

Inclusive Insights: LGBTQ+ & the Workplace

The State of LGBTQ+ Support at Work

June 2026 • The Harris Poll Thought Leadership Practice





Methodology

This report was conducted online in the United States by The Harris Poll on behalf of Inclusive Insights from May 19 to May 27, 2026. Workplace findings are based on 650 LGBTQ+ employed adults and 2,432 non-LGBTQ+ employed adults ages 18 and older. The LGBTQ+ employed respondents were drawn from a broader sample of 1,042 LGBTQ+ adults, of whom 231 people identified as lesbian, 324 as gay, 373 as bisexual, 51 as transgender, and 38 as nonbinary. The survey also included 602 neurodivergent respondents and 398 BIPOC respondents. We use “LGBTQ+” in this report to refer to LGBTQIA+ respondents included in the survey.

Supplementary research was conducted online in the United States by The Harris Poll from May 14 to May 23, 2026, among a nationally representative sample of 4,308 U.S. adults. The sample included 640 Gen Z adults ages 18–29, 1,399 Millennials ages 30–45, 1,129 Gen X adults ages 46–61, and 1,140 Boomers ages 62 and older.

Data are weighted where necessary by age, gender, race/ethnicity, region, education, marital status, household size, employment, sexual orientation, gender identity, and smoking status to bring them in line with their actual proportions in the population.

Respondents for this survey were selected from among those who have agreed to participate in our surveys.

The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within $\pm 4.4\%$ percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.

All sample surveys and polls, whether or not they use probability sampling, are subject to other multiple sources of error which are most often not possible to quantify or estimate, including, but not limited to coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.



Executive Summary

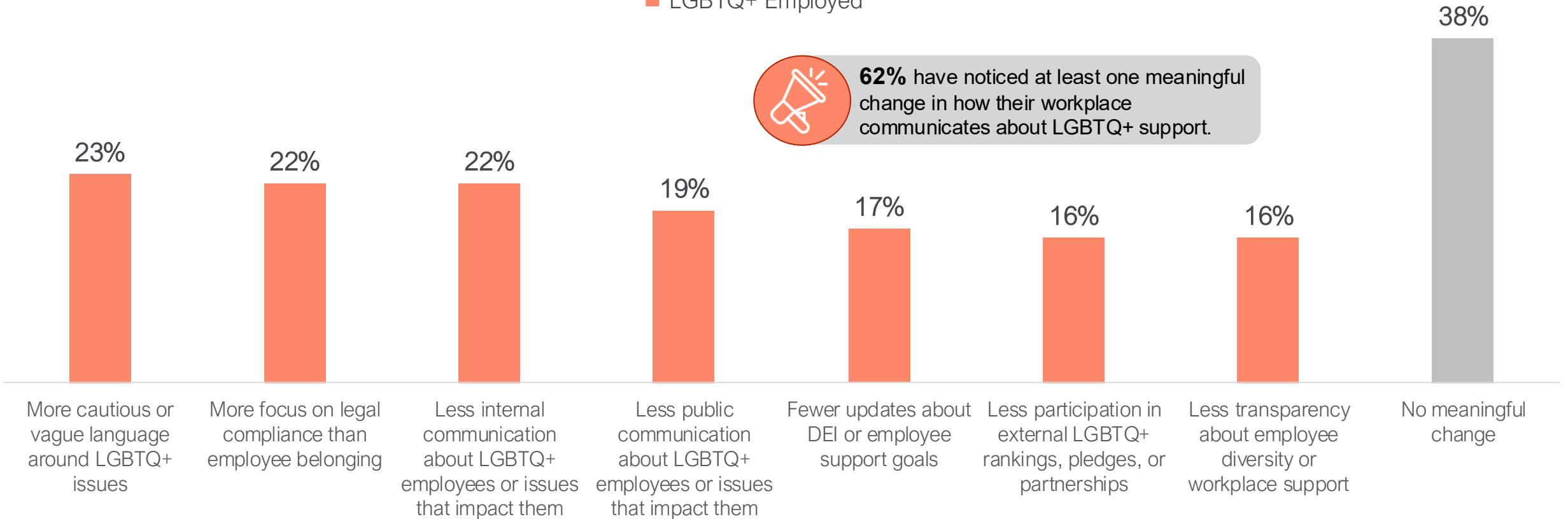
- **Workplace support for LGBTQ+ employees is getting quieter:** Many LGBTQ+ employees report seeing less discussion of LGBTQ+ issues at work and more cautious, symbolic, or silent expressions of support. Political backlash, customer reactions, and concerns about being perceived as too political are contributing to this shift.
- **Support is fragmented, inconsistent, and basic protections are not guaranteed:** Only 35% of LGBTQ+ employees say their workplace has both strong policies and a visibly supportive culture. For many, support exists in pieces – policy without culture, public statements without internal action, or neither. Just 28% say their company supports LGBTQ+ people both internally and publicly, and fewer than four in 10 report core protections such as nondiscrimination policies or clear reporting processes.
- **As support quiets, LGBTQ+ employees are changing how they show up at work:** Nearly two-thirds have self-censored or adjusted their behavior because of the current climate around LGBTQ+ issues. Many are avoiding personal conversations, staying silent when issues arise, or becoming more careful about what they share with colleagues.
- **Silence creates talent, retention, and trust risks:** Many LGBTQ+ employees say reduced support would make them less loyal, less trusting of leadership, and less likely to stay with, join, or recommend an employer. Visible support is increasingly not just a culture issue, but a workforce issue.
- **Inclusive support matters beyond LGBTQ+ employees:** Non-LGBTQ+ employees also view support for LGBTQ+ colleagues as a signal of company values. Many say it demonstrates care for employees, builds trust in leadership, strengthens workplace pride, and increases their likelihood to recommend the company.
- **The playbook is clear – and employees broadly agree on what good support looks like:** Employees want clear anti-discrimination policies, meaningful accountability for harassment, visible support during Pride and throughout the year, an open and inclusive workplace culture, LGBTQ+ representation in leadership, and organizational support when LGBTQ+ rights are under public debate.



