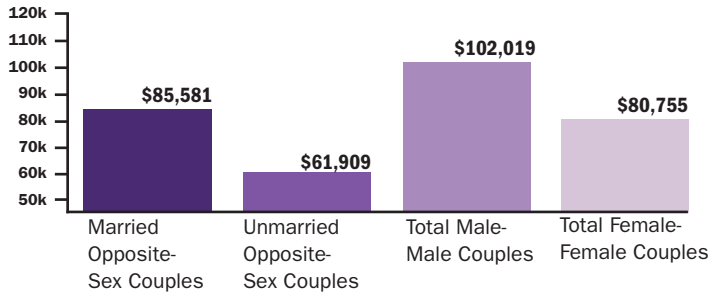


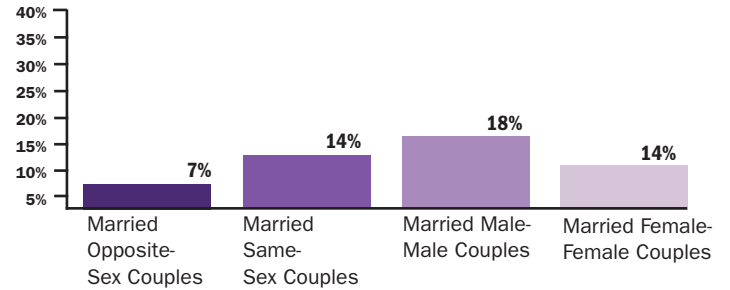
Facts & Figures

DEMOGRAPHICS

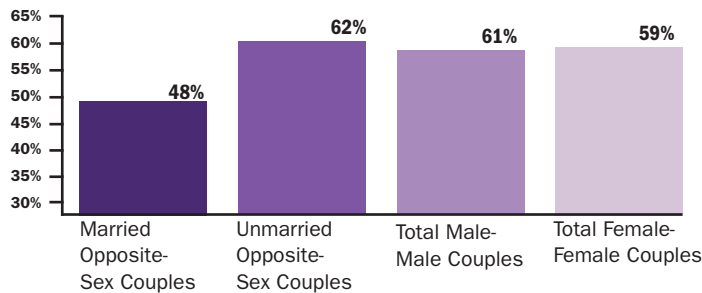
Median Household Income



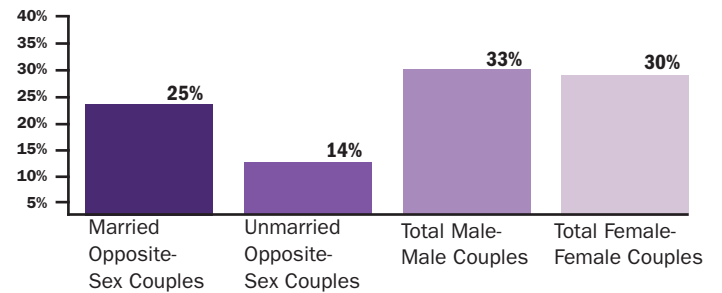
Percent of Couples Interracial



Employment Status: Both Partners Employed



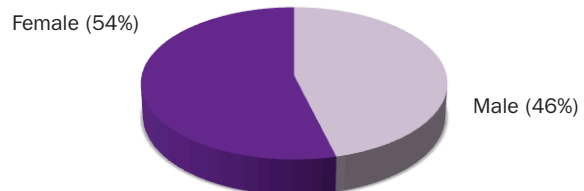
Both Partners With At Least a Bachelor's Degree



Same-sex Couples: Where Do They Live?

State	Couples per 1,000 Households
1. District of Columbia	18.08
2. Vermont	8.36
3. Massachusetts	7.95
4. California	7.80
5. Oregon	7.75

Same-sex Couples: Gender



State	Total Same-sex Couples
1. California	98,153
2. New York	48,932
3. Florida	48,496
4. Texas	46,401
5. Illinois	23,049

Best States for Same-sex Couples Based On...

