For June, which is LGBT (Lesbian, Gay, Bisexual, Transgender) Pride Month, we are giving you a valuable tool to share with all your employees as you continue their education in cultural competence. We are supplying a Timeline of barriers that have been broken, major legislation and legal decisions, protests and landmark events impacting LGBT people and their allies. We are also providing Facts & Figures on demographics of open LGBT people; income/buying power/customer loyalty; and major LGBT people in business, sports, entertainment and politics. Our cultural-competence series, “Things NOT to Say,” focuses on LGBT people this month. This information should be distributed to your entire workforce and used by your LGBT/allies resource group, internally and externally, as a year-round educational tool.
The landscape for LGBT rights and being open has changed dramatically over the past few years, perhaps most notably with the legalization of same-gender marriage in June 2015. It's more vital than ever for your workforce to be culturally competent and to understand what LGBT equality means. We recommend you start your employees' cultural-competence lesson by using this Timeline, which documents LGBT organizations, important “firsts,” fights against discrimination and significant political and legal changes in the United States. It's important to discuss how rapidly rights for the whole LGBT community are evolving and what that means for corporations, schools, religious institutions and government.

Discussion Questions for Employees

- **How can we build an atmosphere of inclusion, regardless of our personal or religious views?**
  
  Have you ever heard people at work making homophobic comments? What did you do? Do you know what your corporate policies are on hate speech at work? Discuss what it’s like for companies located in states like North Carolina and Mississippi and what your company would do in those circumstances.

- **Why are “firsts” important to note? What other barrier breakers have you witnessed in your lifetime?**
  
  This is a personal discussion designed to help employees note other barrier breakers historically. How does someone prominently in the news, like Caitlyn Jenner, impact others in the LGBT community? This discussion can be further explored after the Facts & Figures section below is discussed.
FACTS & FIGURES

After discussion of the Timeline, the next step is to review available data and understand why the ability for more LGBT people to be open and treated equally under the law has profound societal and business implications. It’s also critical to note that almost everyone has an LGBT relative or friend, and that straight allies also frequently make purchasing and business decisions based on whether they perceive an organization to be inclusive.

This page includes the DiversityInc Top Companies for LGBT Employees. In compiling this list, we look at best practices that create an inclusive workplace for LGBT employees, as well as relationships with LGBT communities outside of the company. All companies have the Human Rights Campaign Foundation’s Corporate Equality Index (CEI) 2018 rating of 100%. Other best practices examined for this list include:

- Having active LGBT employee resource groups
- Percentage of philanthropic endeavors aimed at LGBT nonprofits
- Whether the company attempts to track the number of LGBT employees, including voluntary disclosure
- Whether the company certifies LGBT vendors with the National Gay & Lesbian Chamber of Commerce
- Percentage of procurement spent with certified LGBT vendors

Discussion Questions for Employees

Since many national figures have come out, is it easier for employees in your organization to come out?
How would you feel if you couldn’t show a photo of your significant other at work or talk about what you did over the weekend? Discuss if this has gotten better as more prominent people have publicly come out.

Is there a difference for gay and lesbian people coming out and bringing their full selves to work compared to transgender people?
Transgender rights specifically have been brought to the forefront this year, particularly with North Carolina passing its discriminatory bathroom law, which prevents transgender people from using the public restroom that corresponds with their gender identity. Discuss other possible challenges unique to transgender employees.

Why are LGBT people and their allies so loyal to specific customer brands?
How should consumer-facing companies let them know that the company is gay-friendly? How should B-to-B companies communicate to clients about their inclusive culture? Discuss the positive impact this transparency could have on a company’s reputation — and its bottom line.

How can you use your resource groups to reach out to the LGBT community and its allies, internally and externally?
Does your company have an LGBT resource group and, if so, are you a member? Does your group have the words “allies, friends or straight” in its title, and does it clearly communicate that it’s a group for everyone? Is your group sponsoring community events as well as internal events?
3 THINGS NOT TO SAY TO LGBT PEOPLE

Our popular “Things NOT to Say” series includes interviews with LGBT leaders about offensive phrases they've heard in the workplace and how to best respond to them to further cultural-competence education.

Discussion Questions for Employees

What other phrases have you heard, often uttered “innocently,” in the workplace that are offensive to LGBT people (comments like “That’s so gay” or “I don’t care about a person’s sexual preference”)? When dealing with a transitioning employee, do you know what pronouns are preferred or what questions are considered rude?
Discuss how these phrases and stereotypes impact office morale and productivity.