LGBTQ+ employees say workplace support is getting quieter

Changes noticed in workplace communication about LGBTQ+ employees or issues

■ LGBTQ+ Employed



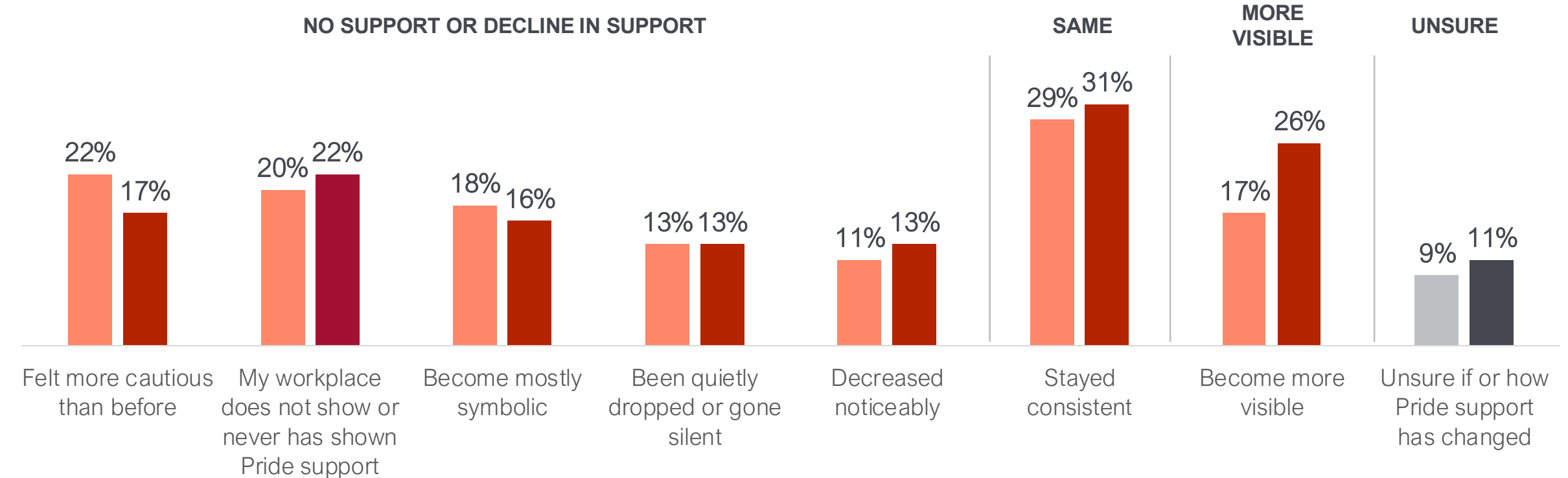
Q202: Which of the following changes, if any, have you noticed in how your workplace communicates about LGBTQ+ employees or issues? (n=650 LGBTQ+ Employed)



