

LGBT Economic Equality: Are We There Yet?

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Progress on rights...

- Plus side:
 - Marriage equality
 - Protections against employment discrimination
- Negative side:
 - Still can't pass Equality Act
 - Attacks on trans youth
 - Supreme Court threat on criminalization and marriage equality

But lived experience? No, we are not there!

- Worse economic outcomes
- Disadvantages vary within LGBT community
- Driven by discrimination
- How exclusion also hurts our economy
- Need for more data

Wage gaps for LGB people (holding all else equal)

- Gay/bi men
 - Klawitter (2015): 11% less
 - Drydakis (2022): 7% less for gay men, 10% less for bi men
- Why negative?
 - Discrimination (bigger gap where most negative attitudes; smaller gap where laws)
- Lesbian/bisexual women
 - Klawitter: 9% higher earnings
 - Drydakis: 7% higher for Ls, 10% lower for B women
 - *BUT: All women earn less than GBH men*
- Why?
 - More observable experience
 - More unobservable experience?

Wage gaps for LGB people (holding all else equal)

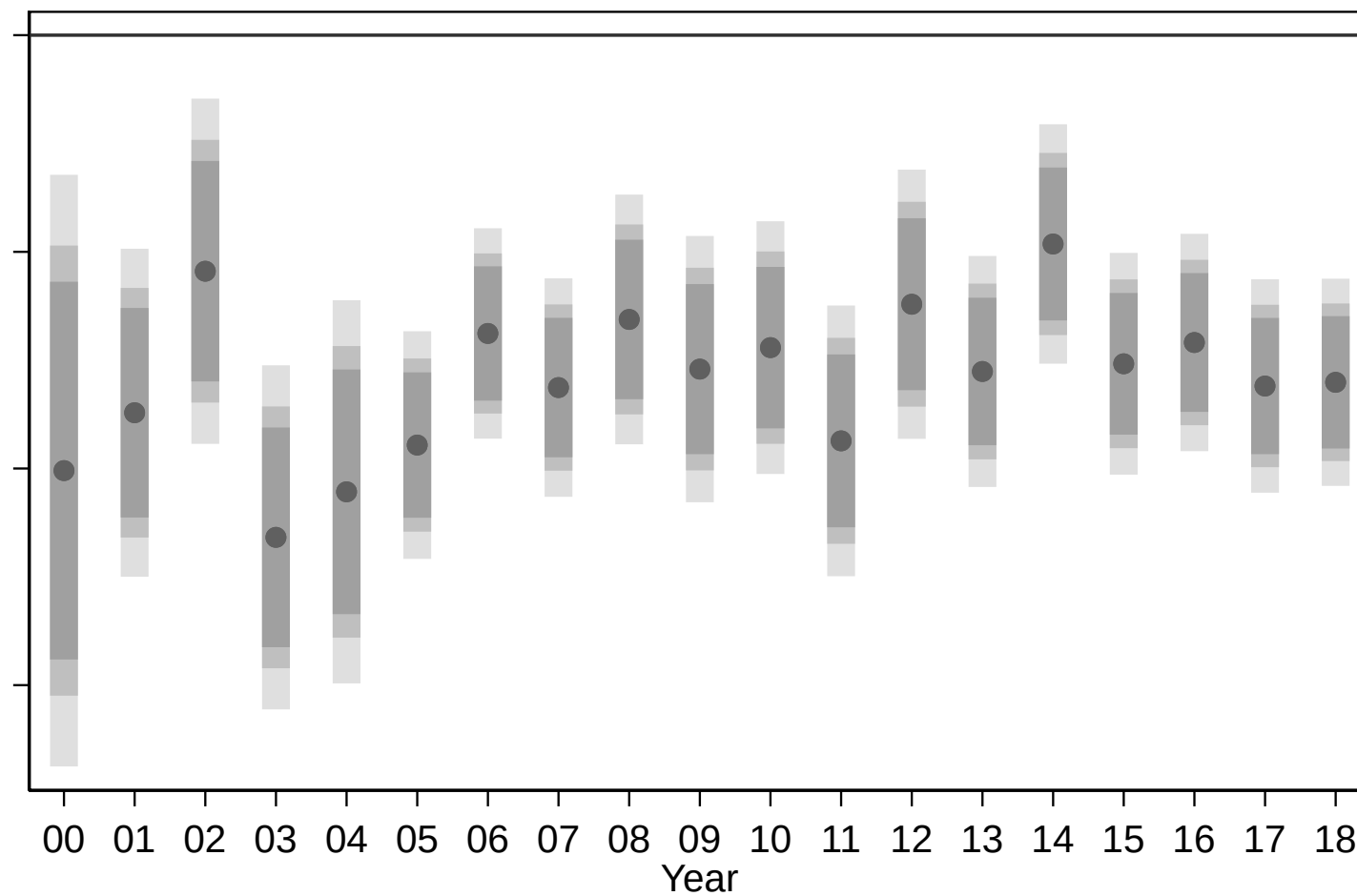
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Wage & income gaps: Transgender people