What active role should the company play when offensive comments occur?
Have the employees talk about under what circumstances they would report offensive comments and what they believe the company should do.
4 LGBT Best Practices From DiversityInc Top 50 Companies

- **AT&T’s Longstanding Commitment to LGBT Employees and the LGBT Community**
  It’s been 30 years since LEAGUE (Lesbian, Gay, Bisexual, Transgender and Allies Employee Organizations of AT&T) was formed, making it one of the oldest LGBT ERGs in the nation.

- **Wells Fargo’s LGBT Marketing Journey**
  Before a company considers authentically reaching customers, however, it is important to have solid internal policies and practices in place that support and empower LGBT employees.

- **TIAA Promotes Pride, Allies, and Inclusion for LGBTQ Community**
  Alliance, the name of the LGBT ERG, is focused on making TIAA the employer and financial services partner of choice for individuals within the Lesbian, Gay, Bisexual and Transgender community.

- **Best Practices in Encouraging People with Disabilities and LGBTs to Self Identify**
  Kellogg and KPMG detail how they’ve been successful in encouraging employees with disabilities and LGBTs to self identify.
Timeline

1867  “Father of the LGBT Movement” Karl-Heinrich Ulrichs is first to speak out for gay rights

1903  First recorded raid on gay bathhouse, in New York City; 12 men charged with sodomy

1924  Society for Human Rights, first gay rights organization in United States, is founded. It is shut down by police within a few months

1945  Veterans Benevolent Association, first LGBT veterans group, is formed

1952  Christine Jorgensen becomes first American to have gender reassignment surgery

1955  Daughters of Bilitis, first national U.S. lesbian organization, is formed

1958  In first case regarding LGBT rights, Supreme Court protects First Amendment rights of ONE: The Homosexual Magazine

1962  Illinois is first state to remove sodomy from criminal code

1966  National Planning Conference of Homophile Organizations is formed

1969  Stonewall Riots in New York gain national attention for gay rights

1970  First Gay Liberation Day March is held in New York City; similar events are held in Los Angeles and San Francisco

1973  American Psychiatric Association removes “homosexuality” as a mental disorder

1974  Kathy Kozachenko (Ann Arbor, Mich., City Council) becomes first openly LGBT candidate to win elective office in U.S.

1975  Minneapolis becomes first city to pass law protecting transgender people from discrimination

1978  Rainbow flag is first used as symbol of gay pride

1979  First national gay rights march is held in Washington, D.C.

1980  David McReynolds becomes first openly LGBT person to run for President, for Socialist Party USA

1982  Wisconsin is first state to ban discrimination on basis of sexual orientation in employment, housing and public accommodations

1983  U.S. Representative Gerry Studds (Mass.) becomes first openly gay member of Congress

1986  In Bowers v. Hardwick, Supreme Court upholds Georgia law banning homosexual sex

1989  Denmark becomes first country to legalize same-gender partnerships

1991  First TV kiss between same-gender couple: two women on L.A. Law

1993  “Don’t Ask, Don’t Tell” allows gays/lesbians to serve in the military if they remain closeted
## LGBT Pride Month