Employees see Pride support becoming more cautious, symbolic, or silent

How Pride support has changed in recent years

■ LGBTQ+ Employed
 ■ Non-LGBTQ+ Employed



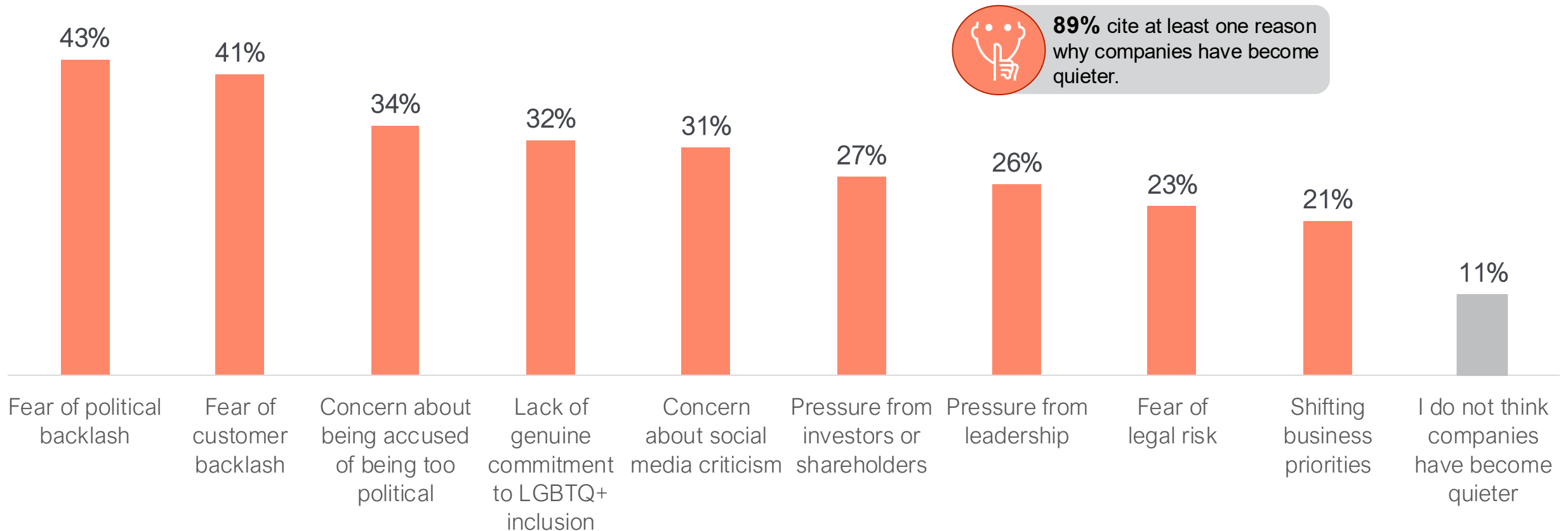
Q203/LGBTQ12: How, if at all, do you feel Pride support from your workplace has changed in recent years? (By Pride support, we mean Pride Month communications, employee events, LGBTQ+ employee resource groups, public statements, donations, policies, benefits, or other visible efforts tied to Pride Month or LGBTQ+ inclusion.) (n=650 LGBTQ+ Employed; n=2,432 Non-LGBTQ+ Employed)



LGBTQ+ employees see fear of backlash behind the quieting

Why some companies have become quieter about LGBTQ+ support

■ LGBTQ+ Employed



Q206: Why do you think some companies have become quieter about LGBTQ+ support? (n=650 LGBTQ+ Employed)



Even existing LGBTQ+ support is pulled between belief and outside pressure

What most influences company LGBTQ+ support efforts

■ LGBTQ+ Employed



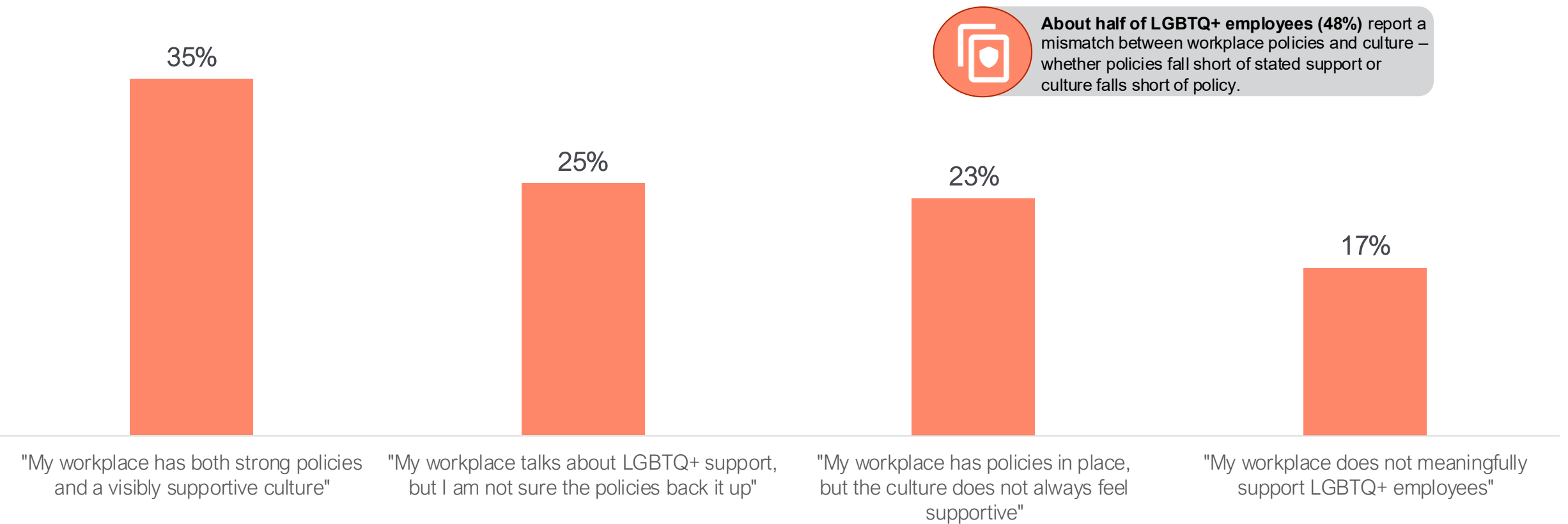
Q117: In your view, what most influences your company's LGBTQ+ support efforts? (n=650 LGBTQ+ Employed)



