



LGBTQ Institute Southern Survey

A Snapshot on the Conditions and Life Experiences of LGBTQ Southerners

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This report and more information about the study are available online at: www.lgbtqsouthernsurvey.org.

This report was produced in collaboration between the National Center for Civil and Human Rights LGBTQ Institute and Emory University.

National Center for Civil and Human Rights LGBTQ Institute connects academics and advocates to advance LGBTQ equity through research and education focused on the American South.

Emory University is a leading research university, recognized internationally for its outstanding liberal arts colleges, graduate and professional schools, and one of the nation's most comprehensive academic health care systems.

Statement of Independence and Objectivity: The National Center for Civil and Human Rights LGBTQ Institute and Emory University is committed to rigorous, independent research. We do not alter our findings and conclusions to accommodate funders, other organizations, government bodies or officials.

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Guiding Principles

Mission: Connecting academics and advocates to advance LGBTQ equity through research and education focused on the American South.

Vision: LGBTQ Southerners are respected, feel safe and welcomed, and thrive in the South.

Foundational Question: What are the life experiences of LGBTQ people in the South?





Tim'm T. West (he/they)
Executive Director, LGBTQ Institute
National Center for Civil and Human Rights

My familial roots include Appalachia and rural Arkansas. I know what it's like to grow up and live in the South. This report provides a brief snapshot of the lives of those we surveyed. A special thank you to the 1,326 LGBTQ Southerners who took the time to tell us your story. This work would not have been possible without you.

This survey is an ongoing effort of the National Center for Civil and Human Rights LGBTQ Institute to help raise awareness and contribute new scientific knowledge about the experiences and needs of LGBTQ people in the South. It has some major strengths: It has a large sample size and was generated with the help of a large network of community organizations. There are many questions on a wide range of topics and fills the gap in representative surveys of LGBTQ people. At the same time, the limitations of the survey include the fact that it is a convenience sample and may not represent all LGBTQ people or all of the intersectional experiences in the South.

While we slightly increased participation among people of color since our last survey, (17% to 21%) participation rates are still underrepresented in the sample, given their rates in the population. Therefore, we asked respondents of color who agreed to be part of our research panel to take part in a follow-up survey and a series of focus groups. Thanks to LGBTQ Institute Scholar Ashlei R. Petion, PH.D., LPC, NCC for conducting this additional study (pages 59-71) for this report so that we may amplify the lived experiences of LGBTQ communities of color.

There is more work to be done, and we hope that this survey report helps fill a critical research gap and leads to a better understanding of the LGBTQ Southern experience, creating a safer and more welcoming South.



Background and Methods

Background:

The LGBTQ Institute at the National Center for Civil and Human Rights partnered with Emory University to conduct its second survey of LGBTQ Southerners with the support of many community and grassroots organizations. This is a follow-up survey to the inaugural survey the LGBTQ Institute conducted with Georgia State University in 2017-2018 (click here to view the 2018 survey findings: <https://www.lgbtqsouthernsurvey.org/general-findings-report>). Our primary research aim is to improve public and scientific understanding of the contemporary life circumstances and social experiences of LGBTQ people living across the American South with the hope that this research amplifies the voices of the issues affecting our lives and serves as a tangible tool for partner organizations (many of which are completely volunteer-led and have limited resources) as they develop their policy initiatives, fundraising campaigns, and grassroots strategies.

Methods:

We administered the voluntary, 15-20 minute online survey between June 2021 and March 2022. Participants were recruited via the LGBTQ Institute website (<https://www.lgbtqsouthernsurvey.org/>) with the help of partner organizations and via social media advertisements. Approximately 19,740 people entered the survey website. From these contacts, a total of 2,451 participants started the survey. Of these, 317 people did not pass the screening questions, 706 people passed the screening questions but did not complete the survey, and 102 people were ineligible because they did not live in the South, resulting in a final sample size of 1,326 respondents.

Participants passed the screening questions if they: a) reported their age as at least 18 years; b) reported currently living in the U.S.; c) reported identifying as part of the LGBTQ community. Participants were designated as living in the South if they are residents in one of the following states: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia. Questions were then asked regarding LGBTQ Identity, Workplace Experiences, High School Experiences, Health and Health Care Experiences, Political Attitudes, and Voting Behavior, LGBTQ Community Perceptions and Involvement, Travel and Leisure, and Religion and Conversion Experiences.

The entire survey and study protocol was reviewed and approved by the Emory University Institutional Review Board. The survey was designed to rely on passive, snowball recruitment over an approximate seven (9) month field period via a URL that was distributed between June 30, 2021, to March 16, 2022, in both English and Spanish. The completely anonymous survey was administered using Qualtrics, a survey administration package licensed by Emory University.



Research Team, Survey Partners, Acknowledgements

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Survey Partners

- Atlanta Pride Committee
- SAVE
- Focus Mid-South and Focus Mid-Tennessee
- Lambda Legal
- Georgia Equality
- Southern Fried Queer Pride
- Georgia Association of Latino Elected Officials (GALEO) and GALEO Impact Fund, Inc.
- Amazin LeThi Foundation
- Gender & Sexuality Center at the University of Texas at Austin
- SAGE New Orleans
- Pride at Northwest Arkansas Community College
- Come Out With Pride
- Daniel L. Healy, Esq.
- North Texas LGBT Chamber of Commerce
- University of Houston LGBTQ Resouce Center
- Southwest Atlanta Pride Committee
- Staunton Pride
- LGBTQ Center, Wake Forest University
- Triad Pride Performing Arts
- Feminist Women's Health Center
- Focus magazines
- AID Atlanta
- Latino LinQ
- Accenture
- Georgia Institute of Technology
- Sibling Rivalry Press, LLC
- Bank of America
- Montgomery Pride United
- PFLAG Birmingham
- IHG
- Distinction Management Group, LLC
- International Gay and Lesbian Travel Association
- MAAP - the Metro Atlanta Association of Professionals
- Better Way to Meet
- Out on Film
- OUT Georgia Business Alliance

Acknowledgements

A special thank you to all the LGBTQ individuals who took the survey. *We are grateful to you. Thank you.* The research team is also grateful to the LGBTQ Institute's esteemed Advisory Board Members for providing direction and thought leadership throughout the project and to the National Center for Civil and Human Rights Board of Directors and staff who believe that LGBTQ rights must be an integral part of The Center's mission. We also want to thank our donors including the UPS Foundation and the TEGNA Foundation which helped support our efforts to create and conduct the LGBTQ Institute Southern Survey and follow-up survey and focus groups. Thank you to our individual donors including Brian Tolleson and Aaron Smith, Edie Cofrin, Dr. Jesse Peel, and many others. Last but not least, we want to thank all of our survey partners who joined us to conduct this survey across the South.



Glossary

This glossary was adapted and expanded based on feedback from our community, the LGBTQ Institute's Advisory Board, and from GLAAD's 11th edition Media Reference Guide available online at: <https://www.glaad.org/reference/terms>.

Allies: Heterosexual people who support LGBTQ-identified people.

Bisexual: A person who has the capacity to form enduring physical, romantic, and/or emotional attractions to those of the same gender or to those of another gender.

Cisgender (Man/Woman): Individuals whose current gender identity and assigned sex at birth are the same. In this report, we use the term man or woman to refer to self-identified cisgender people.

Communities of Color / People of Color: terms used to refer to Native Hawaiians and Pacific Islanders; Latino/Latina/Latinx; Hispanic Americans; Asian Americans; American Indians and Alaska Natives; and African Americans, inclusive of immigrants from Africa and the Caribbean.

Gay: A man whose enduring physical, romantic, and/or emotional attraction is to other men. It is also an adjective used to describe people whose enduring physical, romantic, and/or emotional attractions are to people of the same sex.

Gender: A person's sense of their own gender, sometimes called gender identity, which may conflict with their sex at birth.

Gender Identity: A person's internal, deeply held sense of their gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth.

Heterosexual: An adjective used to describe people whose enduring physical, romantic, and/or emotional attraction is to people of the opposite sex. Also referred to as "straight".

Intersex: An umbrella term describing people born with reproductive or sexual anatomy and/or a chromosome pattern that can't be classified as typically male or female.

Lesbian: A woman whose enduring physical, romantic, and/or emotional attraction is to other women.

LGBTQ: Acronym for lesbian, gay, bisexual, transgender, and queer. Sometimes, when the Q is seen at the end of LGBTQ, it can also mean questioning.

Non-response: Respondents who did not respond to a question or questions within the survey.

Other Gender/Identity: Respondents who categorized themselves outside the survey options for gender orientation (such as trans-fem, transmasculine, two-spirit, etc.).

Other Race/Ethnicity: Respondents who categorized themselves outside the survey options for race or ethnicity.

Other Sexuality/Orientation: Respondents who categorized themselves outside the survey options for sexuality or sexual orientation.

Out/Outness: A person who self-identifies as LGBTQ in their personal, public, and/or professional lives.

Queer: An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual.

Sexual Orientation: The scientifically accurate term for an individual's enduring physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual orientations.

Southerners: Refers to survey respondents who took part in this survey in the 14 focal states.

Transgender: An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.



Introduction

In the American South, Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) people often face special challenges because of the deeply conservative, social, religious, and political history and culture. The LGBTQ Institute was established at the highly respected National Center for Civil and Human Rights based in Atlanta, Georgia, to connect academics and advocates to advance LGBTQ equity through research and education focused on the American South.

The LGBTQ Institute, in partnership with Emory University, conducted its second Southern Survey to improve public knowledge about the conditions and life experiences of LGBTQ Southerners. The data were collected using an untraceable, online, anonymous survey of self-identified LGBTQ adults living in 14 U.S. states, including *Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia*. The survey instrument was developed in close collaboration with a wide range of LGBTQ advocates and organizations with the goal of collecting critical data on educational and employment status, health and access to healthcare, social and political involvement, and experiences of sexuality and/or gender-related discrimination. The survey was distributed online with the help of dozens of community-based organizations across the South.

As you read this report, it is important to keep in mind that this study is based on a convenience sample of individuals who volunteered to complete an online survey. In this regard, the findings may not represent *all* LGBTQ Southerners. Nevertheless, we believe these data provide an important resource for community leaders and policymakers.

The findings are organized into eight major sections: (1) Sample Characteristics; (2) LGBTQ Identity and Experiences; (3) High School Experiences; (4) Workplace Experiences; (5) Health and Health Care Experiences; (6) Political Attitudes and Voting Behavior; (7) Community Perceptions and LGBTQ Involvement; and (8) Travel and Leisure. The emphasis here is on *describing* broad patterns within these areas and, where appropriate, highlighting specific areas where we observe variation by key demographic characteristics. Like most research, this report will raise more questions than it answers, and we plan to continue to analyze the data for deeper insights. We welcome your comments and suggestions regarding this report as well as specific topics you would like to see examined in future research.

A few notes on interpreting the survey data

- *In some figures the percentages are rounded to the nearest integer number and may not equal 100%*
- *Comparisons between the 2018 and 2022 survey data involve two separate cohorts of respondents.*



Section 1: Sample Characteristics

Our secondary report provides a general overview of the responses provided by 1,326 LGBTQ individuals who completed the survey.

The survey was completely voluntary and distributed with the help of many community organizations across the South. Consequently, the participants constitute a convenience sample and may or may not represent *all* LGBTQ Southerners. Assessing the representativeness of our sample is further complicated by the lack of systematic data on LGBTQ people at the national, state, or local levels in the U.S. In this section, we provide a broad overview of the people who participated and summarize the sample based on key demographic and social characteristics. All respondents were asked about their sexual orientation and gender identity.

Figure 1 shows the percentage of respondents who reported their sexual orientation in the 2022 survey compared to respondents from the 2018 survey. The percentage of gay respondents increased from 33% to 39%, lesbian respondents decreased from 24% to 18%, while bisexual/pansexual and respondents identifying as another sexual orientation stayed around the same, both between 21% and 22%.

Figure 1: Sexual Orientation

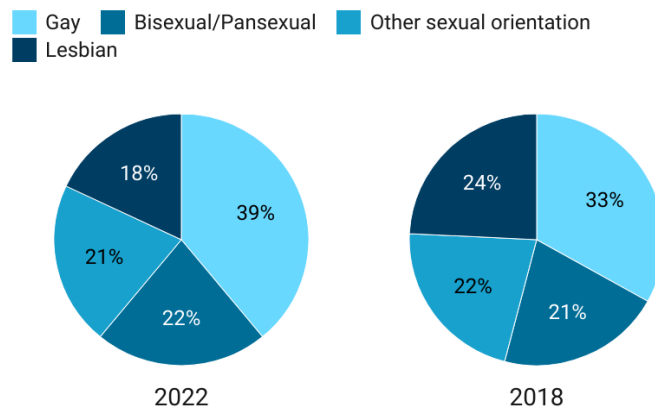
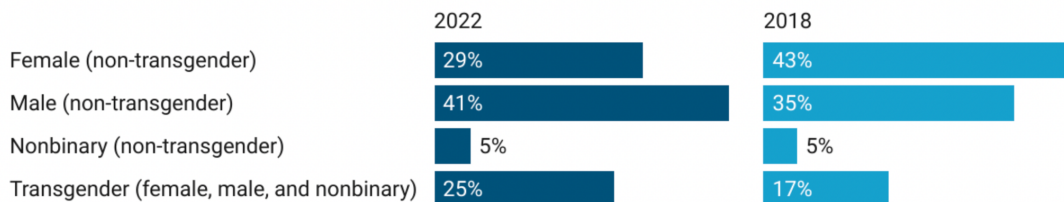


Figure 2 shows the percentage of respondents who reported their gender identity in the 2022 survey compared to respondents from the 2018 survey. There was a decrease in respondents identifying as female from 43% to 29%, an increase in individuals identifying as non-transgender male (35% to 41%), and transgender (17% to 25%), while the number of nonbinary respondents stayed the same.

Figure 2: Gender Identity



We chose to distinguish between transgender individuals, regardless of their gender identity, and non-transgender individuals to be able to document the lived experiences of the transgender community, which may differ in meaningful ways from the experiences of non-transgender individuals. Nonbinary includes respondents who identified as either nonbinary or any other gender identity that they self-described as and who did not identify as transgender. We acknowledge that this approach represents an imperfect lens to understanding gender identity.

Figure 3 shows the percentage of respondents who reported their race and ethnicity in the 2022 survey compared to respondents from the 2018 survey. The majority identified as white (79%), while 7% identified as Black or African American, 8% as Multiracial/other, and 2% as Asian. Four percent of the sample indicated they were Spanish, Hispanic, or Latino/Latina/Latinx. Respondents in 2018 were asked in a separate question whether they identified as Spanish, Hispanic, or Latino/a/x, therefore the 2018 numbers do not add up to one hundred percent.

While there is a slight increase in LGBTQ people of color taking the survey and believe that our sample includes a sizable cohort, the project design resulted in a lower number than what we would expect to find in the South, providing lower statistical certainty for the results of this group. This underrepresentation is further complicated by the lack of systematic data on LGBTQ people of color in national, state, and local levels in the U.S, due to a variety of barriers.¹

In light of this underrepresentation of LGBTQ people of color, the research team conducted an additional follow-up survey and focus groups to more accurately reflect and amplify their life experiences. This research can be found at lgbtqsouthernsurvey.org.