- Moving from pre-transition to post-transition (US, Netherlands):
 - Trans women's earnings fall
 - Trans men's earnings don't change much
 - Transgender effect + or - gender effect
- Household income lower for trans people in US
 - BRFSS: FTM have larger income gap than MTF; no gap for gender nonconforming (Carpenter et al 2020)
 - Household Pulse: lower for trans women and for those not identifying with gender binary labels (relative to ciswomen) (Carpenter et al, 2022)
- Earnings 14%-18% lower for trans people comparing USTS to ACS (Shannon 2021)

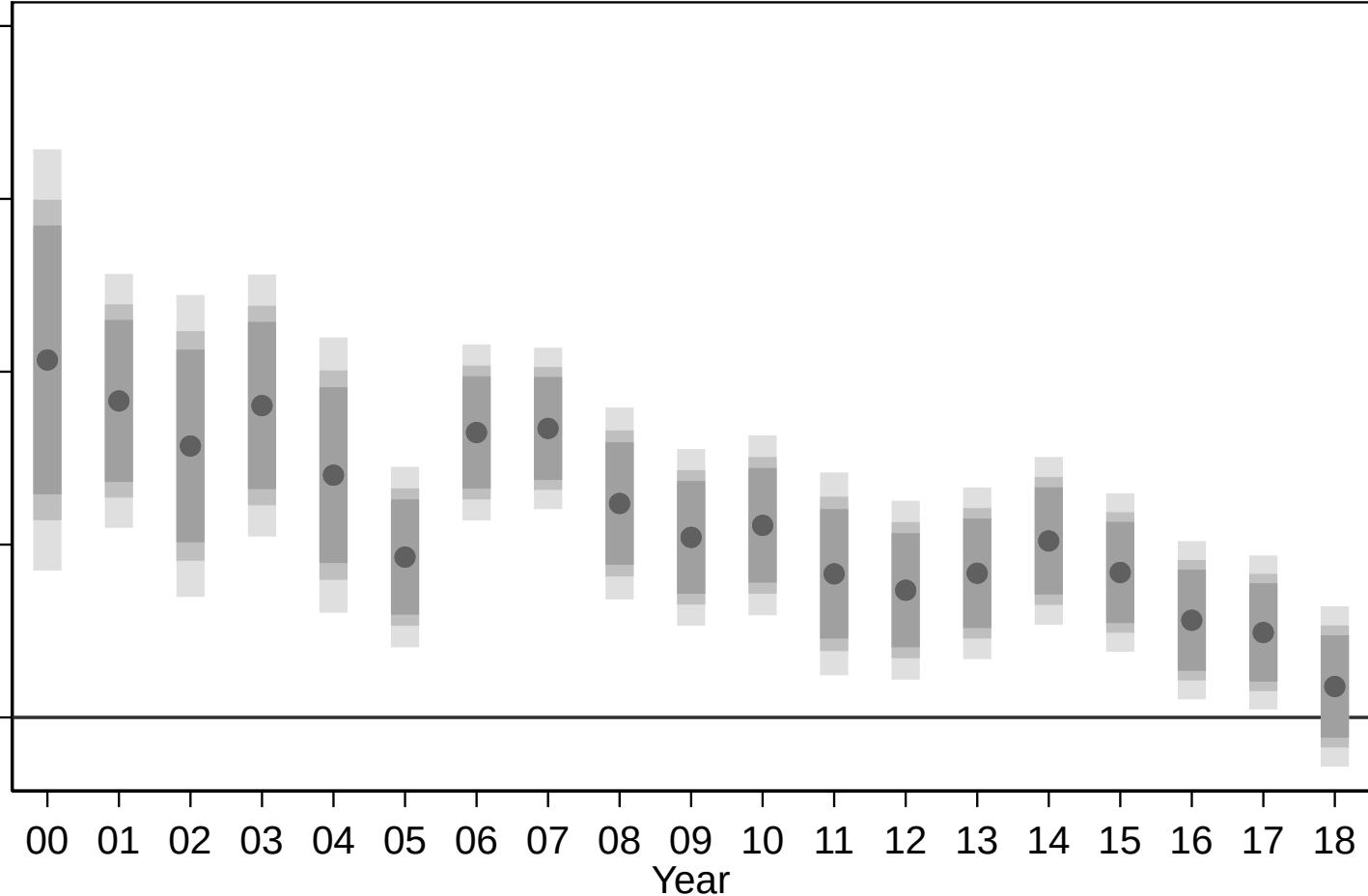
Are things getting better?