Only about one third of LGBTQ+ employees see support backed by both policy and culture

Which of the following best describes LGBTQ+ support at your workplace today?

■ LGBTQ+ Employed

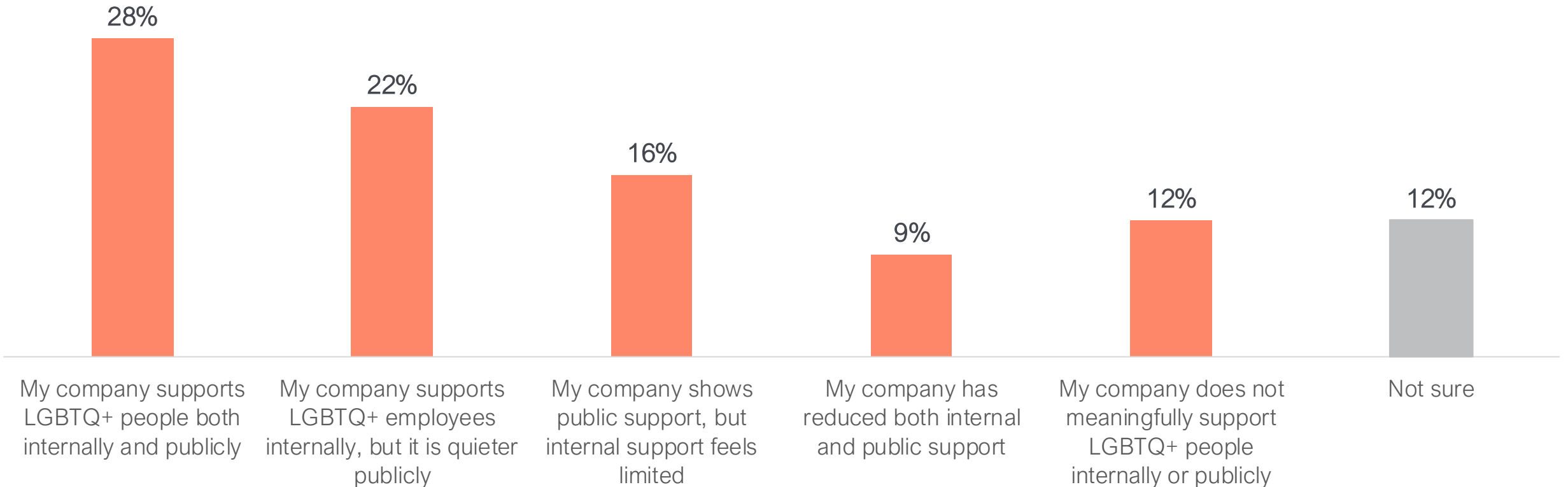




Just 28% say LGBTQ+ support exists both inside and outside the company

View of company LGBTQ+ support

■ LGBTQ+ Employed

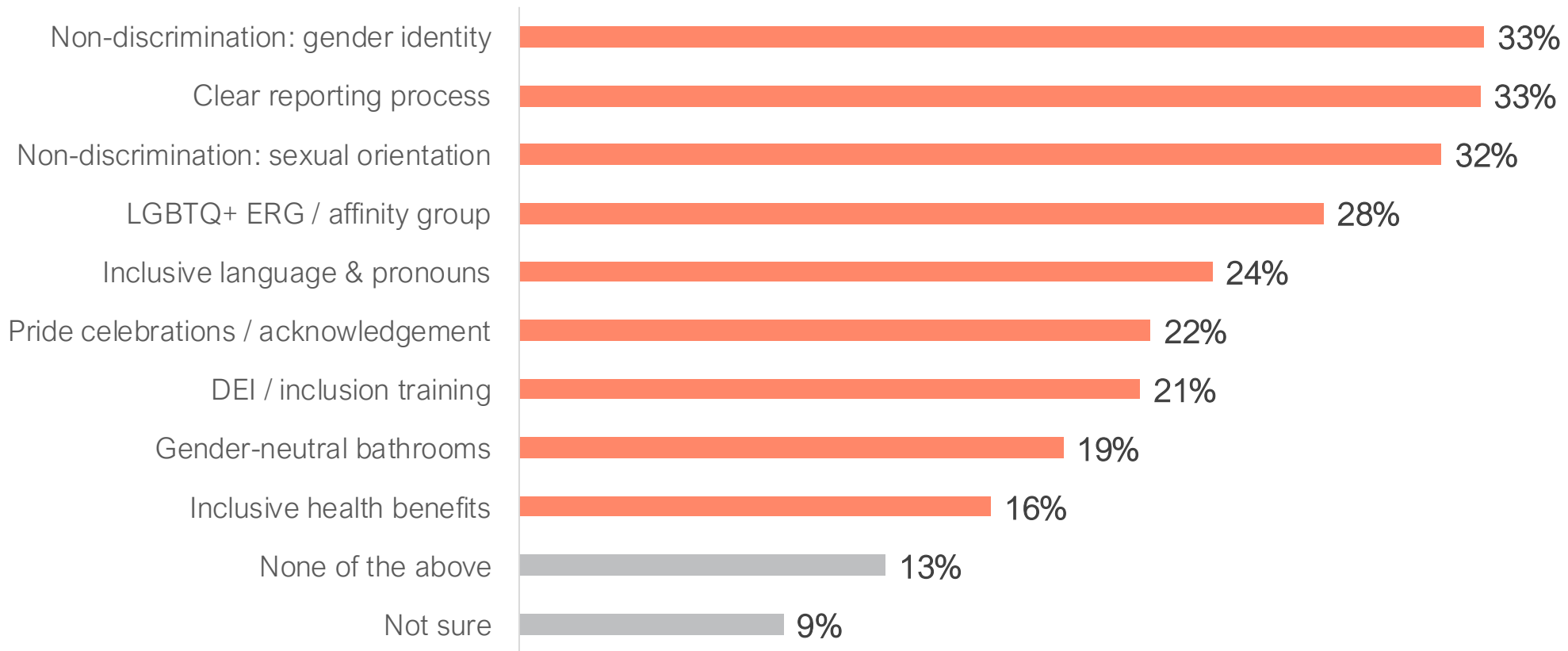


Q205: Which of the following best describes your view of your company's LGBTQ+ support? (n=650 LGBTQ+ Employed)



No single core workplace protection reaches more than a third of LGBTQ+ employees

LGBTQ+ support policies or resources currently in place



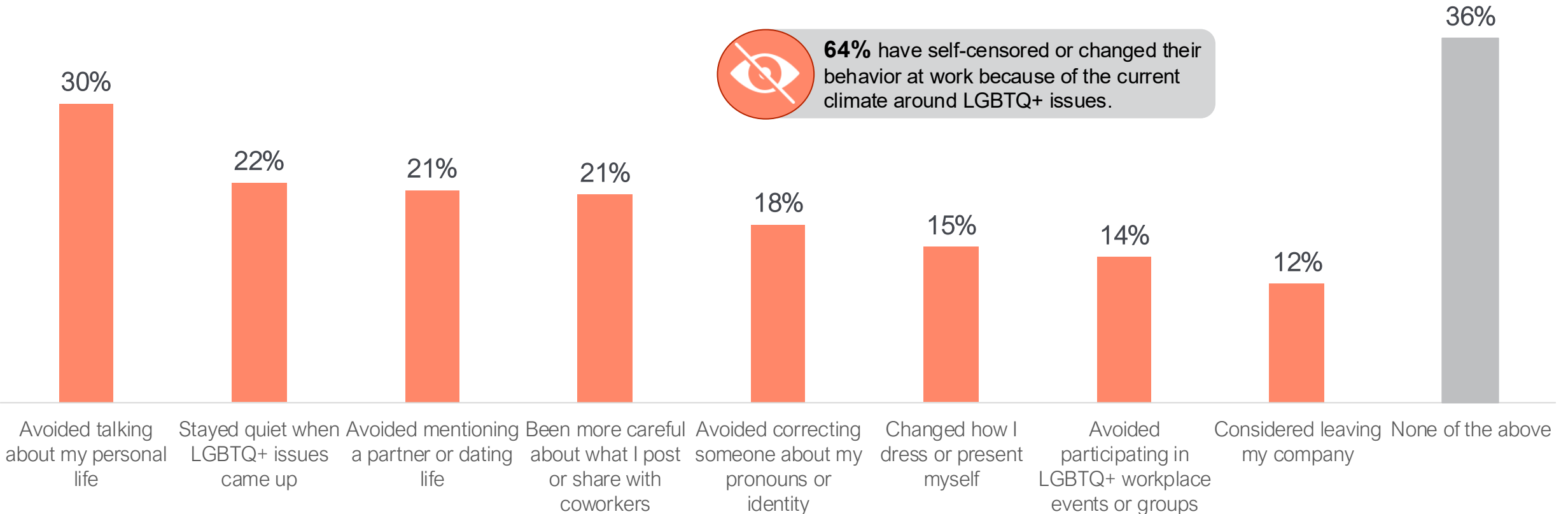
Q204: Which of the following LGBTQ+ support policies or resources does your workplace currently have in place? (n=650 LGBTQ+ Employed) | Answer options have been shortened



As workplaces get quieter, LGBTQ+ employees are editing themselves at work

Actions taken at work because of the current social or political climate around LGBTQ+ issues

■ LGBTQ+ Employed



Q208: In the past year, have you done any of the following at work because of the current social or political climate around LGBTQ+ issues? (n=650 LGBTQ+ Employed)



LGBTQ+ employees notice silence, and it changes how they judge employers

74%
LGBTQ+
Employed

“ I would **think twice about staying** at a company that no longer visibly supports LGBTQ+ employees.”