Figure 3: Race and Ethnic Identity

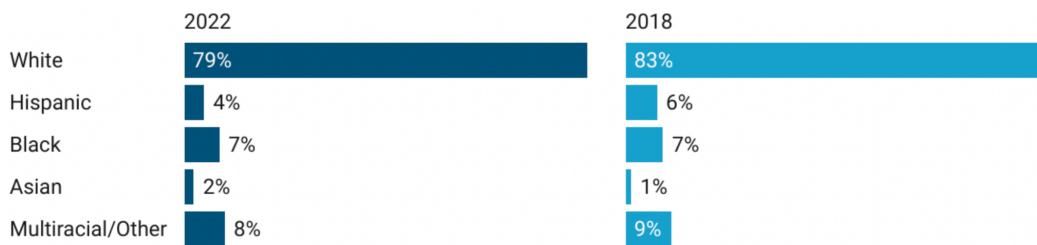


Figure 4 shows the percentage of respondents who reported their age in the 2022 survey compared to respondents from the 2018 survey. The majority of the respondents (65%) were under the age of 50 compared to 2018 when 75% of respondents were under the age of 50. The average age of the respondents in 2022 was 41.4 years (standard deviation = 17.2 years) and ranging from 18 to 89 years.

¹ George Sheba, Nelida Duran, and Keith Norris. 2014. "A Systematic Review of Barriers and Facilitators to Minority Research Participation Among African Americans, Latinos, Asian Americans, and Pacific Islanders." *American Journal of Public Health* 140(2):e16-e31, Available online at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3935672/>

Figure 4: Age

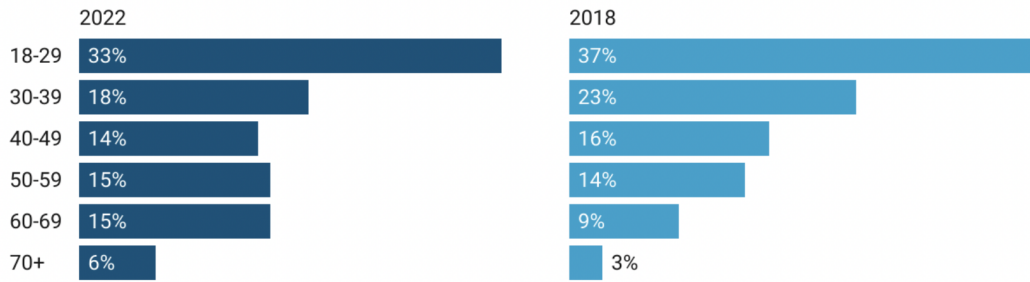
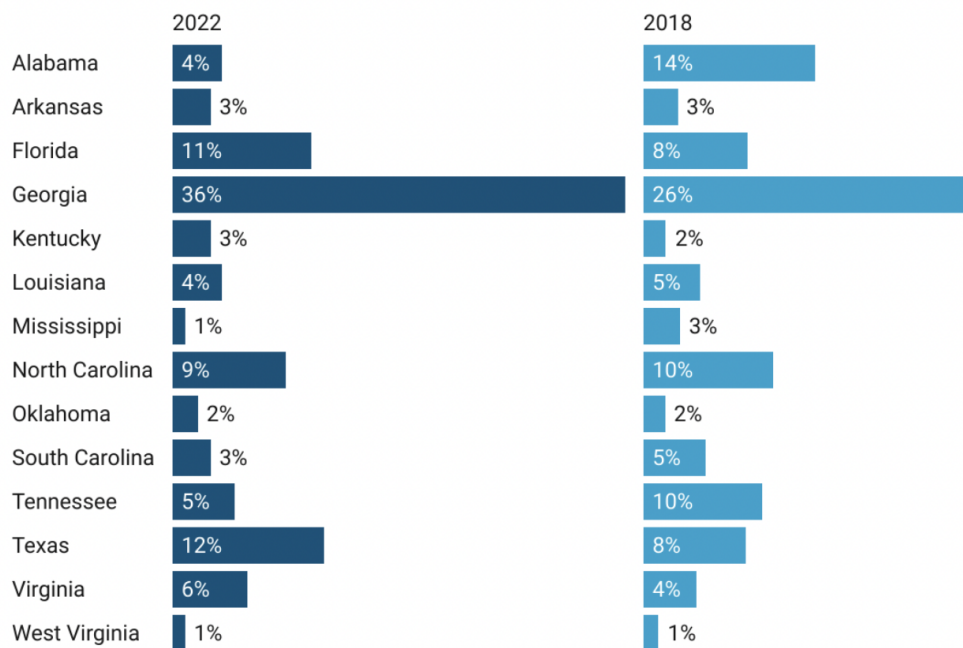


Figure 5 shows that while the sample includes respondents from all 14 Southern states, Georgia remains the state of residence for the most survey respondents in 2018 and 2022 (26% and 36%, respectively). In 2022, the next most commonly cited state of residence after Georgia was Texas (12%), Florida (11%), and North Carolina (9%).

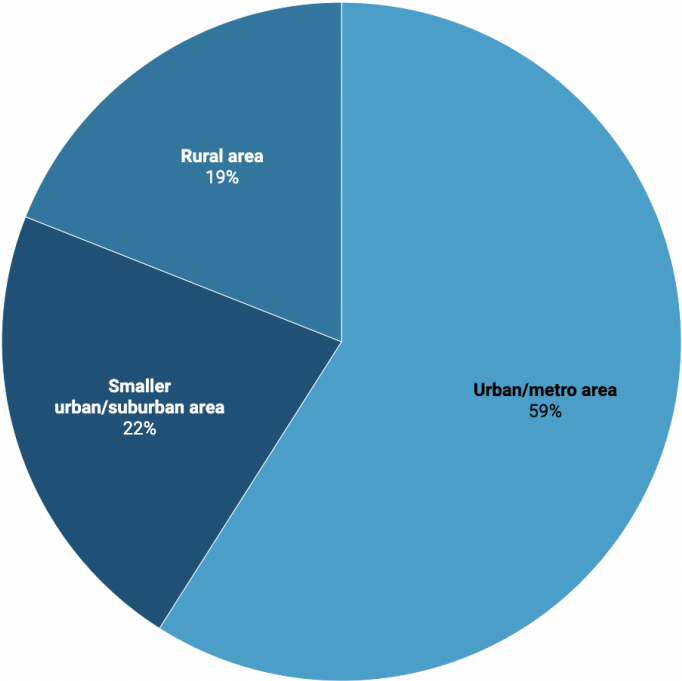
Figure 5: State of Residence



The majority of the respondents reported living in an urban/metro area (59%) while 22% lived in a smaller urban/suburban area and 19% reported living in a rural area.

The distinction between urban, suburban, and rural areas was made using the Rural-Urban Continuum Codes (RUC) from the Economic Research Service of the U.S. Department of Agriculture. RUC distinguishes metropolitan counties by the population size of their metro area, and nonmetropolitan counties by the degree of urbanization and adjacency to a metro area. The categories have been subdivided into three metro and six nonmetro categories.

Figure 6: Community Types



Each county in the U.S., municipio in Puerto Rico, and Census Bureau-designated county-equivalent area of the Virgin Islands/other inhabited island territories of the U.S. is assigned one of the 9 codes. The Rural-Urban Continuum Codes were last updated in 2013. Urban/metro include codes 1-3 in RUC (metro areas); Smaller urban/suburban areas include codes 4-7 in RUC (urban population); Rural areas include codes 8-9 in RUC (completely rural). Learn more by going to this website: <https://www.ers.usda.gov/data-products/rural-urban-continuum-codes.aspx>.

Figure 7 shows the percentage of respondents who reported their household income (note that in the 2018 survey, 11.% of respondents chose the option of “prefer not to say”). Figure 8 shows educational attainment in the 2022 survey compared to respondents from the 2018 survey.

Figure 7: Household Income

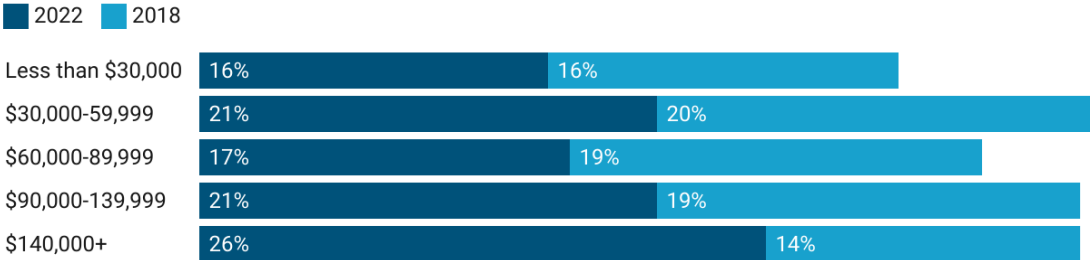


Figure 8: Educational Attainment

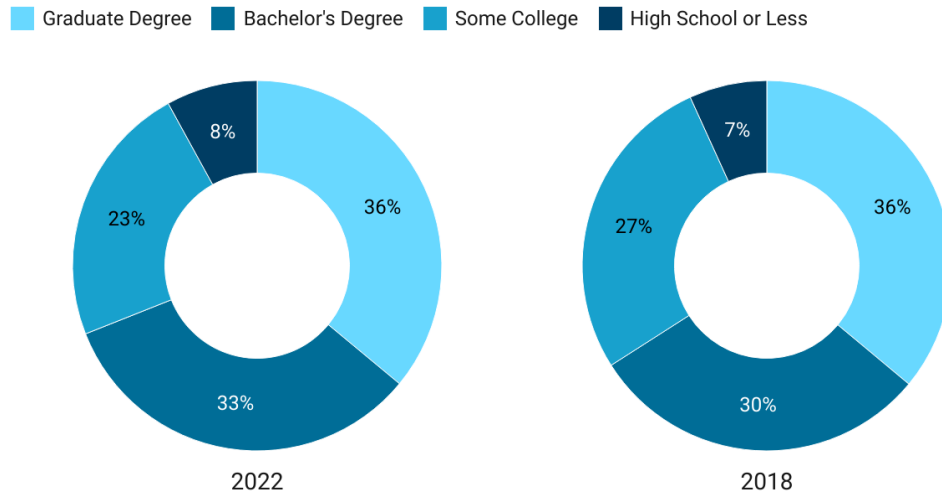


Figure 9 compares 2018 and 2022 survey respondents' reported employment status. Note: the numbers add to more than 100 because respondents could select more than one option.

Figure 9: Employment Status

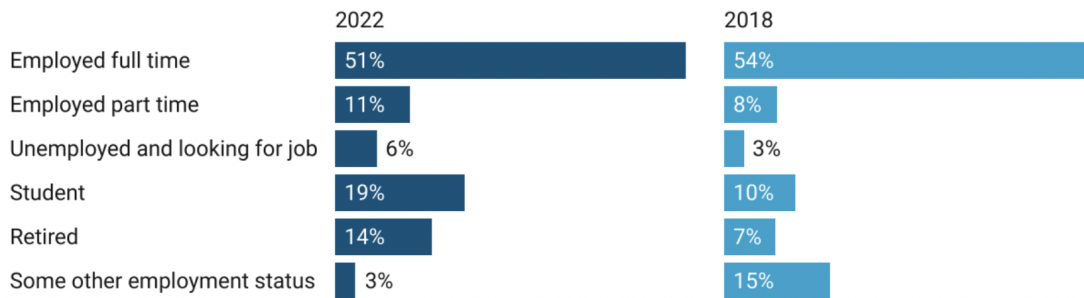


Figure 10 shows the percentage of respondents and their reported relationship status. Most (44%) of the respondents reported that they are single, while 30% reported being married, 21% said they were in a relationship, and 4% reported that they were in a civil union or domestic partnership.

Figure 10: Relationship Status

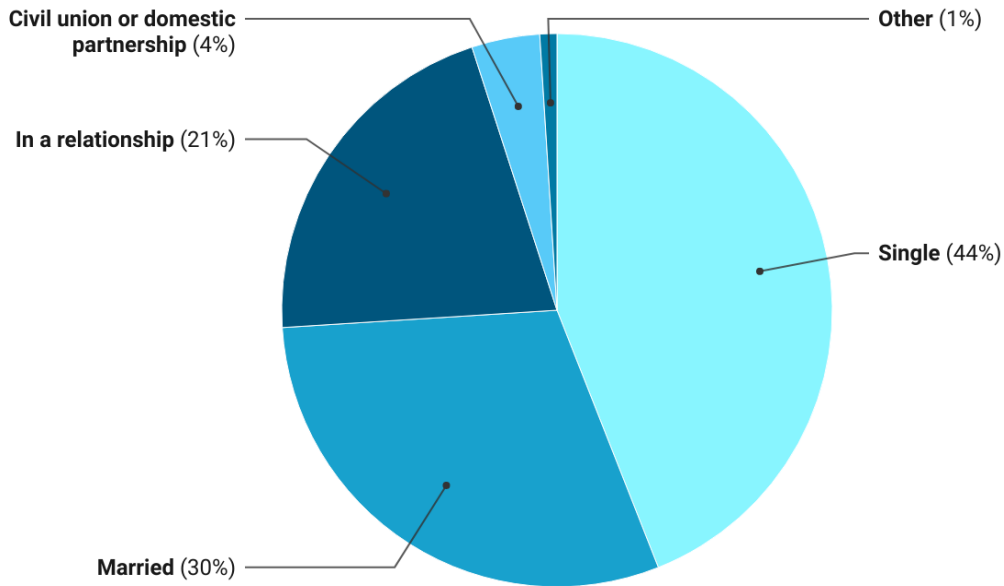


Figure 11 shows the percentage of respondents who reported household size and Figure 12 details parent status, with 1 in 5 respondents (19%) indicating they are serving as parents.

Figure 11: Household Size

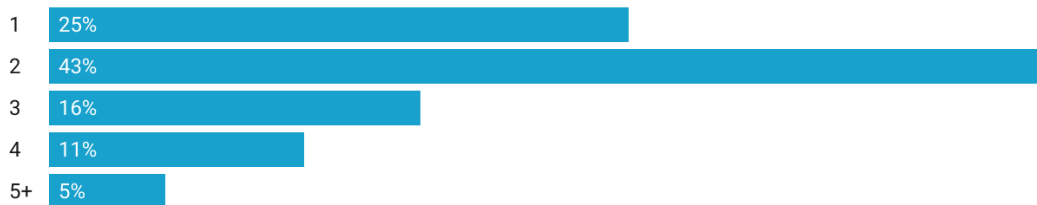


Figure 12: Parent Status



Section 2: LGBTQ Identity and Experiences

We asked respondents to tell us a little about themselves. In particular, we asked them to reflect on what age they became aware of themselves being LGBTQ and how old they were when they disclosed this to someone else. Figure 13 shows that 22.5% of respondents reported being under 10 years old when they first felt that they were LGBTQ, with a majority (58.1%) feeling this way between the ages of 10-14.

Figure 13: “How old were you when you first felt that you were LGBTQ?”