Panel B: Men. With demographic controls and state fixed-effects.



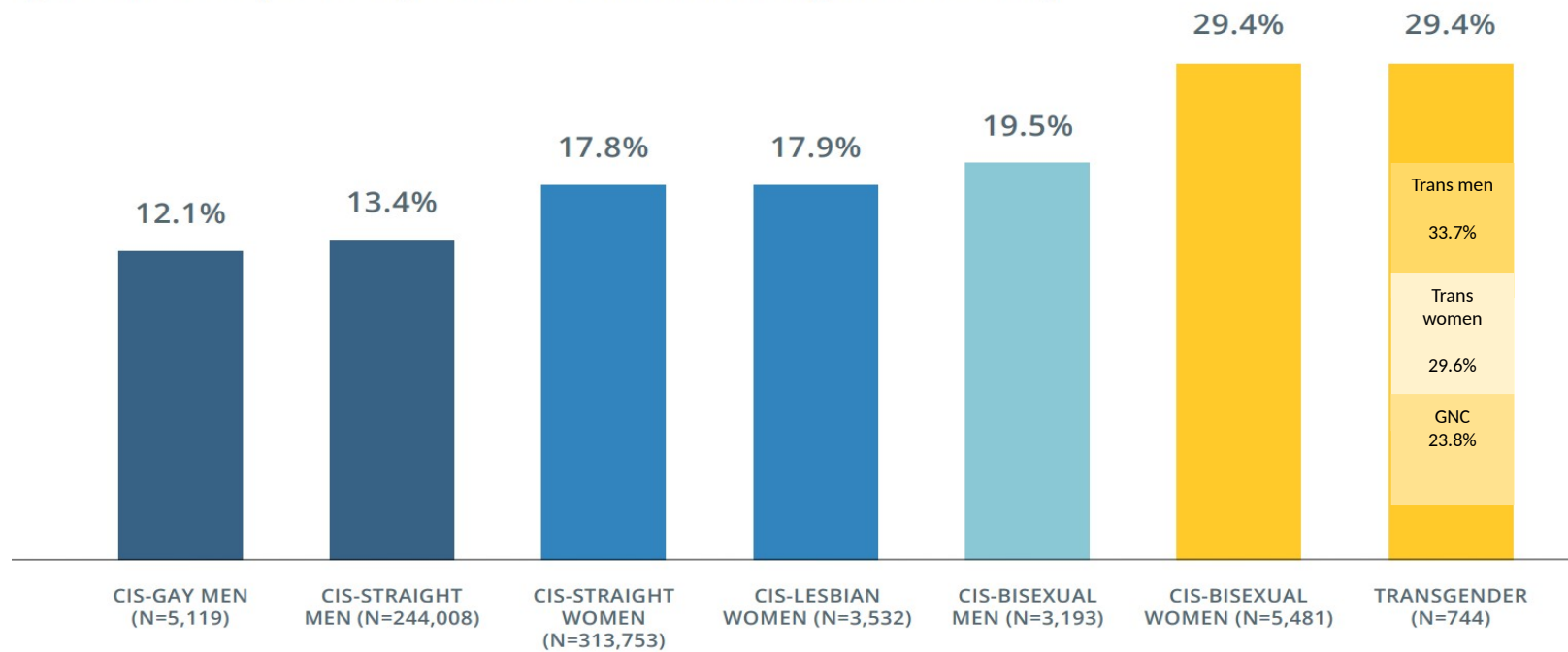
Persistent
negative gap

Panel A: Women. With demographic controls and state fixed-effects.