82% Lesbian, Employed
81% Gay, Employed

72%
LGBTQ+
Employed

“ I notice when my company **avoids talking about issues** that impact LGBTQ+ employees.”

81% Gen Z LGBTQ+, Employed

72%
LGBTQ+
Employed

“ I would **feel less loyal to an employer** that becomes quieter about LGBTQ+ support.”

77% Lesbian, Employed
78% Gay, Employed

71%
LGBTQ+
Employed

“ I pay attention to whether my workplace’s **Pride Month support matches** how LGBTQ+ employees are treated year-round.”

80% Lesbian, Employed
76% Gay, Employed



Many LGBTQ+ employees are more careful about what they share at work

68%
LGBTQ+
Employed

“ I worry LGBTQ+ employees are **expected to do the work** of support and education **without enough support.**”

74% Gen Z LGBTQ+, Employed
76% Lesbian, Employed

67%
LGBTQ+
Employed

“ When my workplace avoids LGBTQ+ topics, it **makes me question** how much support really exists.”

76% Lesbian, Employed
73% Gen Z LGBTQ+, Employed

67%
LGBTQ+
Employed

“ I am **more careful** about how much of my personal life I share at work **than I used to.**”



LGBTQ+ employees say support can feel manager-dependent and increasingly uncertain

60%
LGBTQ+
Employed

“ I feel like LGBTQ+ support at work depends too much on **who my manager is.**”

66% Gen Z LGBTQ+, Employed

59%
LGBTQ+
Employed

“ I worry that support for LGBTQ+ employees **is becoming less of a priority** at my workplace.”

69% Gen Z LGBTQ+, Employed
67% Gay, Employed

57%
LGBTQ+
Employed

“ I feel **more pressure to separate my identity** from my work life than I used to.”

70% Gen Z LGBTQ+, Employed
63% Gay, Employed



Visible support has become a retention issue for LGBTQ+ employees

83%
LGBTQ+
Employed

“ Companies should not make LGBTQ+ employees **guess where they stand.**”

82%
LGBTQ+
Employed

“ Legal or political pressure **should not be used as an excuse** to reduce support for LGBTQ+ employees.”

80%
LGBTQ+
Employed

“ I am **more likely to stay** at a company that visibly supports LGBTQ+ employees.”

92% Lesbian, Employed

76%
LGBTQ+
Employed

“ A company’s LGBTQ+ inclusion **affects whether I would recommend it** as a place to work.”

83% Lesbian, Employed



Quiet LGBTQ+ support can cost employers trust and future talent

80%
LGBTQ+
Employed

“ I am **less likely to trust** a company that **becomes quieter** about LGBTQ+ inclusion.”

87% Lesbian, Employed

74%
LGBTQ+
Employed

“ I pay attention to how companies talk about LGBTQ+ inclusion **when considering job opportunities.**”

81% Gay, Employed
79% Lesbian, Employed

72%
LGBTQ+
Employed

“ I would **think twice about joining a company** that does not visibly support LGBTQ+ employees.”