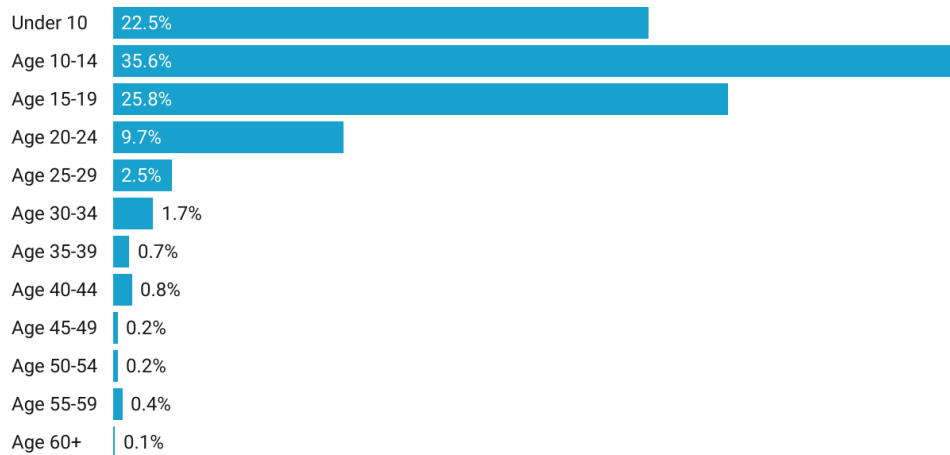
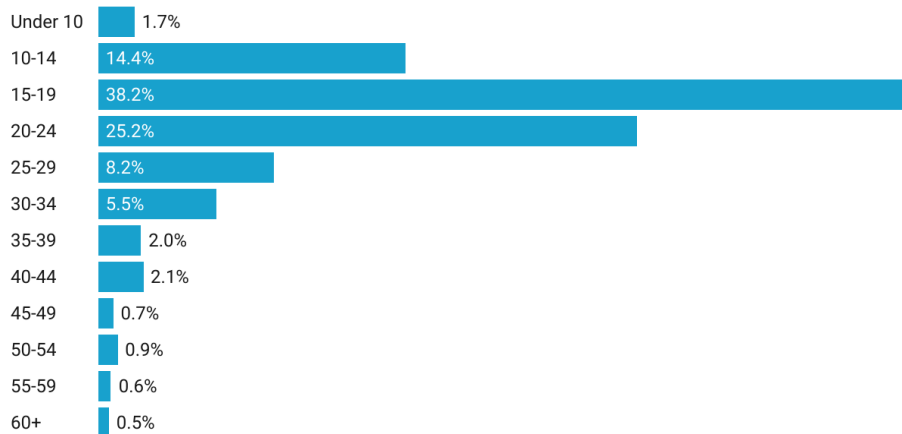


Figure 14 shows that 79.5% of respondents reported telling someone else that they were, or might be, LGBTQ by the time they were 24 years old, with the majority (38.2%) telling someone between the ages of 15-19.

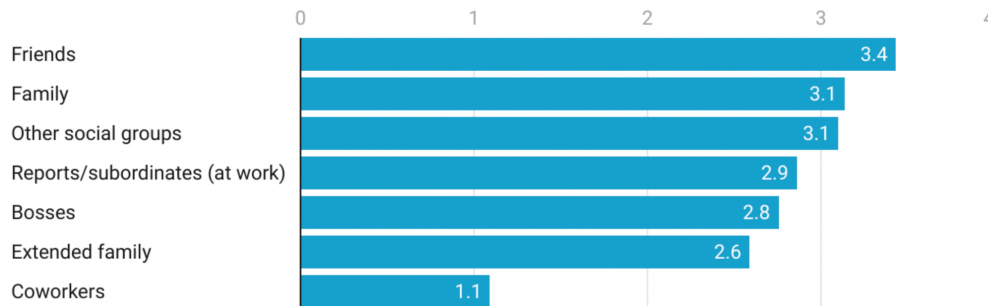
Figure 14: “How old were you when you first told someone you were, or might be, LGBTQ?”



We asked respondents, “How many people in each of these groups know you are LGBTQ?” As seen in Figure 15, respondents reported most often being out to friends and family and least likely being out to extended family members and co-workers.

Figure 15: “How many people in each of these groups know you are LGBTQ?”

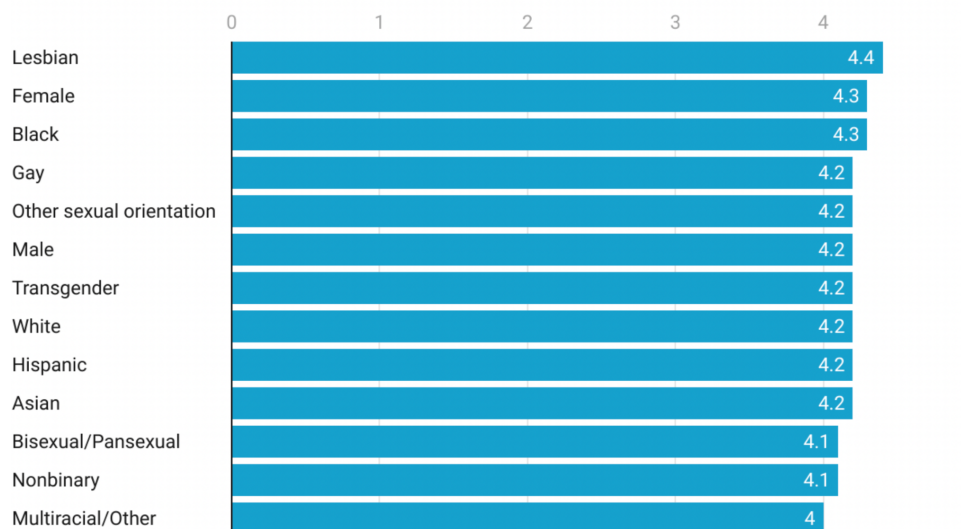
Scale: 1 = None, 2 = Some, 3 = Most, 4 = All



When asked the question, “Thinking about your LGBTQ identity, do you generally think of it as something positive or negative in your life today?” Figure 16 reveals that while all respondents saw it as somewhat positive, lesbians who were female-identified and Black were slightly more likely to report feeling that way.

Figure 16: “Do you generally think of your LGBTQ identity as something positive or negative in your life today?”

Scale: 1 = Very negative, 2 = Somewhat negative, 3 = Neutral, 4 = Somewhat positive 5 = Very positive



Experiences with Stigma

The dataset shown in Figure 17 details the percentage of respondents who reported ever having been unfairly stopped, searched, questioned, physically threatened, or abused by the police as a result of being, or perceived to be, LGBTQ. The data is broken down by sexual orientation, gender identity, race, and age group.

The data shows the percentage of LGBTQ individuals who have reported experiencing discrimination and mistreatment by the police. The highest percentages are reported by respondents who identified as Multiracial/Other (23%), Black (22%), or transgender (21%), while the lowest percentages are reported by Asian individuals (12%) and Hispanic individuals (10%). Additionally, within the survey data, the percentage of respondents who reported experiencing discrimination increases with age, with the highest percentage (25%) reported by individuals over the age of 70.

Figure 17: Unfairly stopped, searched, questioned, physically threatened, or abused by the police as a result of being, or perceived to be, LGBTQ

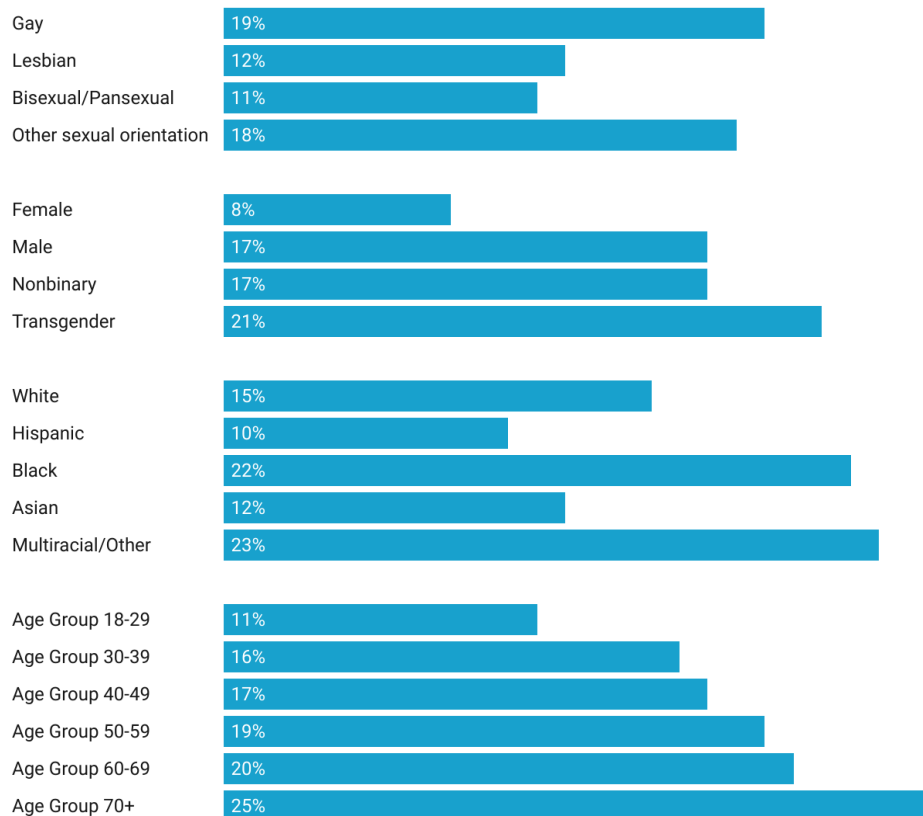
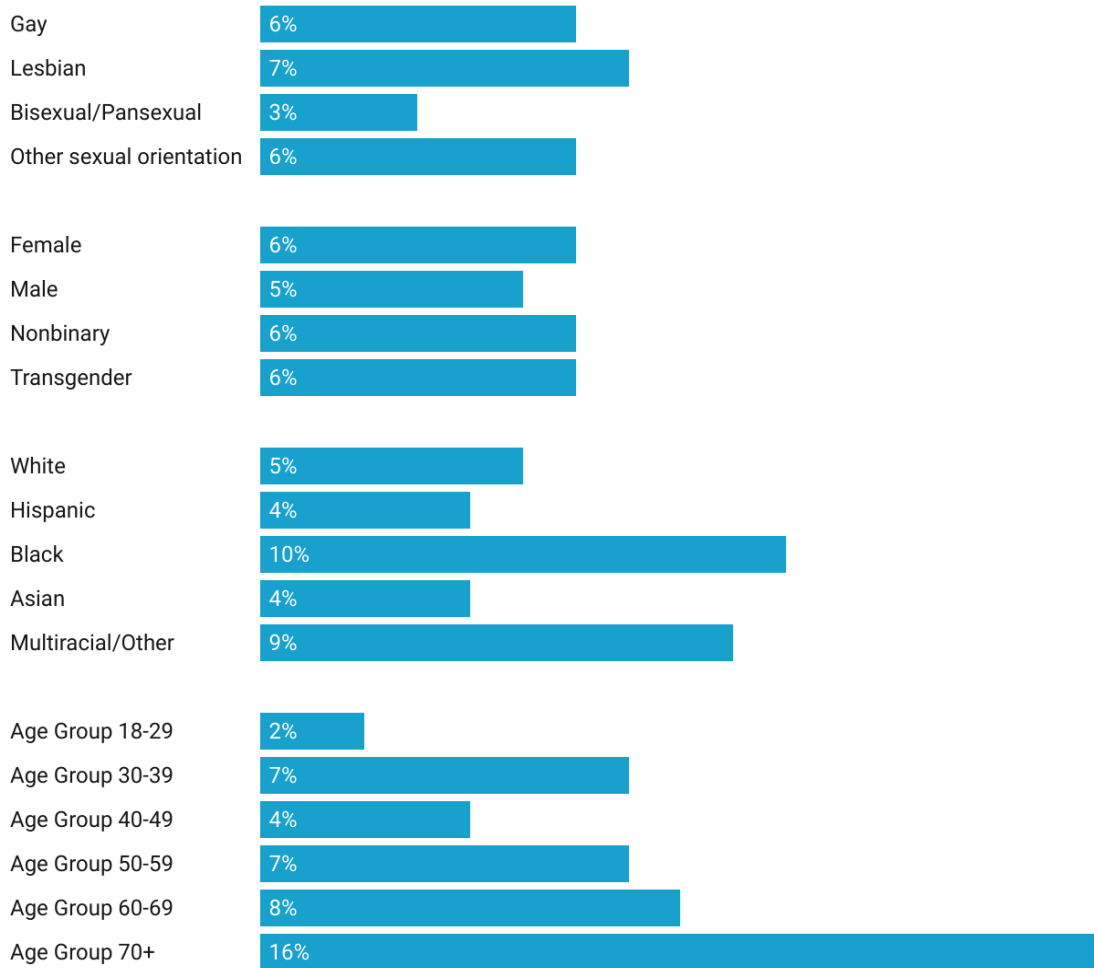


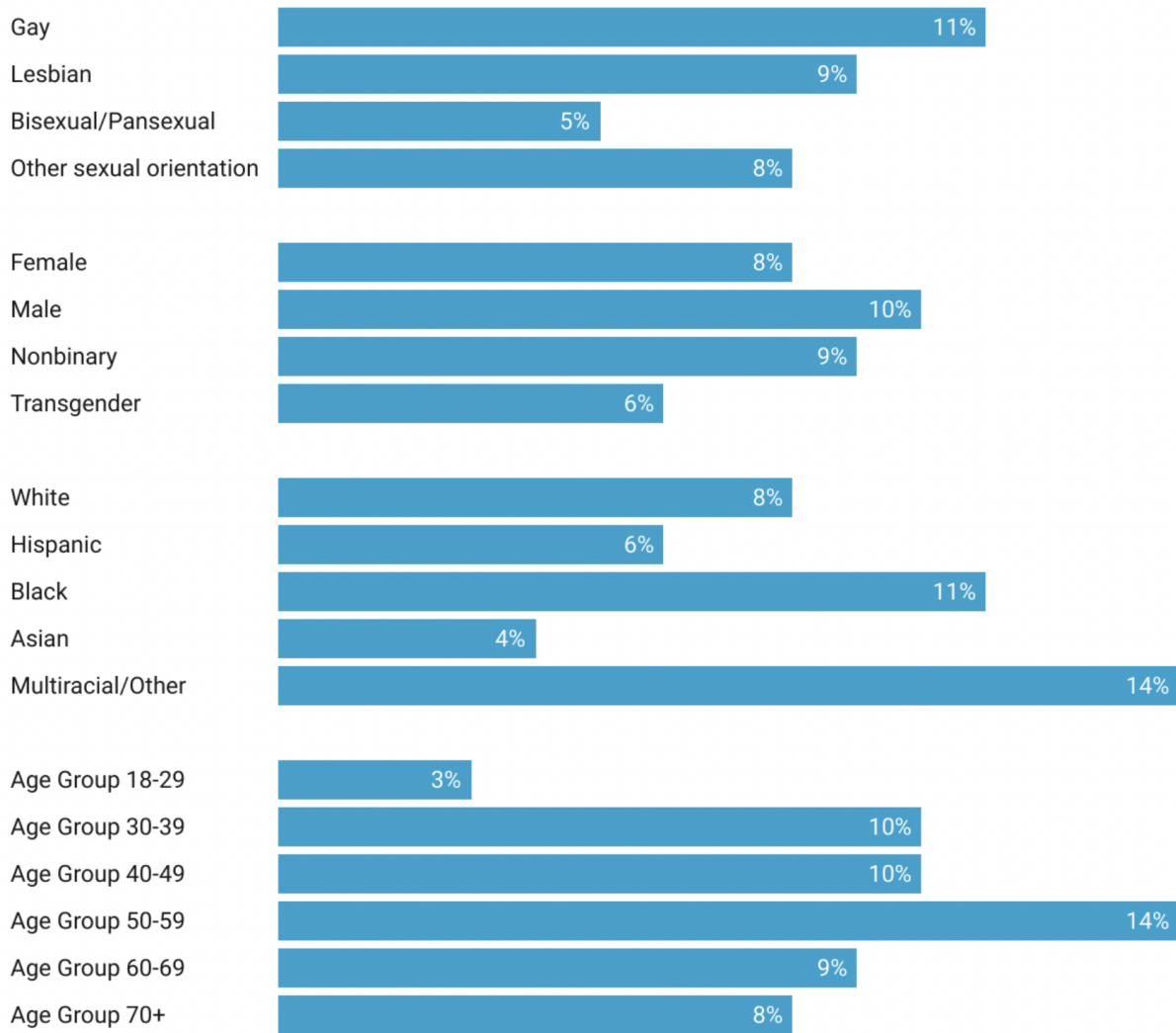
Figure 18 shows that respondents who identified as Black, Multiracial/Other, and in the 70+ age group reported experiencing higher rates of being denied financial credit (e.g., loans) as a result of being, or perceived to be, LGBTQ.