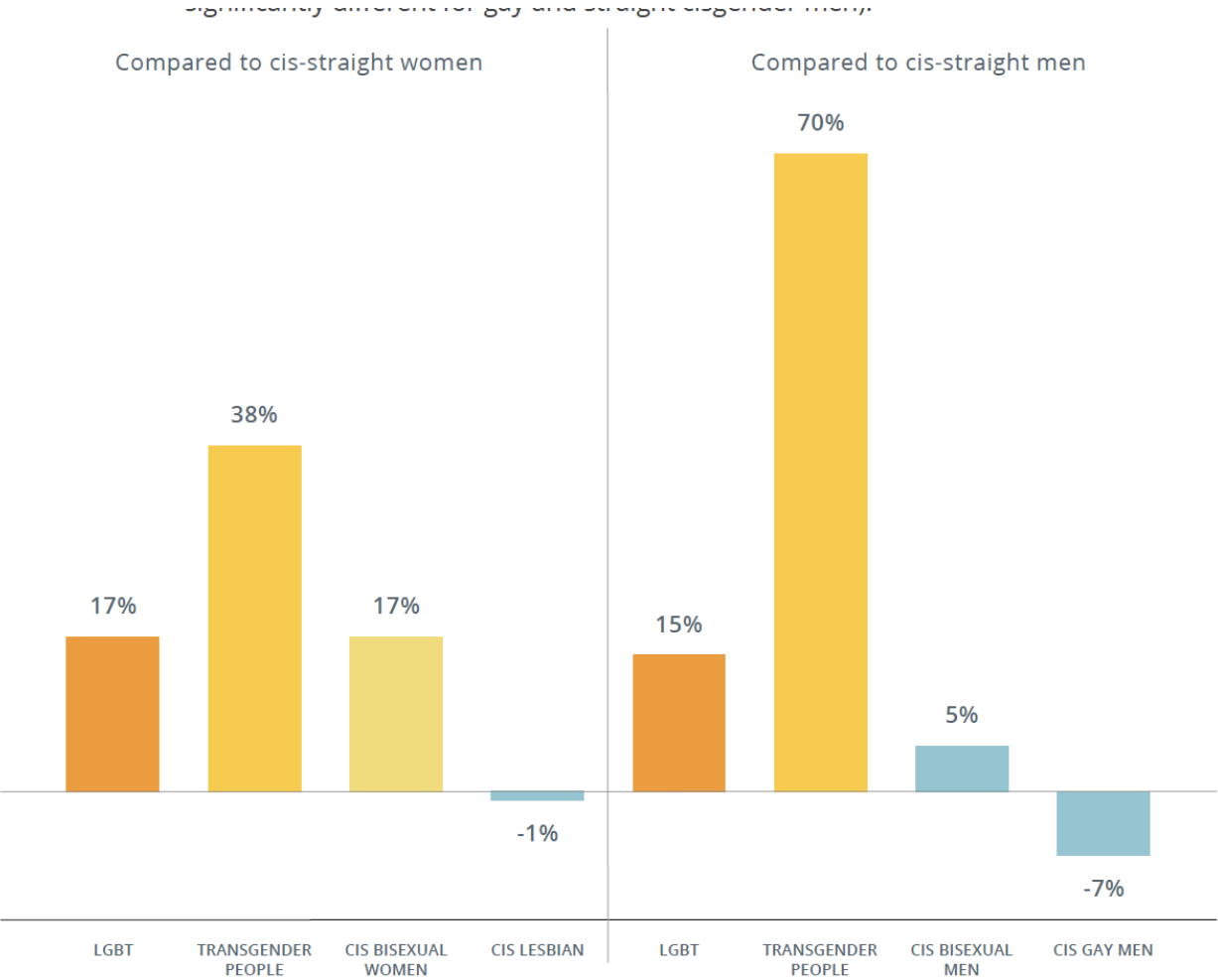


Positive diff
disappearing

Poverty rates by SOGI (BRFSS; Badgett et al 2019)



All else equal...