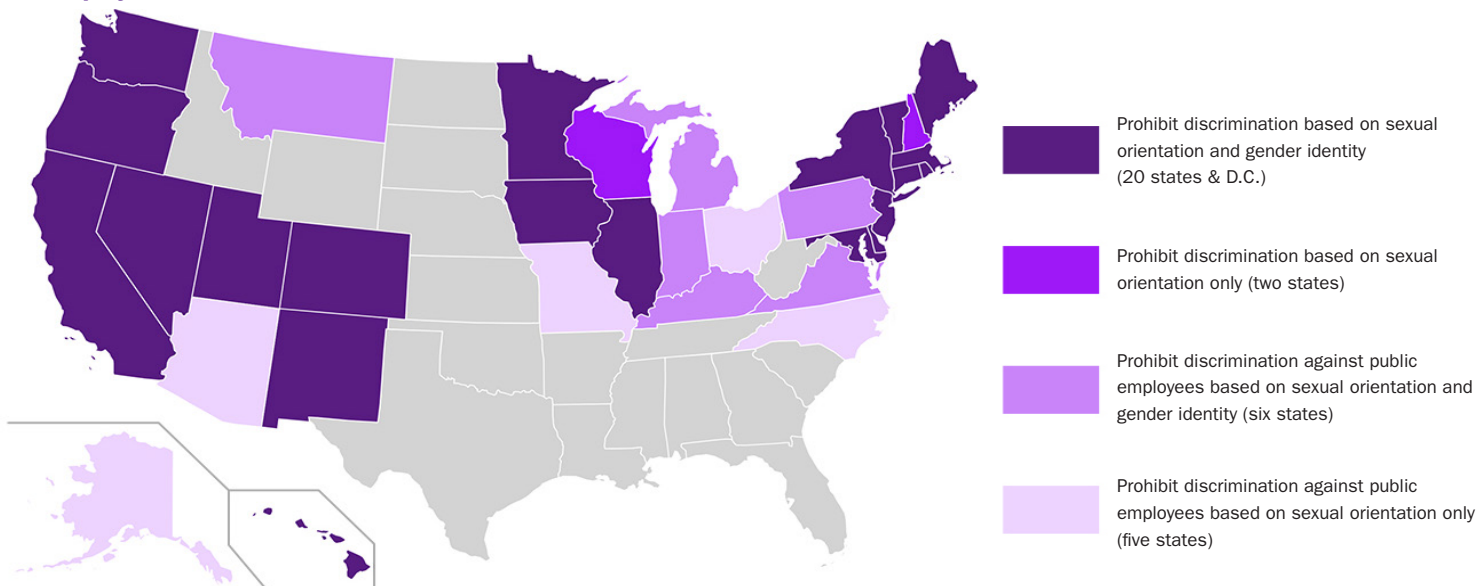
Average Income	Percent with Health Insurance	Lowest Percentage Unemployed
1. D.C.: \$106,000	1. D.C.: 99.3%	1. Neb.: 0.3%
2. N.Y.: \$76,700	2. Mass.: 97.4%	2. N.H.: 1.5%
3. Mass.: \$69,500	3. Hawaii: 96.3%	3. Utah: 2.0%
4. Conn.: \$69,100	4. Minn.: 93.4%	3. Okla.: 2.0%
5. Calif.: \$68,200	5. N.Y.: 93.1%	3. Wis.: 2.0%

LGBT Buying Power

U.S.: **\$965 billion**
Worldwide: **\$5 trillion**

IN THE WORKPLACE

Employment Laws



Workplace Disparities

Fifty-three percent of LGBT people are not open about their identity at work. What are the top reasons?

Sixty-four percent of people said, **“Because it’s nobody’s business”** — but this response is often linked to issues of **workplace harassment**.

Additional top responses included:

Possibly making people feel uncomfortable — 38%

Possibility of being stereotyped — 36%

Possibility of losing connections/relationships with co-workers — 31%

People might think I will be attracted to them just because I’m LGBT — 26%

Co-workers or management will think talking about my sexual orientation and/or gender identity is not professional — 23%

May not be considered for development or advancement opportunities — 23%

LGBT vs. Non-LGBT Employees Who Responded “Yes”:

Has it ever felt hard to find the right mentor at work because of your...

Gender	Sexual Orientation
LGBT: 10%	LGBT: 18%
Non-LGBT: 5%	Non-LGBT: 1%
Race or Ethnicity	Gender Identity or Expression
LGBT: 10%	LGBT: 7%
Non-LGBT: 1%	Non-LGBT: 1%

DIVERSITYINC TOP 50

Top Companies for LGBT Employees (in alphabetical order)

AbbVie	EY	Marriott International	Target
Accenture	Hershey	Mastercard	TD Bank
ADP	Hilton	Nielsen	The Walt Disney Co.
AT&T	Johnson & Johnson	Northwell Health	TIAA
BASF	Kaiser Permanente	Procter & Gamble	Time Warner
Comcast NBCUniversal	Kellogg Company	PwC	Toyota
Eli Lilly & Co.	KPMG	Sodexo	Wells Fargo