Figure 18: Denied financial credit (e.g., loans) as a result of being, or perceived to be, LGBTQ



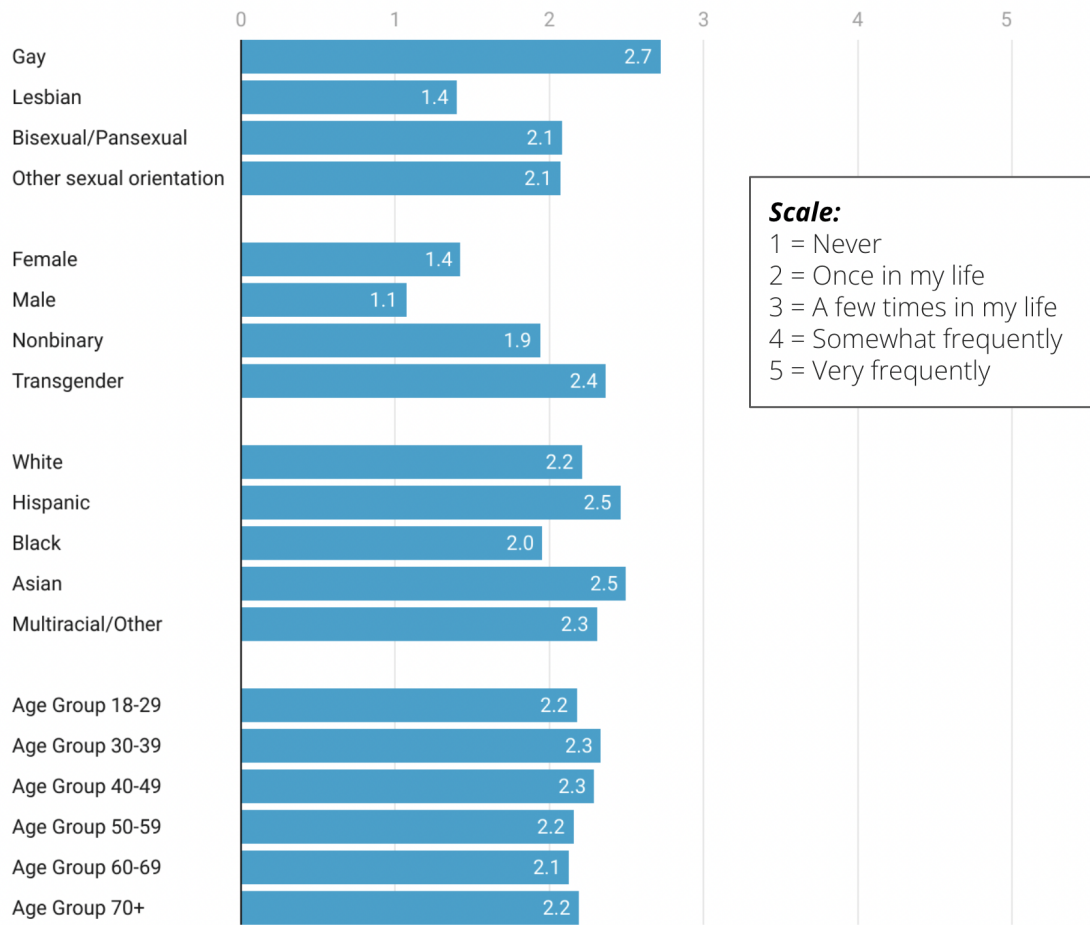
As seen in Figure 19, respondents who identified as gay, male, Black or Multiracial/Other between the ages of 50-59 were more likely to report having been prevented from moving into a neighborhood because the landlord or realtor refused to sell or rent a house or apartment as a result of being, or perceived to be, LGBTQ

Figure 19: Prevented from moving into a neighborhood because the landlord or realtor refused to sell or rent a house or apartment as a result of being, or perceived to be, LGBTQ



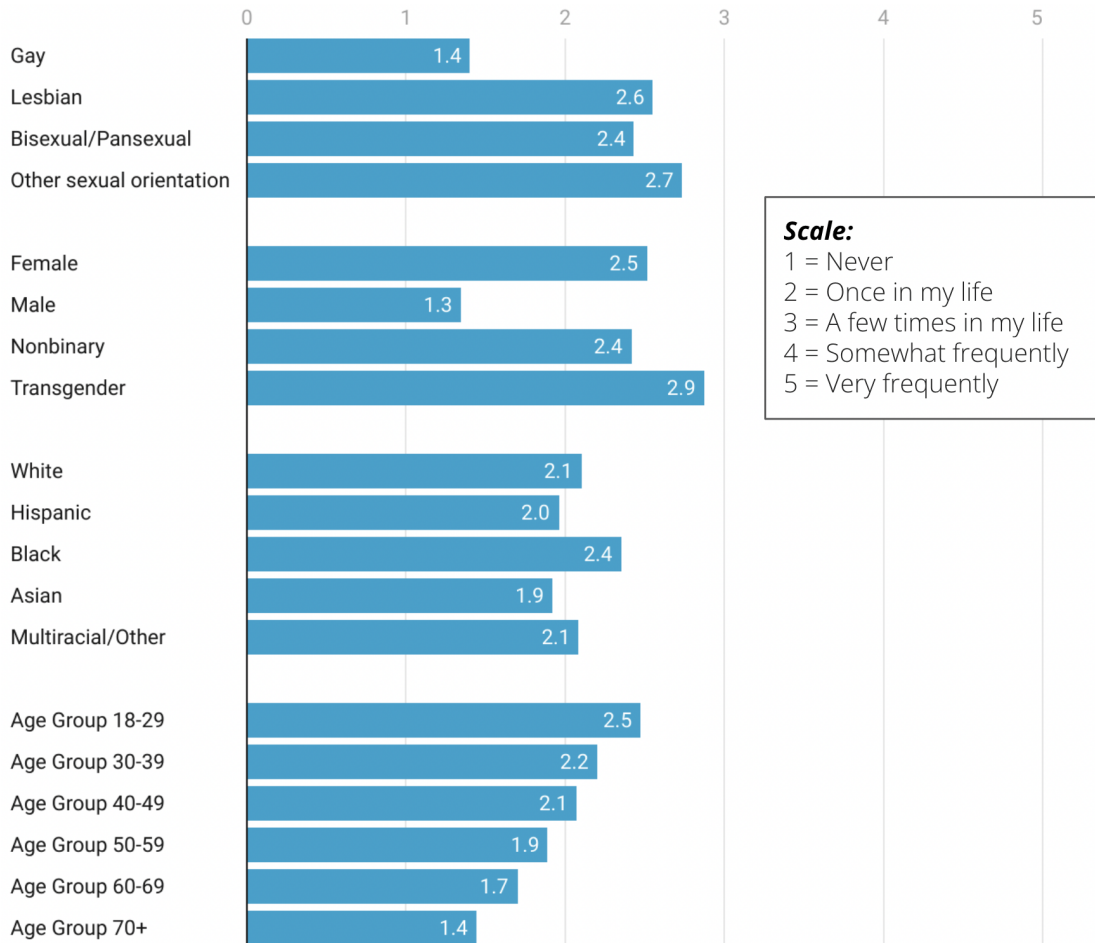
As seen in Figure 20, respondents who identified as gay, transgender, Hispanic or Asian were more likely to report having received negative reactions or treatment because of too feminine behavior because they are, or were perceived to be, LGBTQ.

Figure 20: “How often have you received negative reactions or treatment because of too feminine behavior because you are, or were perceived to be, LGBTQ?”



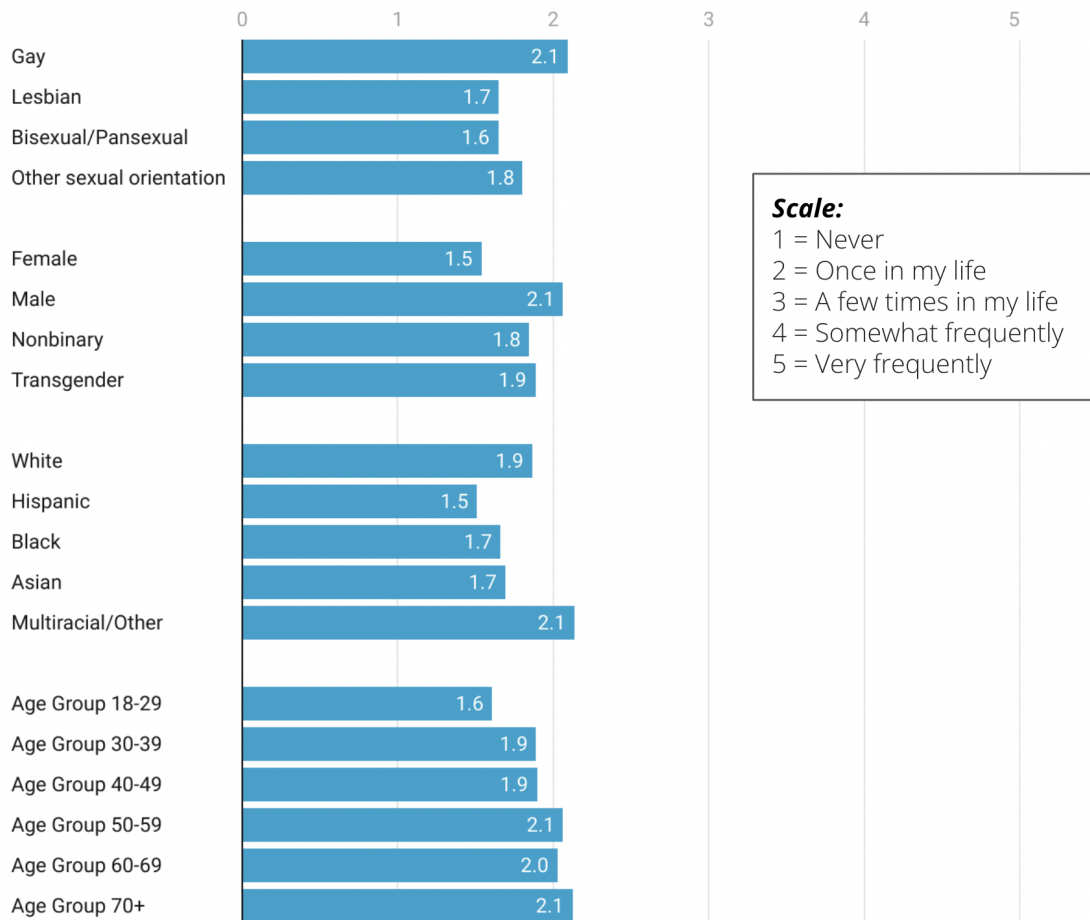
As seen in Figure 21, respondents who identified as lesbian, another sexual orientation, female, or transgender were more likely to report having received negative reactions or treatment because of too masculine behavior because they are, or were perceived to be, LGBTQ.

Figure 21: “How often have you received negative reactions or treatment because of too masculine behavior because you are, or were perceived to be, LGBTQ?”



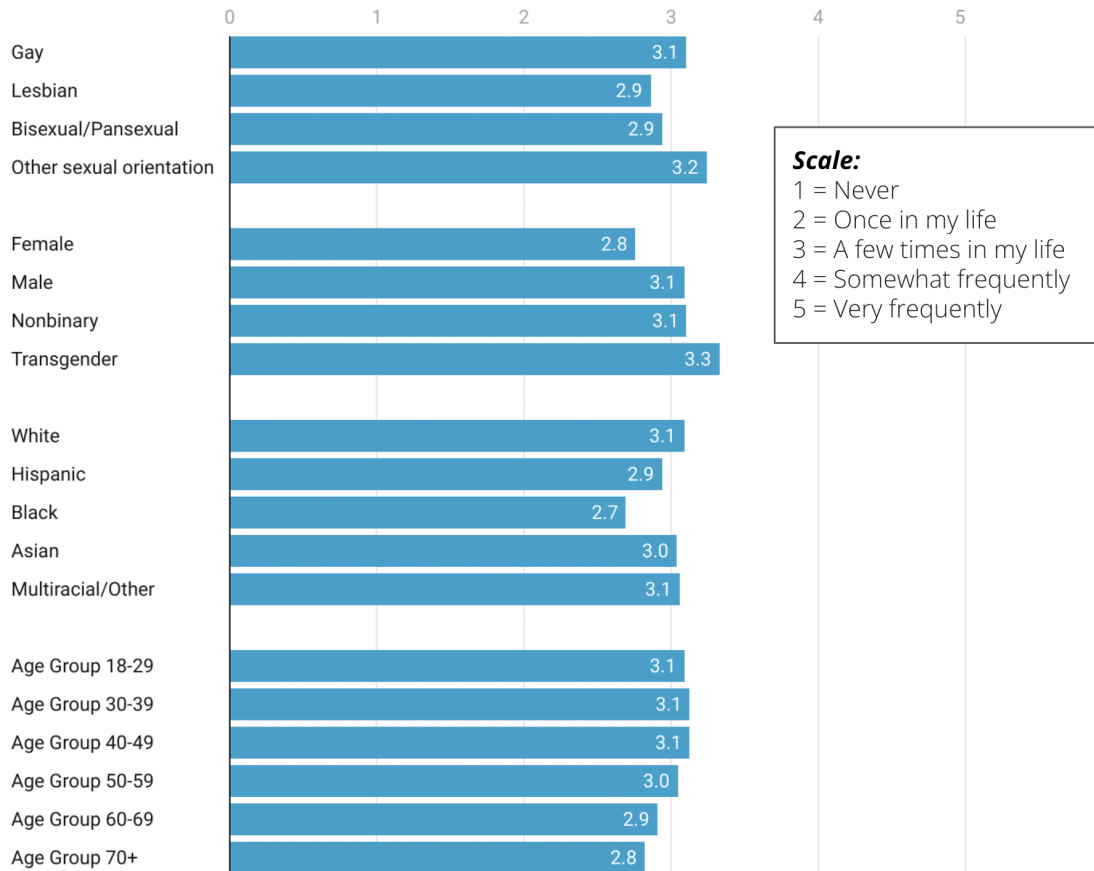
As seen in Figure 22, respondents identifying as gay, male, and Multiracial/Other, were more likely to report having been threatened or physically attacked because they are, or were perceived to be, LGBTQ.