A word on COVID: **worse**

- Higher level of financial problems (paying rent, affording basics)
- Higher levels of food insecurity: 13% LGBT vs 7% nonLGBT
- More layoffs, loss of hours, lost income
- Delayed medical care
- Safety issues at work

<https://www.census.gov/library/stories/2021/08/lgbt-community-harder-hit-by-economic-impact-of-pandemic.html>

Effects of intersectionality in wages & poverty

- Gender: assigned female at birth have worse measures
- Race & ethnicity:
 - white LGBT people better off than LGBT people of color
 - Cis-het people of color better off than LGBT people of color

Does discrimination explain wage gaps and higher poverty rates? **Likely contributor**

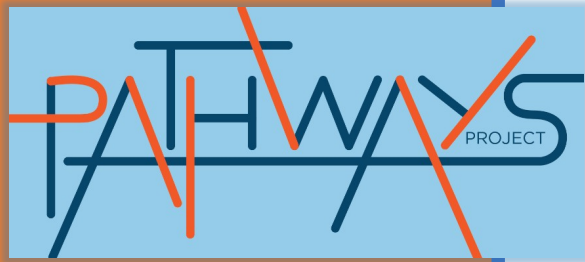
Self-reported discrimination

- 30% of LGBT employees report being fired or not hired bc of SOGI (in lifetime)
 - 49% of transgender employees
 - 28% of cisgender LGB employees
 - 29% of LGBT persons of color, 18% of white LGBTs
- 40% experienced discrim or harassment
- 57% of discrim/harassment motivated by religious beliefs
- 50% not out to supervisor, 26% not out to any coworkers

Experiments in hiring process show discrim

- 18 + studies in OECD countries
- Flage (2020): 35% lower odds of getting called for an interview for LGB-coded applicants
- Studies of transgender people in NYC, Sweden, Malaysia, Singapore, Thailand, and Vietnam show lower odds for transgender workers, too
- Include on resume:
 - Gender identity: changes in names, pronouns
 - Sexual orientation: relevant job experience in LGB organization at University; same-sex partner; explicit identity on social media

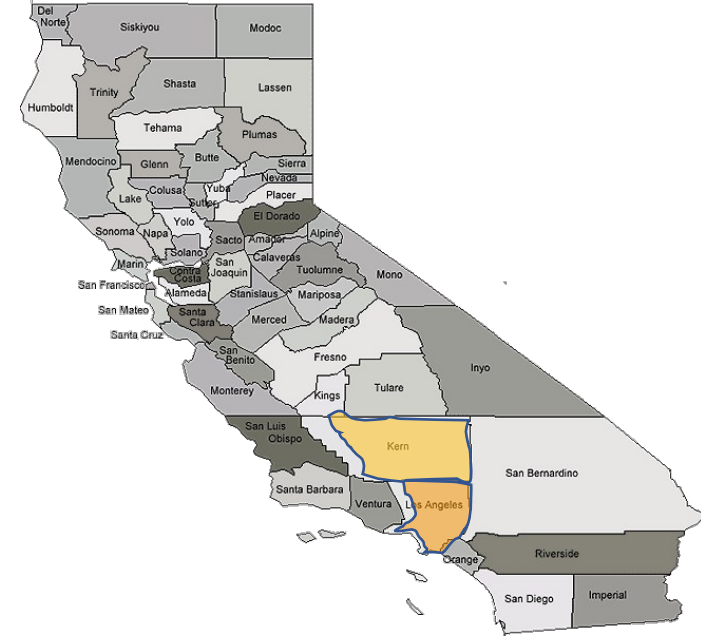
Role of discrimination in higher rates of poverty