79% Lesbian, Employed
78% Gay, Employed

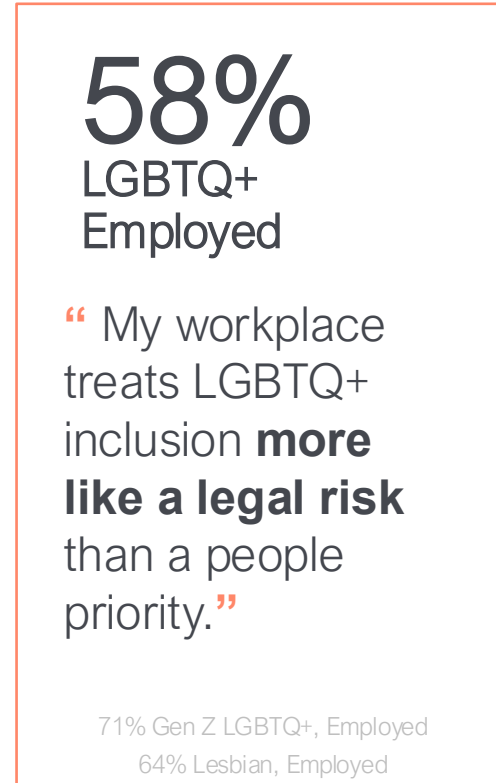
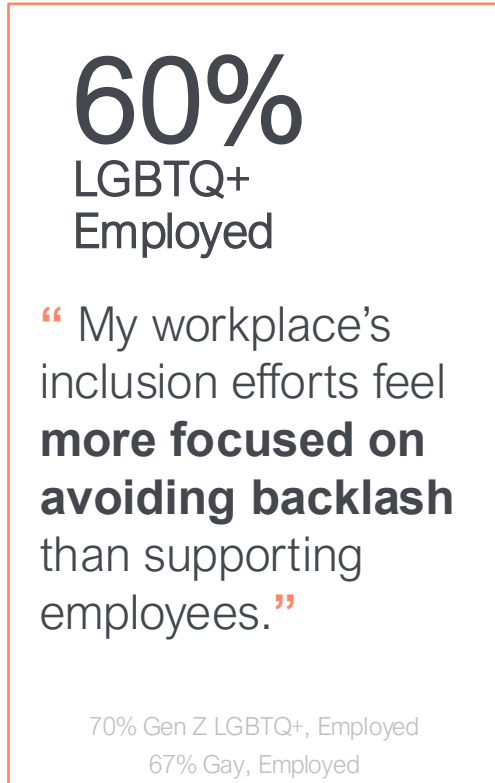
68%
LGBTQ+
Employed

“ **I would leave a company** if I felt it no longer supported LGBTQ+ employees.”

75% Gay, Employed



When LGBTQ+ support looks like risk management, work itself can suffer





Non-LGBTQ+ employees see LGBTQ+ support as a test of workplace values

62%

Non-LGBTQ+

“ How my workplace treats LGBTQIA+ employees says something about **how it treats employees overall.**”

62%

Non-LGBTQ+

“ I trust leadership more **when inclusion efforts are consistent,** even during backlash.”

60%

Non-LGBTQ+

“ When companies support LGBTQIA+ employees, it makes the workplace feel **more welcoming for everyone.**”

53%

Non-LGBTQ+

“ **I feel prouder** to work for a company that **visibly supports** LGBTQIA+ employees.”



Non-LGBTQ+ employees notice when LGBTQ+ support gets quieter too

47%
Non-LGBTQ+

“ I **notice when** my workplace **becomes quieter** about LGBTQIA+ inclusion.”

45%
Non-LGBTQ+

“ LGBTQIA+ inclusion **matters more to me** because **someone close to me is LGBTQIA+.**”



LGBTQ+ support can make non-LGBTQ+ employees feel better about where they work

How workplace LGBTQ+ support affects non-LGBTQ+ employees

■ Non-LGBTQ+ Employed



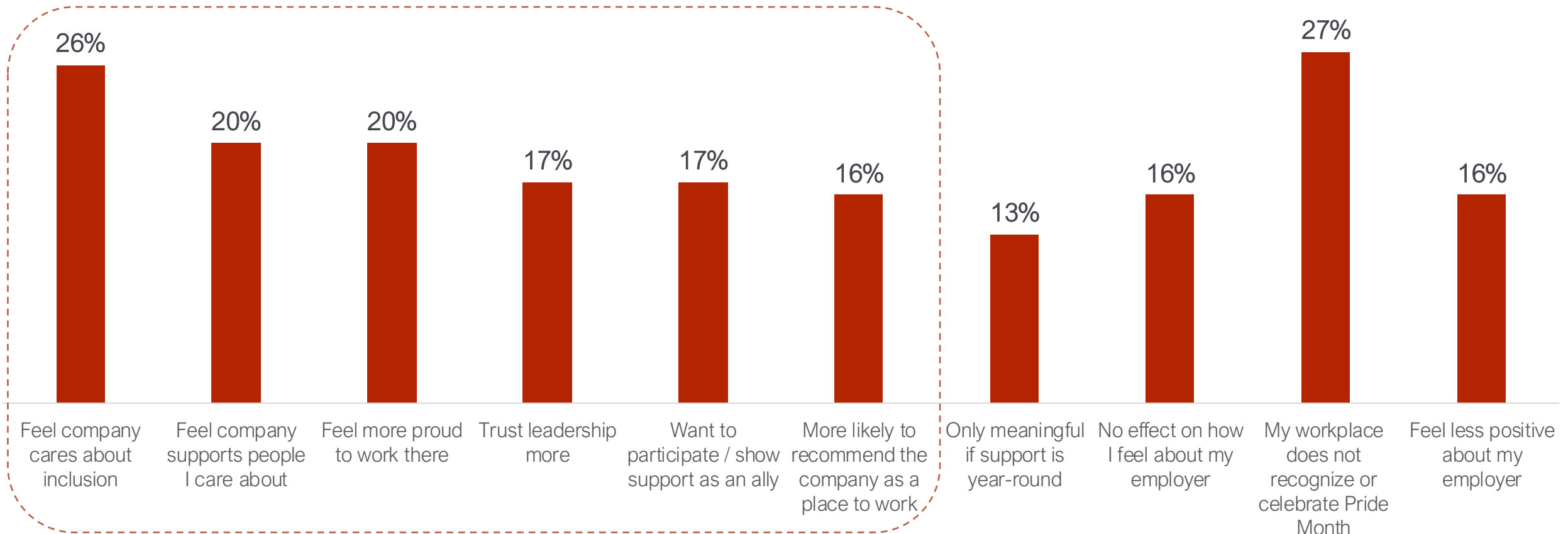
LGBTQ14: As someone who does not identify as LGBTQIA+, how does your workplace's LGBTQIA+ support affect you? (n=2,233 Non-LGBTQ+ Employed) | Answer options have been shortened