Figure 22: “How often have you been threatened or physically attacked because you are, or were perceived to be, LGBTQ?”



As seen in Figure 23, all survey respondents had experienced, at least a few times in their lives, being the subject of slurs or jokes because they are, or were perceived to be, LGBTQ.

Figure 23: “How often have you been subject to slurs or jokes because you are, or were perceived to be, LGBTQ?”



In Figure 24, all survey respondents reported having received poor service in restaurants, hotels, or other places of business at least once in their lives because they are, or were perceived to be, LGBTQ.

Figure 24: “How often have you received poor service in restaurants, hotels, or other places of business because you are, or were perceived to be, LGBTQ?”

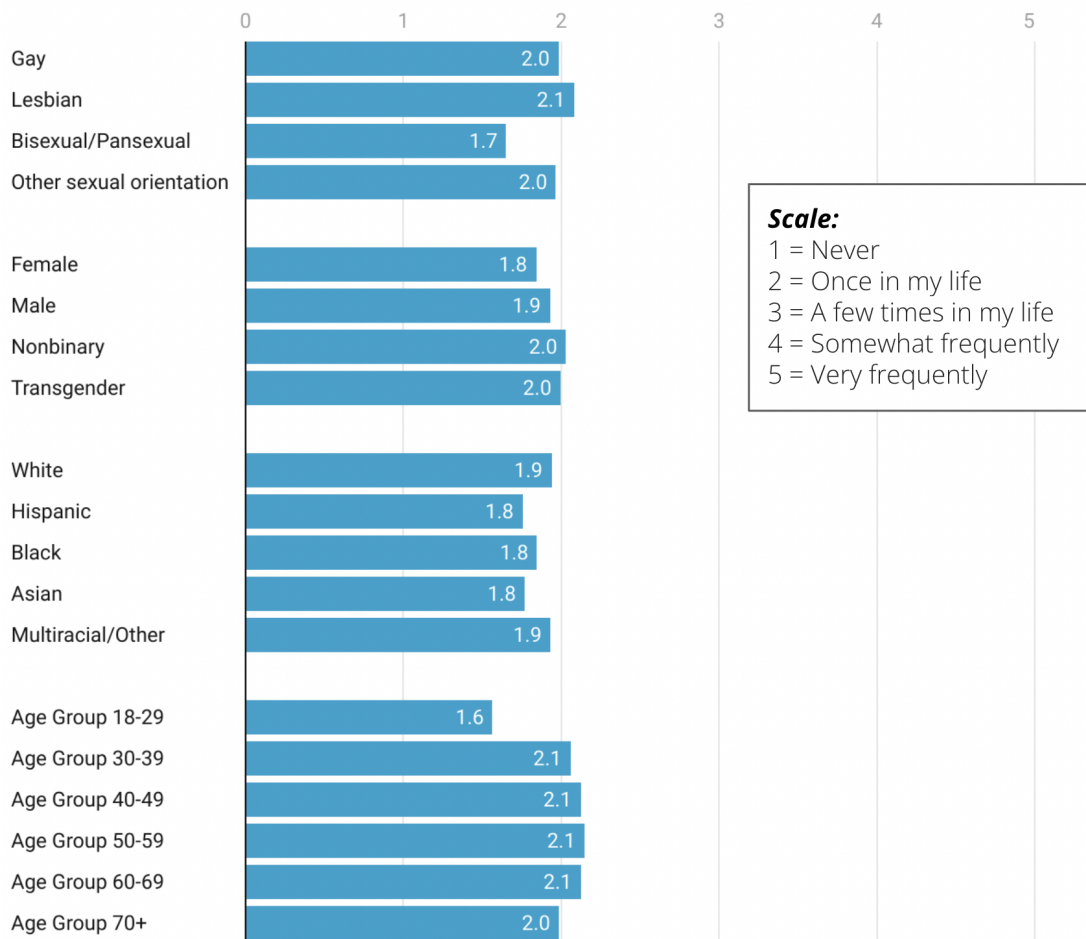
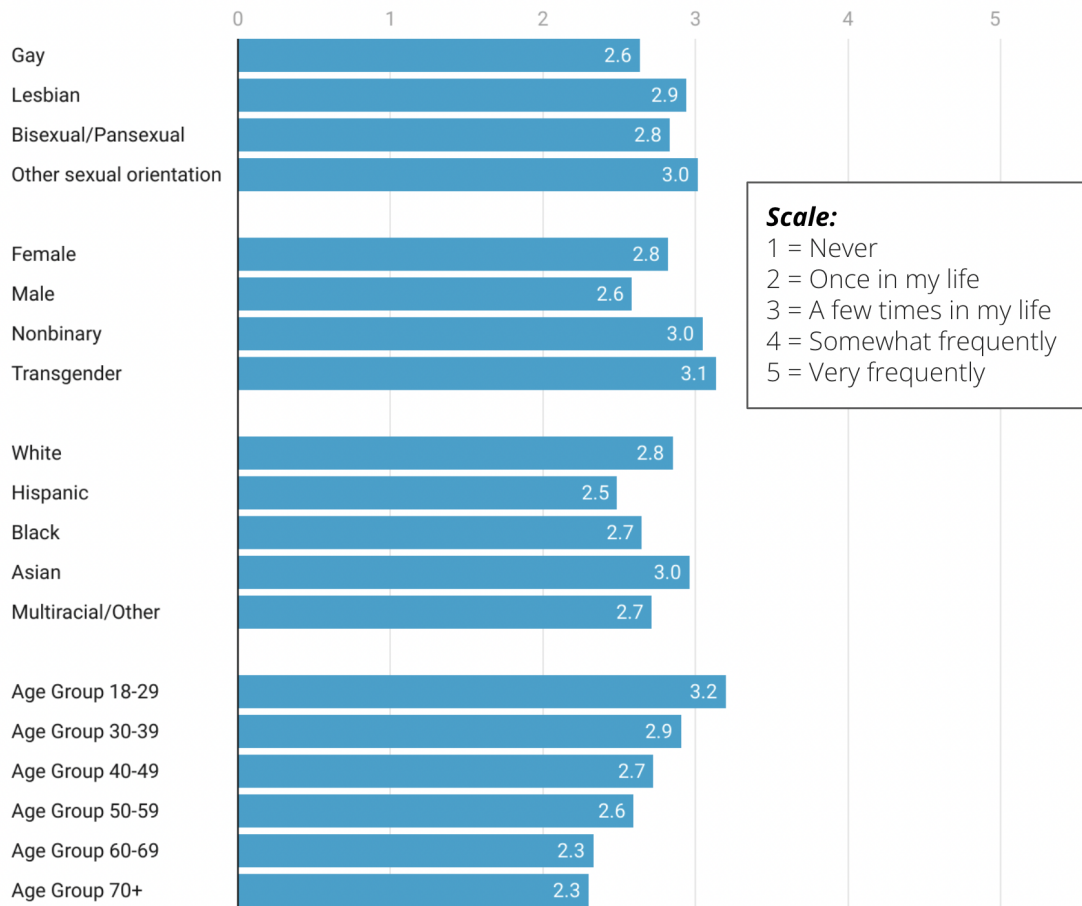


Figure 25 shows that transgender respondents between 18-29 years of age were most likely to report having been made to feel unwelcome at a place of worship or religious organization because they are, or were perceived to be, LGBTQ.

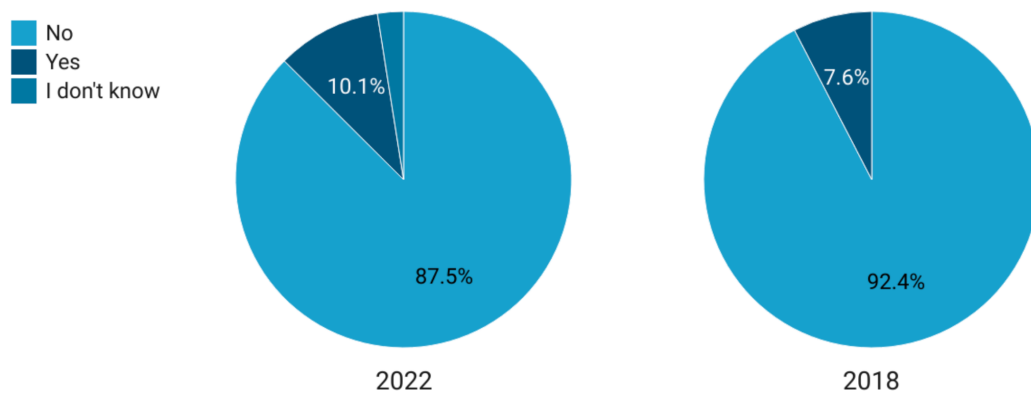
Figure 25: “How often have you been made to feel unwelcome at a place of worship or religious organization because you are, or were perceived to be, LGBTQ?”



We asked respondents if they had ever been sent to a therapist or mental health practitioner, clergy or religious leader, or some other individual or organization in an effort to "convert" or change their sexual orientation and/or gender identity also known as 'Conversion therapy' (Figure 26).

There was a slight increase from 2018 to 2022 (7.6% vs. 10.1%) and 2.5% of respondents in 2022 reported they didn't know if they had experienced efforts to change their sexual orientation and/or gender identity.

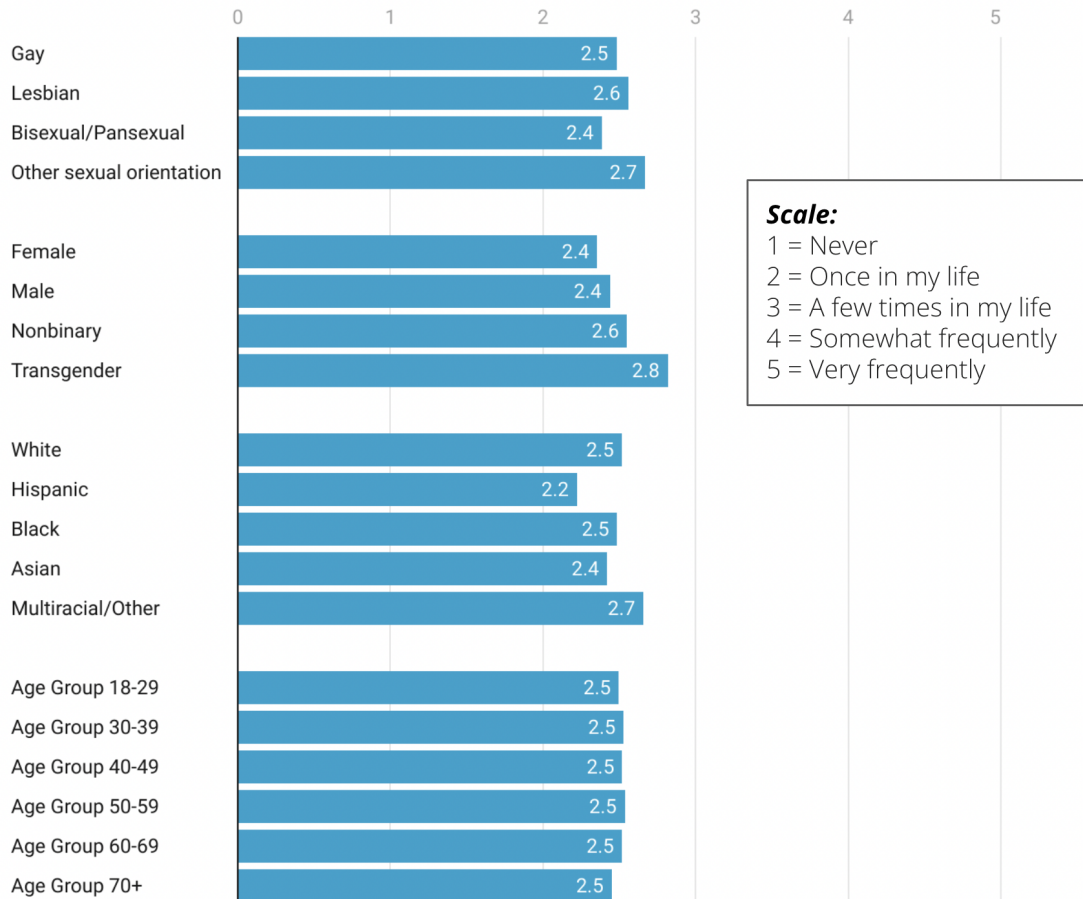
Figure 26: Experienced efforts to "convert" or change their sexual orientation and/or gender identity ('conversion therapy')



For more information, check out our research brief discussing the prevalence, demographics, and mental health of 'conversion therapy' from survivors in the American South from the 2018 LGBTQ Institute Southern Survey dataset: <https://www.lgbtqsouthernsurvey.org/conversion-therapy-brief>.

As seen in Figure 27, all survey respondents reported having been rejected by a friend or family member because they are, or were perceived to be, LGBTQ at least once in their lives, with transgender respondents being more likely to report having this experience a few times in their lives.

Figure 27: “How often have you been rejected by a friend or family member because you are, or were perceived to be, LGBTQ?”

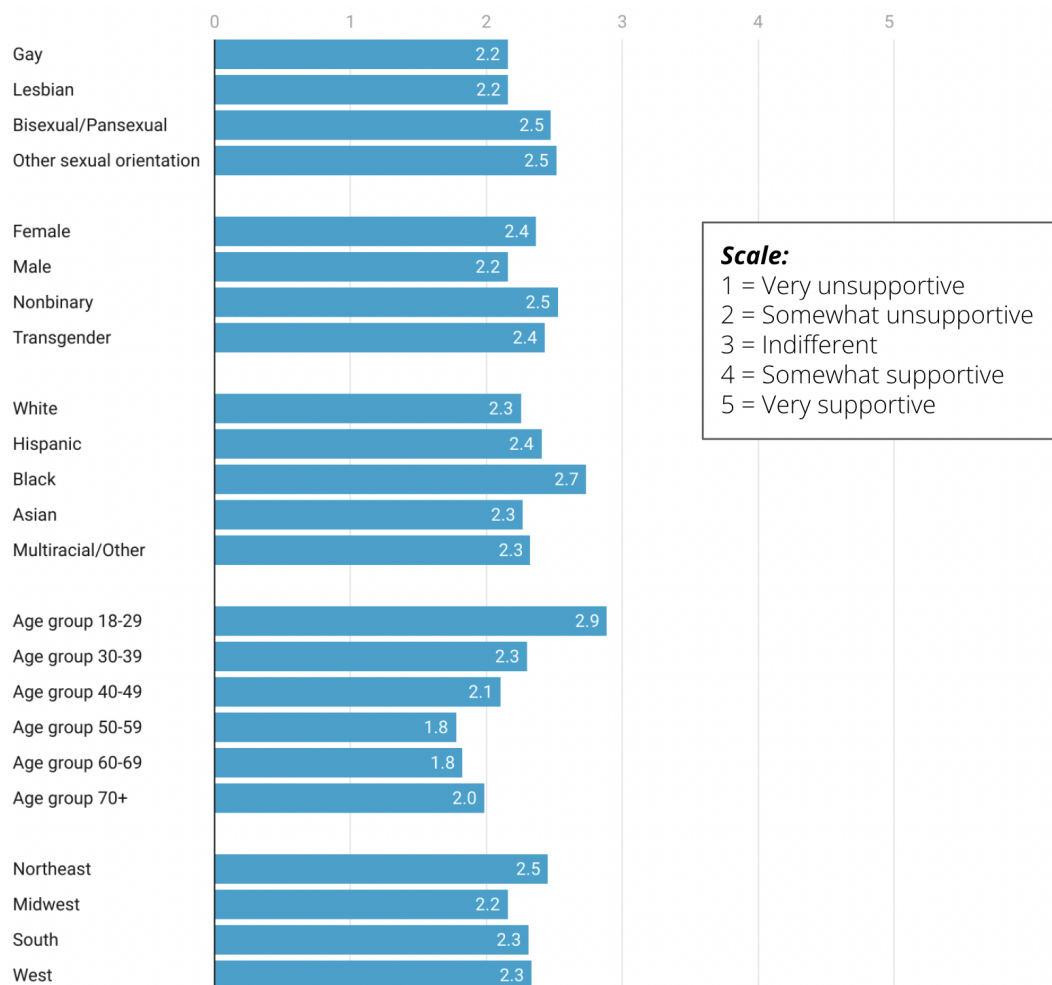


Section 3: High School Experiences

We wanted to know from our respondents what life is like for them in school, in particular their high school experience. Since we know not all Southerners are native to the Southeast, we also analyzed responses based on geographic regions.