### For All Employees

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>Deborah Batts becomes first openly LGBT federal judge</td>
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<td>1996</td>
<td>In <em>Romer v. Evans</em>, Supreme Court says gays and lesbians have same right to be protected against discrimination as non-LGBT people</td>
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<td>1996</td>
<td>President Clinton signs Defense of Marriage Act (DOMA) into law</td>
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<tr>
<td>1999</td>
<td>California becomes first state to legalize domestic partnerships for same-gender couples</td>
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<tr>
<td>2000</td>
<td>Vermont becomes first state to legalize civil unions for same-gender couples</td>
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<tr>
<td>2000</td>
<td>President Clinton declares June Gay and Lesbian Pride Month</td>
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<tr>
<td>2003</td>
<td>In <em>Lawrence v. Texas</em>, Supreme Court overturns 1986 ruling and declares anti-sodomy laws unconstitutional</td>
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<tr>
<td>2004</td>
<td>Massachusetts is first state to legalize same-sex marriage</td>
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<tr>
<td>2007</td>
<td>DiversityInc requires domestic-partner benefits as a prerequisite to make DiversityInc Top 50</td>
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<tr>
<td>2008</td>
<td>Diego Sanchez becomes him first transgender staffer on Capitol Hill</td>
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<tr>
<td>2009</td>
<td>President Obama signs law making it a federal crime to assault someone because of sexual orientation or gender identity</td>
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<tr>
<td>2009</td>
<td>President Obama declares June Lesbian, Gay, Bisexual, and Transgender Pride Month</td>
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<tr>
<td>2009</td>
<td>Respect for Marriage Act, which would repeal DOMA, introduced in Congress</td>
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<tr>
<td>2010</td>
<td>President Obama signs law ending “Don’t Ask, Don’t Tell”</td>
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<tr>
<td>2012</td>
<td>Seven LGBT candidates win election into U.S. House and Senate</td>
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<tr>
<td>2013</td>
<td>Supreme Court strikes down section of DOMA that denies federal benefits to legally married same-gender couples</td>
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<tr>
<td>2013</td>
<td>Department of the Treasury announces that legal same-gender marriages will be recognized for federal tax purposes</td>
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<tr>
<td>2014</td>
<td>Department of Justice announces that legally married same-gender couples will receive equal protection in every program it administers</td>
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<tr>
<td>2014</td>
<td>National Basketball Association player Jason Collins becomes first gay athlete to play in one of the U.S.’s four major sports leagues</td>
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<td>2015</td>
<td>Supreme Court legalizes marriage equality nationwide</td>
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<td>2015</td>
<td>Boy Scouts of America President Robert Gates lifts ban on gay scout leaders and employees</td>
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<tr>
<td>2015</td>
<td>President Obama appoints Raffi Freedman-Gurspan, the first transgender person to work in the White House</td>
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<td>2016</td>
<td>International Olympic Committee (IOC) no longer requires transgender athletes go under reassignment surgery to compete</td>
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<td>2016</td>
<td>Eric Fanning is confirmed as secretary of the Army, becoming the first openly gay person to head a United States military branch</td>
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<tr>
<td>2016</td>
<td>President Obama designates the first ever monument dedicated to LGBT rights, the Stonewall National Monument</td>
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<td>2017</td>
<td>D.C. becomes first place in U.S. where residents can choose gender “X” on their driver’s license</td>
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<td>2017</td>
<td>For the first time, a U.S. appeals court rules that federal civil rights law protects LGBT employees from discrimination in the workplace</td>
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<tr>
<td>2017</td>
<td>Danica Roem is first openly transgender person elected to Virginia’s legislature; first openly transgender person elected to a state legislature in American history</td>
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<tr>
<td>2018</td>
<td>First transgender person signs a contract to join the military</td>
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<tr>
<td>2018</td>
<td>Daniela Vega becomes first openly transgender person to present at Academy Awards</td>
</tr>
</tbody>
</table>
Facts & Figures

**DEMOGRAPHICS**

### Median Household Income

- **Married Opposite-Sex Couples**: $85,581
- **Unmarried Opposite-Sex Couples**: $61,909
- **Total Male-Male Couples**: $102,019
- **Total Female-Female Couples**: $80,755

### Percent of Couples Interracial

- **Married Opposite-Sex Couples**: 7%
- **Married Same-Sex Couples**: 14%
- **Married Male-Male Couples**: 18%
- **Married Female-Female Couples**: 14%

### Employment Status: Both Partners Employed

- **Married Opposite-Sex Couples**: 48%
- **Unmarried Opposite-Sex Couples**: 62%
- **Total Male-Male Couples**: 61%
- **Total Female-Female Couples**: 59%

### Both Partners With At Least a Bachelor's Degree

- **Married Opposite-Sex Couples**: 25%
- **Unmarried Opposite-Sex Couples**: 14%
- **Total Male-Male Couples**: 33%
- **Total Female-Female Couples**: 30%

### Same-sex Couples: Where Do They Live?

<table>
<thead>
<tr>
<th>State</th>
<th>Couples per 1,000 Households</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. District of Columbia</td>
<td>18.08</td>
</tr>
<tr>
<td>2. Vermont</td>
<td>8.36</td>
</tr>
<tr>
<td>3. Massachusetts</td>
<td>7.95</td>
</tr>
<tr>
<td>4. California</td>
<td>7.80</td>
</tr>
<tr>
<td>5. Oregon</td>
<td>7.75</td>
</tr>
</tbody>
</table>

### Same-sex Couples: Gender

- Female (54%)
- Male (46%)

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

**Average Income**

- 1. D.C.: $106,000
- 2. N.Y.: $76,700
- 3. Mass.: $69,500
- 4. Conn.: $69,100
- 5. Calif.: $68,200