93 LGBTQ
people living in
poverty

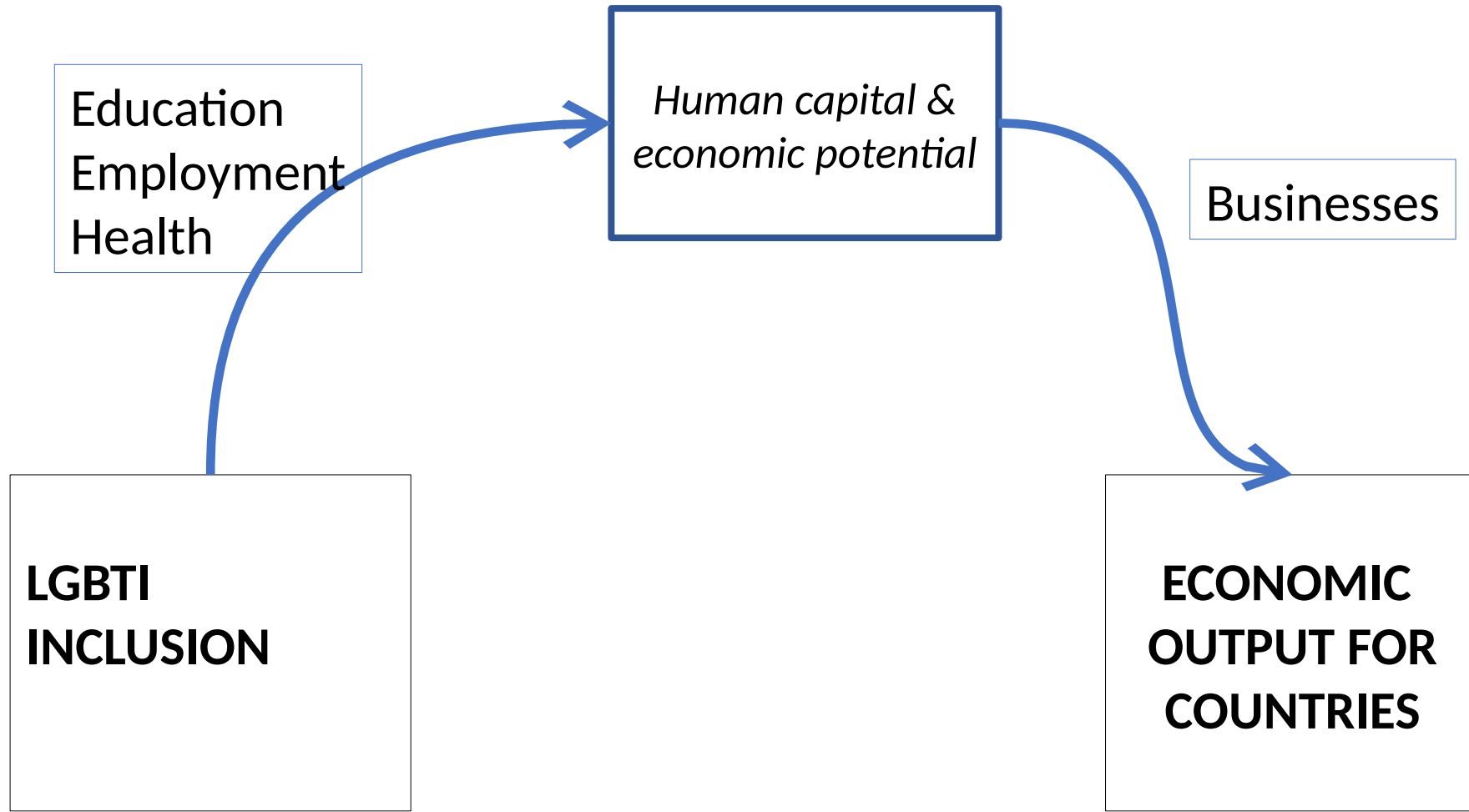
- ✦ Los Angeles
Co n=60
- ✦ Kern Co n=33

Wilson et al,
2020



Pathways out of poverty:

- Intergenerational poverty especially important for LGBT people of color, so pathway out is harder
- Barriers to getting and keeping jobs: health, discrimination; linked to disclosure of SOGI status
- Opportunities for low quality jobs: Low wage, less stable
- Resources for getting jobs are limited