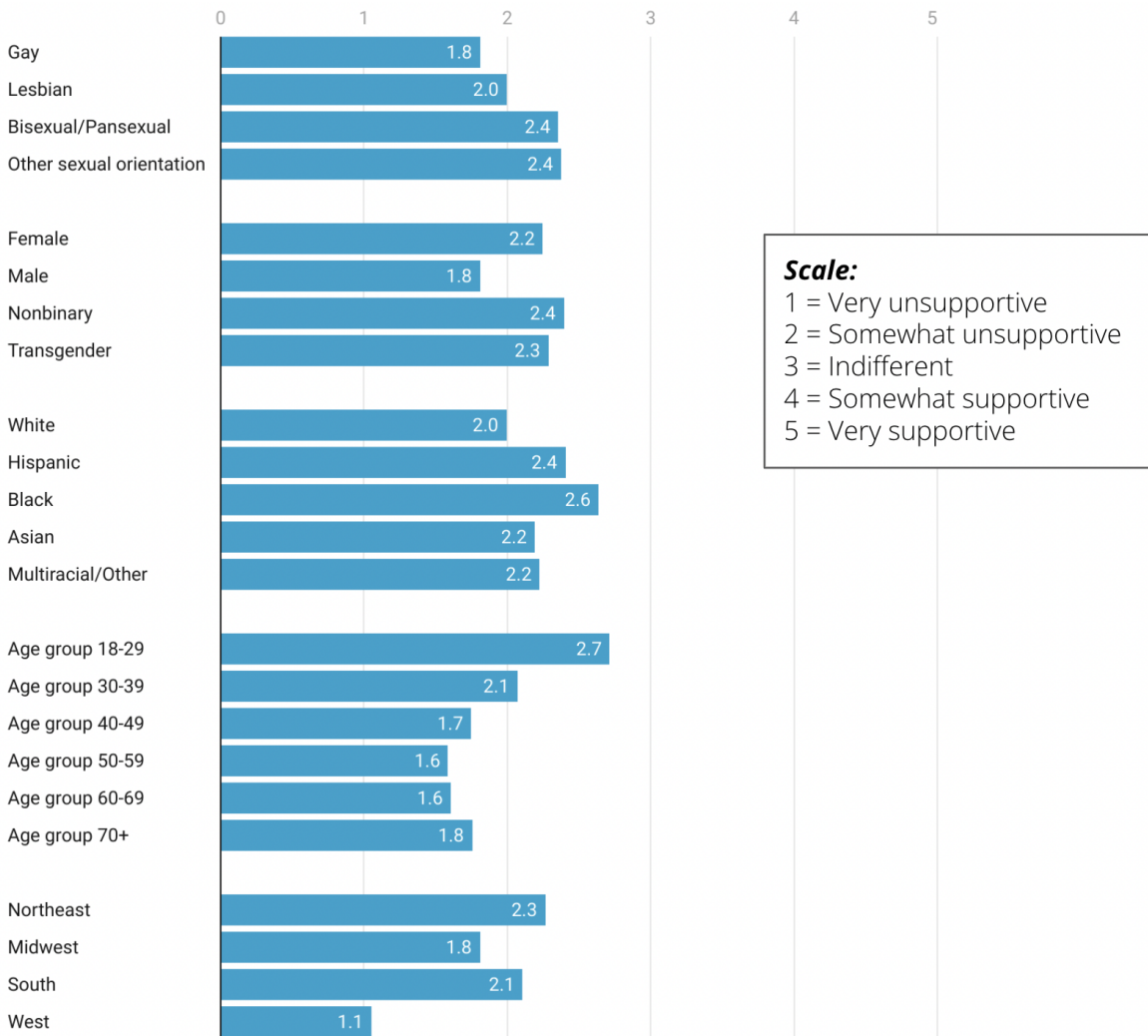
We asked respondents, “At the high school you attended, how supportive were the faculty or staff towards LGBTQ students?” As seen in Figure 28, respondents who identified as Black, were in the 18-29 age range, and went to high school in the Northeast were more likely to report feeling their faculty or staff were supportive of LGBTQ students.

Figure 28: “At the high school you attended, how supportive were the faculty or staff towards LGBTQ students?”



Beyond faculty and staff, we wanted to know, “At the high school you attended, how supportive were the students towards LGBTQ students?” As seen in Figure 29, the answer was similar: respondents who identified as Black, were in the 18-29 age range, and went to high school in the Northeast were more likely to report feeling their faculty or staff were supportive of LGBTQ students.

Figure 29: “At the high school you attended, how supportive were the students towards LGBTQ students?”



As seen in Figure 30, more than half (52%) of transgender respondents reported having felt unsafe at school, especially those who attended high school in the Western United States. Seventy-two percent (72%) of gay respondents, and those identifying as male, nonbinary, or transgender (70%, 63%, 62%) or Multiracial/Other (58%) were most likely to report having been the target of rumors, this was especially true for individuals who attended high school in the South. One-third (33%) of transgender, Multiracial/Other (33%), and respondents reporting being between 18-29 years old (32%) were most likely to report having been “outed” by a peer or teacher/staff as a result of being believed to be LGBTQ in high school.

Figure 30: Experiences of feeling unsafe, being the target of rumors, being “outed” or bullied as a result of being believed to be LGBTQ in high school

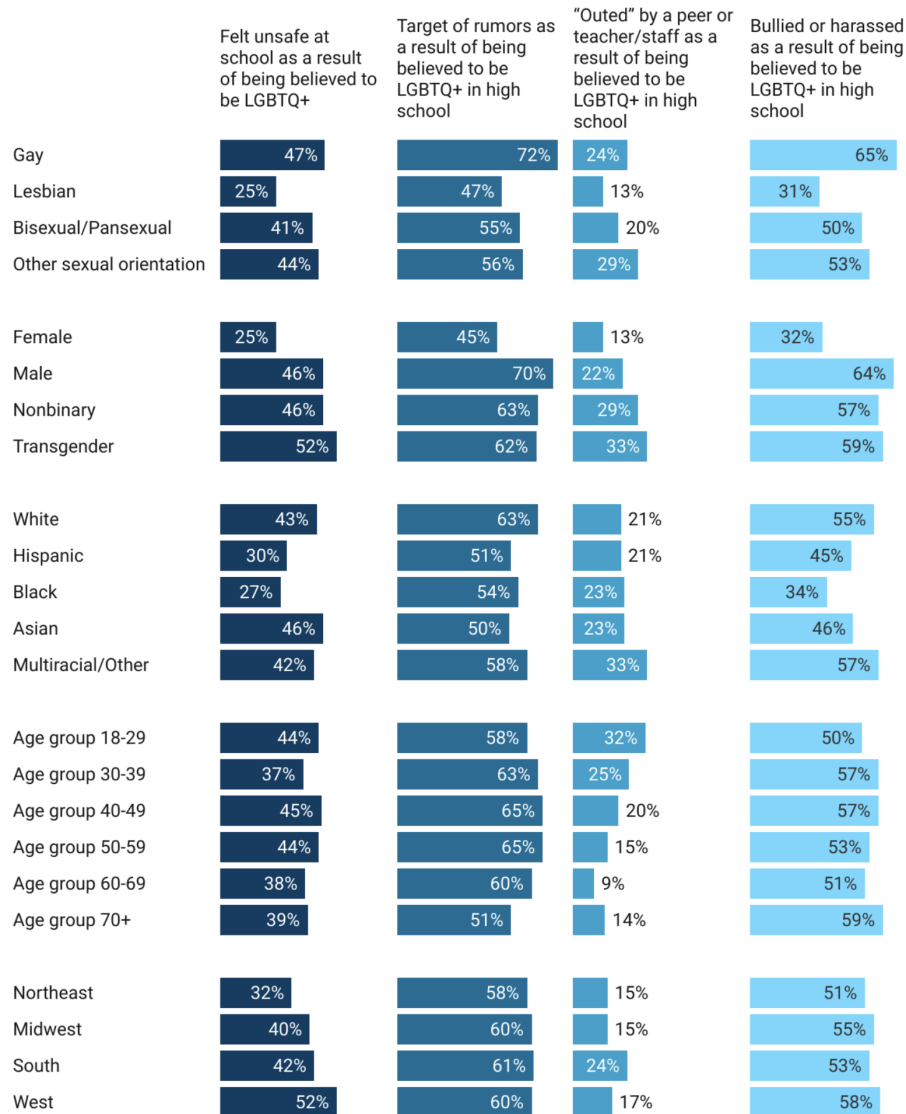


Figure 30 also shows that individuals identifying as male, nonbinary, or transgender (64%, 57%, 59%) or Multiracial/Other (57%) were more likely to report having experienced this, with those aged 70+ reported having experienced this the most (59%) out of all age groups. Black, female-identified lesbians were least likely to report being harassed or bullied as a result of being believed to be LGBTQ (*the same cohort most likely to see their LGBTQ identity as something positive* (Figure 16).

Figure 31 details primarily respondents' interaction with their school and school officials: efforts to access the bathroom, being disciplined, self-segregating to avoid abuse, and reporting harassment.

Figure 31: Experiences of being denied bathroom access, disciplinary action, avoiding activities, and reporting harassment as a result of being believed to be LGBTQ in high school

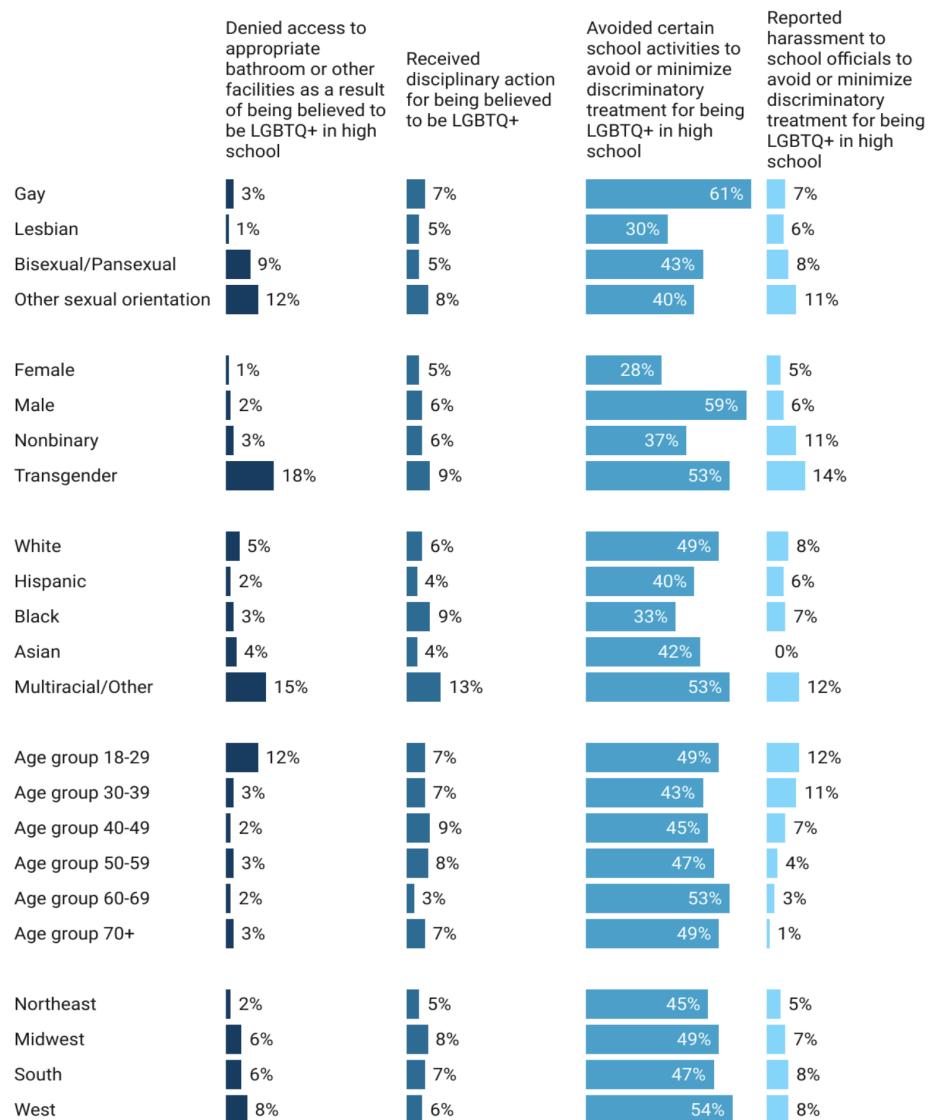


Figure 31 reveals:

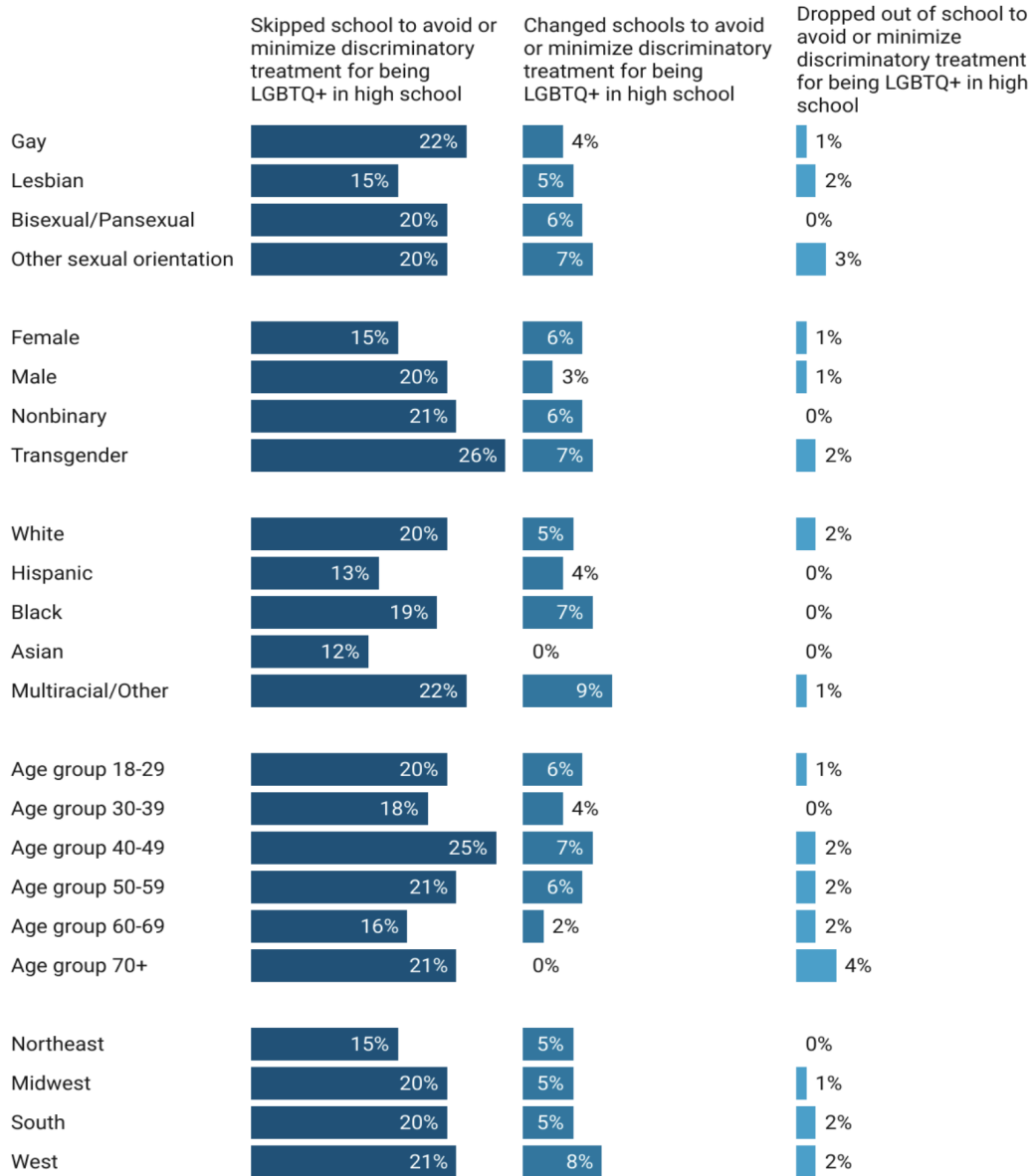
- **Bathroom access:** 12% of younger respondents (18-29) as well as those identifying as transgender (13%), Multiracial/other (15%), bisexual/pansexual (9%) or another sexual orientation (12%) were most likely to report having been denied access to appropriate bathroom or other facilities.
- **Disciplinary action:** Respondents who identified as Multiracial/Other or Black were more than 2 times more likely to report having received disciplinary action (e.g. suspension, expulsion) than their Hispanic, Asian, or white peers.
- **Avoiding school activities:** Individuals who identified as gay, male, transgender, or Multiracial/Other were most likely to have reported having avoided school activities to minimize discriminatory treatment for being LGBTQ in high school.
- **Reporting harassment:** Younger respondents in the survey, (ages 18-29 and 30-39) and those identifying as transgender (14%) and Multiracial/Other (12%) were most likely to have reported the harassment to school officials to avoid or minimize discriminatory treatment for being LGBTQ in high school.

Figure 32 shows how the individuals we surveyed had experienced some of the most extreme forms of self-preservation: skipping school, changing schools, or even dropping out of school to avoid discriminatory treatment, as a result of being believed to be LGBTQ in high school.

Specifically:

- **Skipping school:** 1 in 4 transgender respondents reported having skipped school to avoid or minimize discriminatory treatment for being LGBTQ in high school, 1 in 5 white, Black, and Multiracial/Other identified respondents reported experiencing this, with those aged 40-49 having reported this the most (25%) while 2 in 5 respondents aged 18-29 reported having this experience.
- **Changing schools:** Multiracial/Other identified respondents were most likely to report having changed schools to avoid or minimize discriminatory treatment.
- **Dropping out:** The oldest age group in the survey, those identifying as 70+ years of age were 4 times more likely than the youngest age group (18-29) to report having dropped out of school to avoid or minimize discriminatory treatment for being LGBTQ in high school.

Figure 32: Experiences of skipping school, changing schools, and dropping out of school to avoid discriminatory treatment, as a result of being believed to be LGBTQ



Overall note on geographic differences: As we noted, we included geographic regions in Figures 28-32 as some respondents had moved to the South after high school. Some clear takeaways: Those who attended high school in the South reported much higher rates of being “outed” while those attending high school in Western states reported higher rates of avoiding activities, changing schools, and feeling unsafe.

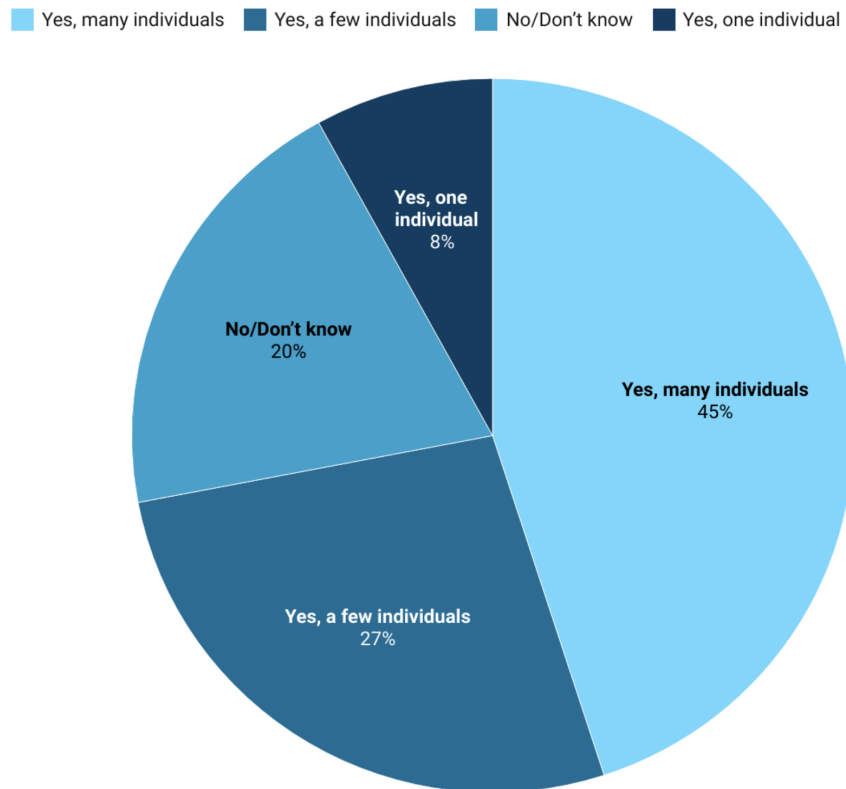
Section 4: Workplace Experiences

Respondents were asked a series of questions about their workplace experiences, including if they had allies at work.

Specifically, we asked, “Is there someone at your job you consider an ally (someone who knows your sexual orientation or gender identity, whom you feel you could turn to for support in matters concerning your sexual orientation or gender identity)?”

Eighty percent (80%) of respondents reported that there is someone at their job who they consider to be an ally.

Figure 33: “Is there someone at your job you consider an ally?”



However, as seen in Figure 34, nonbinary, transgender, and Hispanic respondents were least likely to report having at least one person at their job who they consider to be an ally.

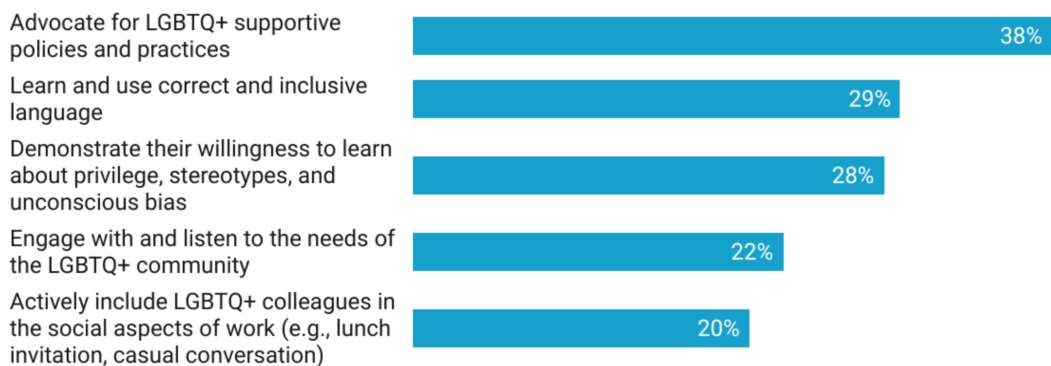
Figure 34: Reporting at least one person at their job who they consider an ally



We asked respondents which actions they would most want a workplace ally to take to support them. Figure 35 shows that advocating for LGBTQ-supportive policies and practices were actions respondents most wanted a workplace ally to take.

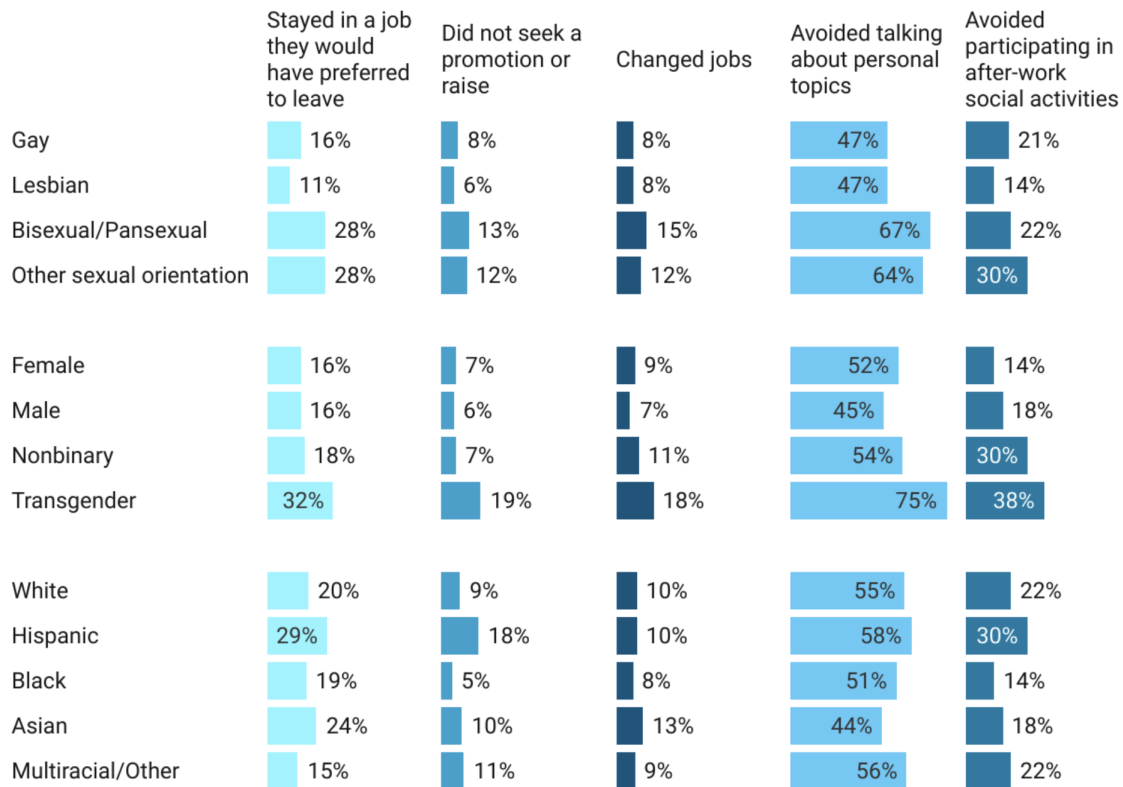
This was followed by wanting allies to learn and use correct and inclusive language (29%) and demonstrating their willingness to learn about privilege, stereotypes, and unconscious bias (28%). One in five respondents also felt that engaging with and listening to the needs of the LGBTQ community, and actively including LGBTQ colleagues in the social aspects of work (e.g., lunch invitations, casual conversation) were important.

Figure 35: “Which actions would you most want a workplace ally to take to support you?”



We asked respondents about their experiences regarding discrimination and harassment in the workplace over the past year. The following responses in Figure 36 reveal how often our survey respondents actively sought out various measures to ensure their safety and avoid discrimination or harassment at work.

Figure 36: Adopted the following safety measures in the past year to avoid discrimination or harassment at work as a result of being believed to be LGBTQ



Respondents told us in the past year they:

- Stayed in a job they would have preferred to leave:** Respondents who identified as bisexual/pansexual (28%) or another sexual orientation (28%), and transgender respondents (32%), were nearly twice as likely as respondents who identified as gay (16%) or lesbian (11%) to report that in the past year, they stayed in a job they would have preferred to leave in order to avoid discrimination or harassment at work as a result of being believed to be LGBTQ. Hispanic and Asian respondents (29%/24%) were also most likely to have stayed even though they wanted to leave.

- **Did not seek a promotion or raise or changed jobs:** 2 in 5 transgender and Hispanic respondents reported that in the past year, they didn't seek a promotion or raise in order to avoid discrimination or harassment at work as a result of being believed to be LGBTQ. Transgender respondents were also most likely to report that in the past year, they changed jobs in order to avoid discrimination or harassment at work.
- **Avoided talking about personal topics:** Respondents who identified as bisexual/pansexual (67%) or another sexual orientation (64%), and 3 out of 4 transgender respondents (75%), were most likely to report that in the past year, they avoided talking about personal topics with coworkers, supervisors, or bosses in order to avoid discrimination or harassment at work as a result of being believed to be LGBTQ and reported they stayed in a job they would have preferred to leave. Over half of white, Hispanic, Black, and Multiracial/Other respondents (55%/58%/51/56%) were also most likely to have avoided talking about personal topics with coworkers, supervisors, or bosses in order to avoid discrimination or harassment.
- **Avoided participating in after-work social activities:** Respondents who identified as another sexual orientation (30%), 1 in 3 transgender respondents (38%), and Hispanic respondents (30%) were most likely to report that in the past year, they avoided participating in after-work social activities with coworkers, supervisors, or bosses in order to avoid discrimination or harassment at work as a result of being believed to be LGBTQ.

