resources, “Very important”:

	Safe reporting channels for incidents of LGBTQIA+ discrimination and harassment	69% NON-BINARY	54%
	Written disciplinary protocol to address incidents of LGBTQIA+ discrimination and harassment	63% NON-BINARY, 61% TRANS	52%
	HR systems are inclusive of all employees' genders and pronouns	71% N-B	50%
	Inclusive parental leave policies	66% TRANS, 63% NON-BINARY	48%
	Paid leave to care for chosen family members ¹	61% NON-BINARY	46%
	Health coverage and supportive leave for gender-affirming care	55% TRANS	44%
	Supportive policies around pronoun use	57% NON-BINARY	41%
	LGBTQIA+ education and inclusion training		41%
	An active LGBTQIA+ resource group	49% TRANS	37%
	Gender neutral bathrooms	54% TRANS, 51% NON-BINARY	32%
	Fertility and adoption financial assistance	38% TRANS	32%