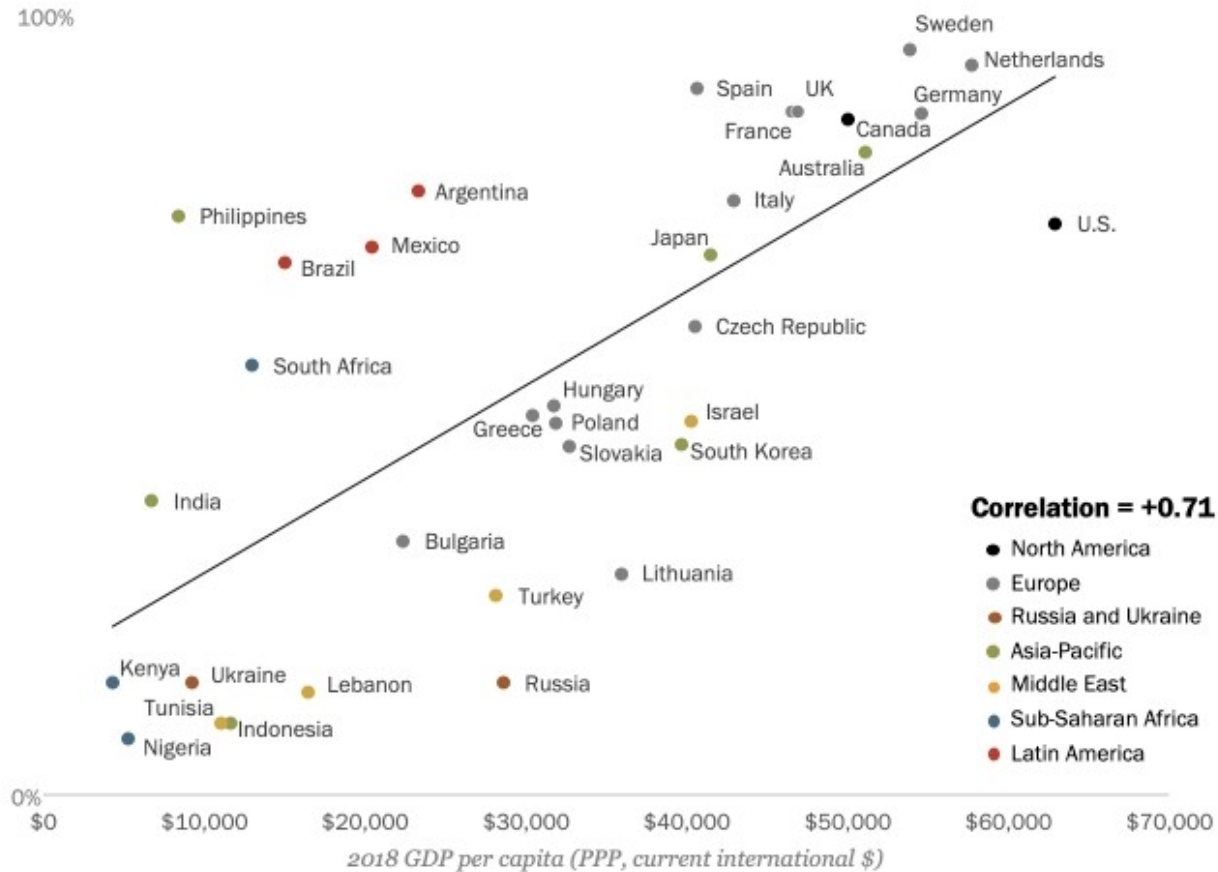
Latest Business Case Research

More LGBT-positive policies lead to:

- Higher stock prices
- Higher profits
- Higher productivity
- Attracting more creative workforce

Wealthier countries tend to be more accepting of homosexuality

% who say homosexuality *should* be accepted by society



Note: Figures for gross domestic product per capita from the World Development Indicators database, World Bank.

Data accessed June 11, 2020.

Source: Spring 2019 Global Attitudes Survey. Q31.

PEW RESEARCH CENTER

Econometric findings

Emerging Economies

One additional
right



+ \$320 GDP
per cap (3%)

Econometric findings

133 countries

One additional
right



+ \$2065 GDP
per cap

The power of making an Economic Case

- Complements human rights arguments—we need both
- Opens doors
 - Business & Financial sector
 - Development banks & agencies
- Actions
 - Push for inclusive laws & policies
 - Direct efforts in economic empowerment
 - Better data to measure & monitor progress



A final word: **Data**

- Big samples to look at intersectionality
- More SOGI questions
- Questions about intersex status
- Workplace questions
 - Employer-level data: representation in hiring, promotions