**Percent with Health Insurance**

- 1. D.C.: 99.3%
- 2. Mass.: 97.4%
- 3. Hawai: 96.3%
- 4. Minn.: 95.4%
- 5. Calif.: 93.1%

**Lowest Percentage Unemployed**

- 1. Neb.: 0.3%
- 2. N.H.: 1.5%
- 3. Utah: 2.0%
- 4. Okla.: 2.0%
- 5. Wis.: 2.0%

### LGBT Buying Power

- **U.S.: $965 billion**
- **Worldwide: $5 trillion**
**IN THE WORKPLACE**

**Employment Laws**

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...**

<table>
<thead>
<tr>
<th>Category</th>
<th>LGBT: 10%</th>
<th>Non-LGBT: 5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>LGBT: 18%</td>
<td>Non-LGBT: 1%</td>
</tr>
<tr>
<td>Race or Ethnicity</td>
<td>LGBT: 10%</td>
<td>Non-LGBT: 1%</td>
</tr>
<tr>
<td>Gender Identity or Expression</td>
<td>LGBT: 7%</td>
<td>Non-LGBT: 1%</td>
</tr>
</tbody>
</table>

**DIVERSITYINC TOP 50**

**Top Companies for LGBT Employees (in alphabetical order)**

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

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Sources: American Community Survey 2015, Human Rights Campaign, Williams Institute
same-sex marriage may have been legalized nationwide in 2015, but inequalities remain on the books when it comes to workplace discrimination. (For more information on workplace inequalities, be sure to check out our Facts & Figures section of this Meeting in a Box.) However, even in states that may have gotten the memo, off-the-record comments — whether ill-intentioned or not — persist. According to a study from the Human Rights Campaign (HRC), 62 percent of LGBT workers say they’ve heard other works making jokes about gay or lesbian people at work. Forty-three percent said they’ve heard jokes about bisexual people, and 40 percent said the same regarding transgender people.

Unfortunately, some people are not inclined to speak up. About half of LGBT people said they “ignore it or let it go” when they hear people making LGBT jokes at work. Only 34 percent of LGBT people said they do not hear these types of jokes at work.

Fostering an inclusive environment is good for your company’s bottom-line. About a quarter of LGBT employees reported staying at a job because it came with an inclusive environment.

Not sure what’s okay to say? Here’s a list of what not to say to get you started.

1 “We all already knew you were LGBT.”
   This comment not only signals to your colleague that you have stereotyped them; it also demonstrates that you have been talking about them with other coworkers. This would likely make any employee — LGBT or not — feel uncomfortable.

2 “How does your family feel about that?”
   This could be coming from a place of concern — many LGBT people are not out to their families. But even if you’re asking to sympathize, it could be a delicate topic. In this case, it’s best to respect your colleague’s privacy.

3 “Does this mean your kids will be gay, too?”
   If you don’t like vegetables, will your kids be born hating carrots, too? This is a closed-minded question with no scientific evidence to back it up. (At the very least, it assumes your co-worker wants to have children — which may not be the case, LGBT or not!)

4 “It’s too bad that you’re gay.”
   ... Why? This way of teasing could be meant as a joke or even flirting. But it suggests that being gay is a con. Keep this one to yourself.

5 “I love gay people. I like them better than straight people.”
   This overstatement is not just awkward but unnecessary. You don’t have to take it that far. Just treat your LGBT colleague the same way you treat your other co-workers, and you won’t have to justify where you stand.

6 “I have an LGBT friend you would LOVE.”
   Having one thing in common with someone does not guarantee they’ll be friends. You wouldn’t assume your two brown-haired buddies will hit it off. Same rule applies here.

7 (to a transgender person) “Is it such a big deal to use the gender-neutral restroom?”
   The bathroom issue remains a topic of debate. But did you know that, according to the Equal Employment Opportunity Commission (EEOC), denying a transgender person the right to use the bathroom that aligns with their gender identity is a violation of the Civil Rights Act?

8 (to a transgender person) “What surger(ies) have you had?”
   This displays ignorance on two fronts. For one, would never ask someone else about their surgical/medical histories. Many people have questions regarding transgender issues, but if your curiosity gets the best of you, do your own outside research. Second, the answer very well could be none! It’s wrong to assume that every transgender person has some type of sex reassignment surgery. This is a personal choice; to ask is a big invasion of privacy.

More Things Not to Say

“Wait, you’re not attracted to me ... right?”

“Do you know if [insert name] is gay too?”

“What should I [wear, do with my hair]?”