Pride recognition can strengthen workplace pride, trust and allyship

How Pride recognition affects non-LGBTQ+ employees

■ Non-LGBTQ+ Employed

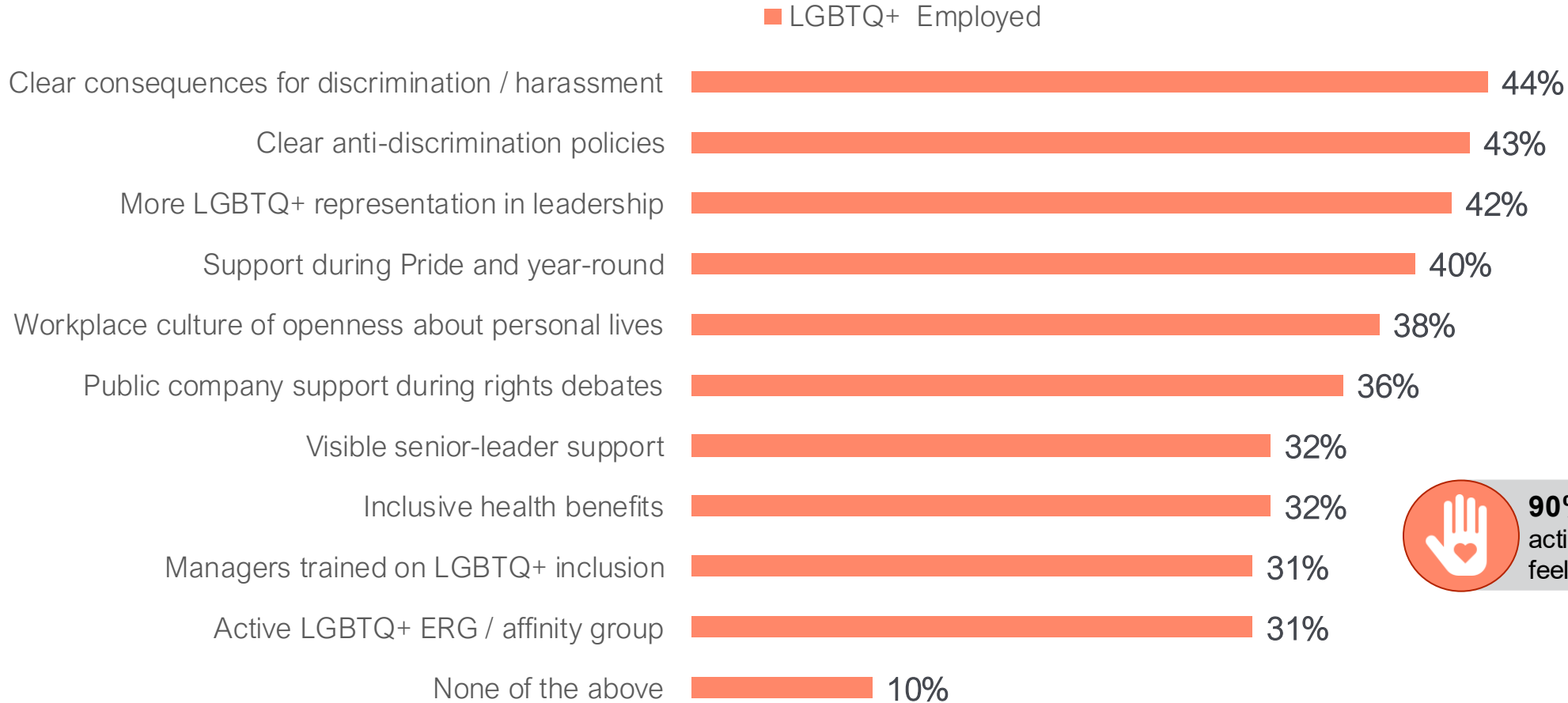


LGBTQ13: When your workplace recognizes or celebrates Pride Month, how does it affect how you feel about your employer? (n=2,432 Non-LGBTQ+ Employed) | Answer options have been shortened



LGBTQ+ employees want proof of support, not just promises

What would make LGBTQ+ employees feel more supported?



90% identify at least one action that would make them feel more supported.