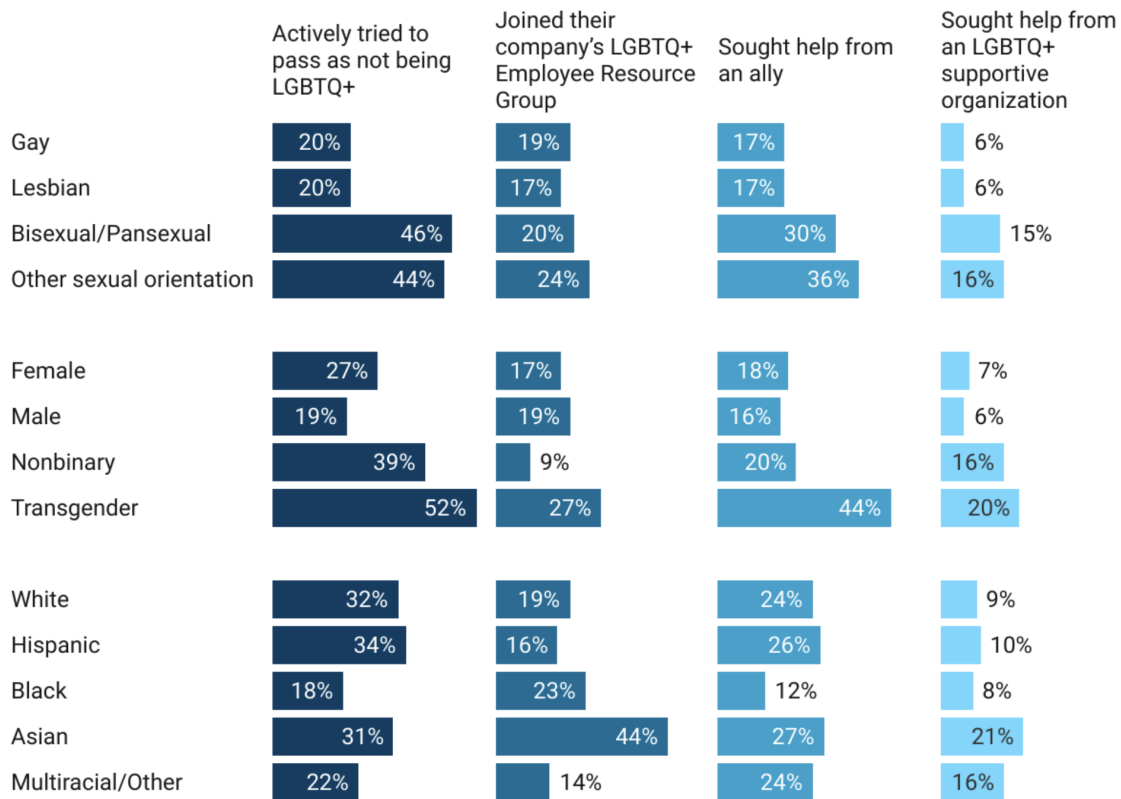
As seen in figure 36a, some LGBTQ respondents actively sought to pass as not being LGBTQ to avoid discrimination or harassment at work, while some joined their company's employee resource group (ERG) or sought help from an ally or from an LGBTQ supportive organization.

In addition, respondents told us in the past year they:

- **Actively tried to pass as not being LGBTQ:** Respondents who identified as bisexual/pansexual (46%) or as another sexual orientation (44%), and over half (52%) of transgender respondents were most likely to report having actively tried to pass as not being LGBTQ in order to avoid discrimination or harassment at work.
- **Joined their company's LGBTQ Employee Resource Group:** 1 in 4 (27%) of transgender respondents reported that in the past year has joined their company's LGBTQ Employee Resource Group (ERG) in order to avoid discrimination or harassment at work as a result of being believed to be LGBTQ. Asian respondents were the most likely to report having joined an ERG to avoid LGBTQ discrimination or harassment at work.
- **Sought help from an ally:** Transgender respondents were most likely to report having sought help from an ally in order to avoid discrimination or harassment at work as a result of being believed to be LGBTQ. In the past year alone, 44% of transgender respondents reported seeking help to avoid discrimination or harassment at work.

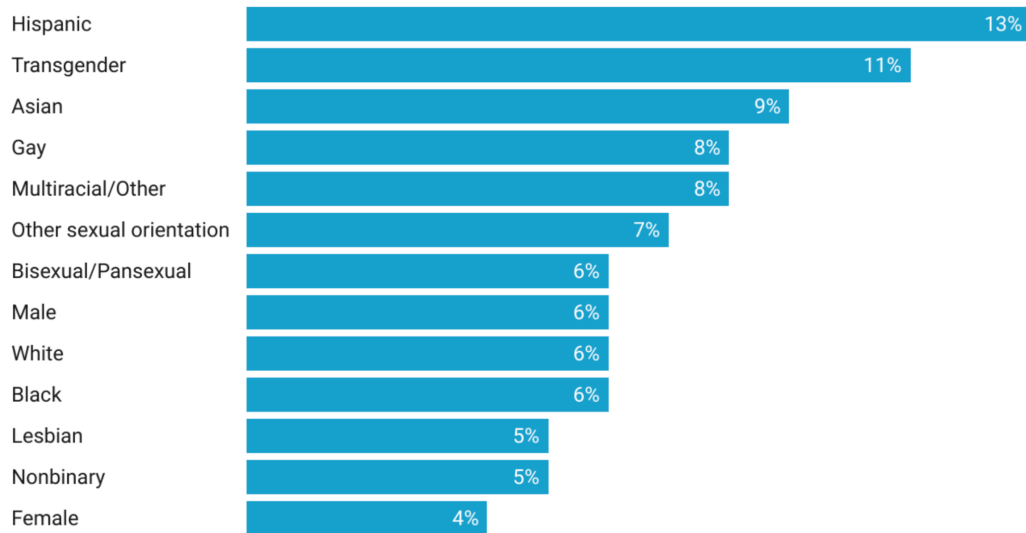
- Sought help from an LGBTQ supportive organization:** Respondents who identified as bisexual/pansexual (15%) or as another sexual orientation (16%) nonbinary (16%), or transgender (20%) were most likely to report having actively tried to seek help from an LGBTQ supportive organization in order to avoid discrimination or harassment at work.

Figure 36a: Adopted the following safety measures in the past year to avoid discrimination or harassment at work as a result of being believed to be LGBTQ



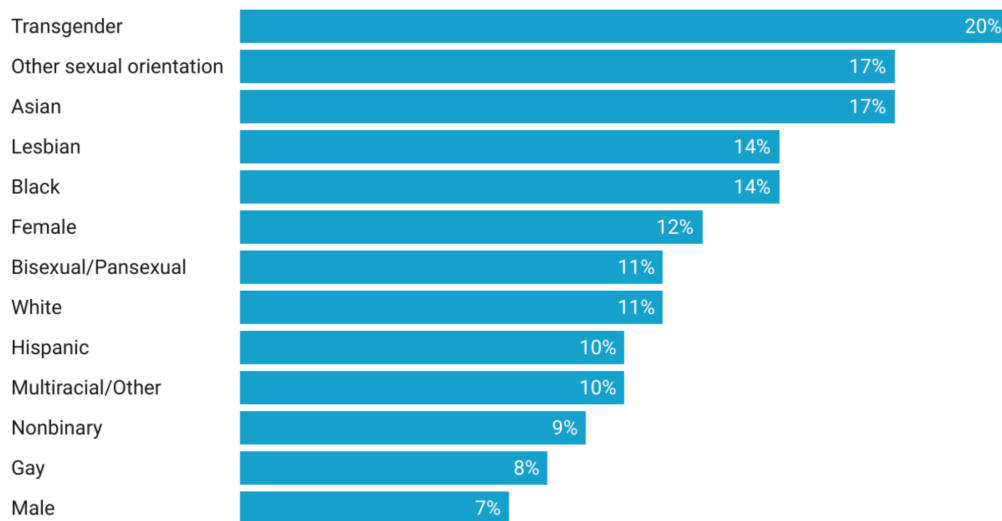
We surveyed respondents about other forms of discrimination including being denied a job. As Figure 37 shows, across all demographics, Hispanic and transgender respondents were most likely to report having been denied a job they applied for in the last year.

Figure 37: Denied a job they applied for last year as a result of being believed to be LGBTQ



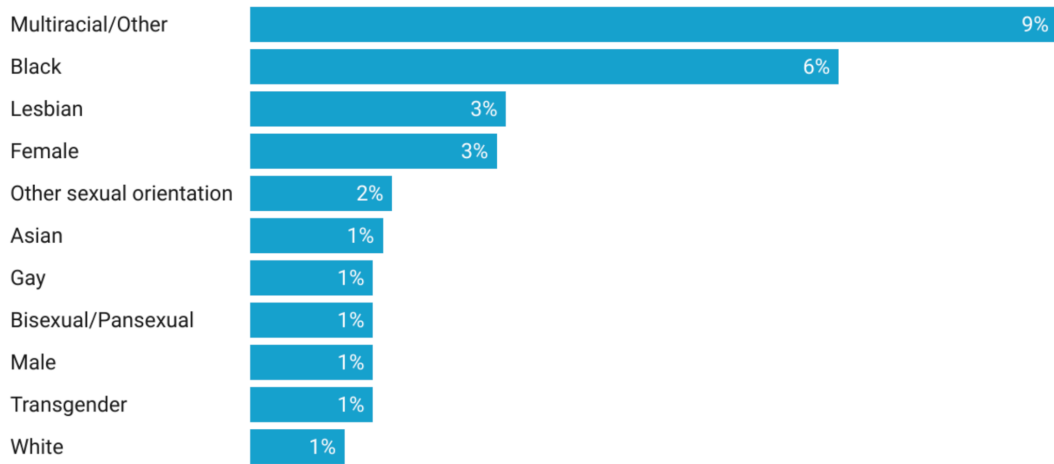
In Figure 38, we see that 2 in 5 transgender people reported having been harassed verbally or in writing by a coworker, boss, client, or customer in the last year.

Figure 38: Harassed verbally or in writing last year, by a coworker, boss, client, or customer as a result of being believed to be LGBTQ



Even though Black and Multiracial/Other respondents were less represented in our sample, however, their experiences of sexual assault by a coworker, boss, client, or customer constitute the majority of sexual assault experiences within our survey cohort.

Figure 39: In the past year, having been sexually assaulted by a coworker, boss, client, or customer as a result of being believed to be LGBTQ

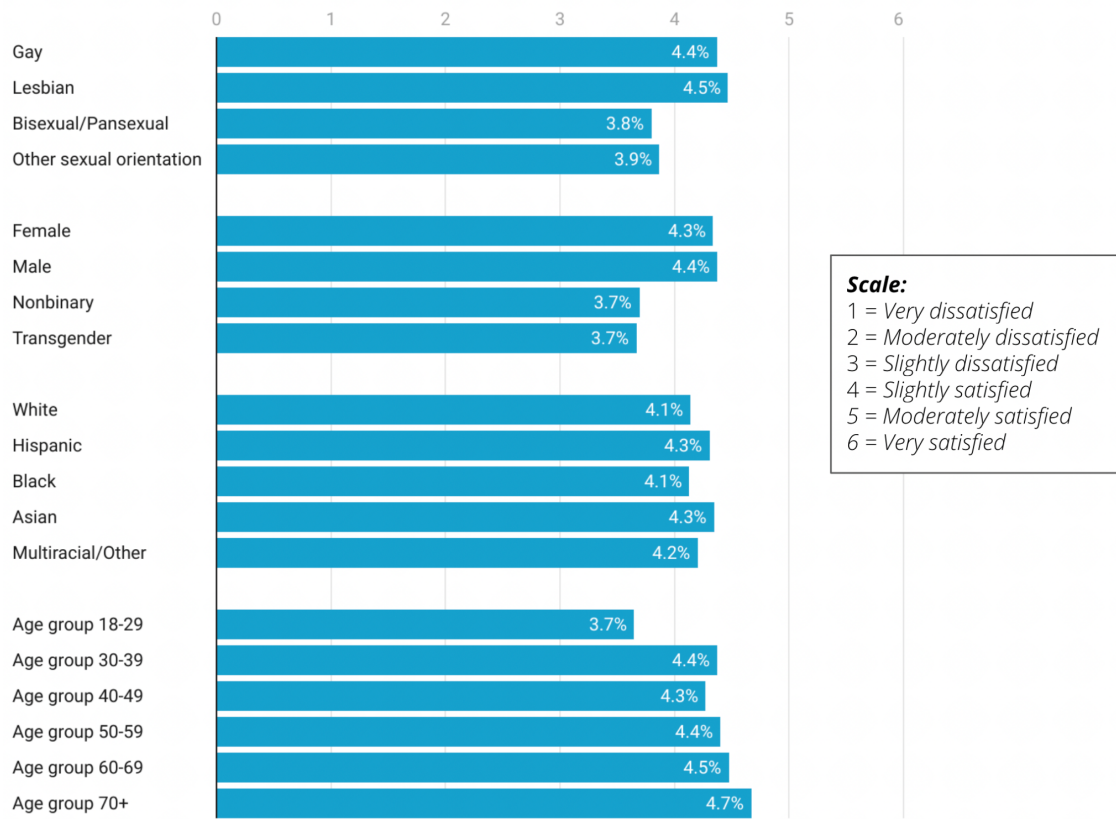


**Nonbinary and Hispanic registered as less than 1%*

Section 5: Health & Health Care Experiences

We wanted to know about the health and health care experiences of respondents. We started by asking how satisfied they were with how things were going in their lives. As seen in Figure 40, the trend shows that as respondents' ages increased they were moderately more satisfied with how things were going. Younger respondents aged 18-29, identifying as bisexual/pansexual, another sexual orientation, nonbinary or transgender were more likely to indicate slight dissatisfaction with how things were going in their lives.

Figure 40: "How satisfied are you with how things are going in your life these days?"



We asked respondents how often they felt anxious or depressed within the past month. Younger, transgender individuals were most likely to report they felt this way.

Figure 41: Respondents' average reports of feeling anxious or depressed over the past 30 days

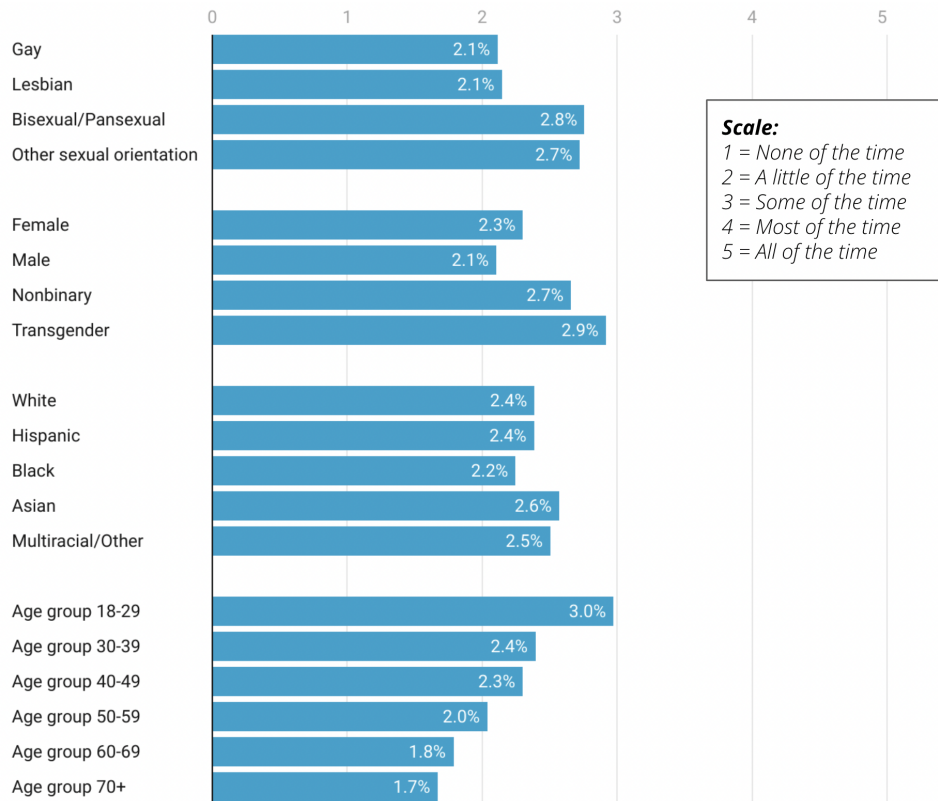
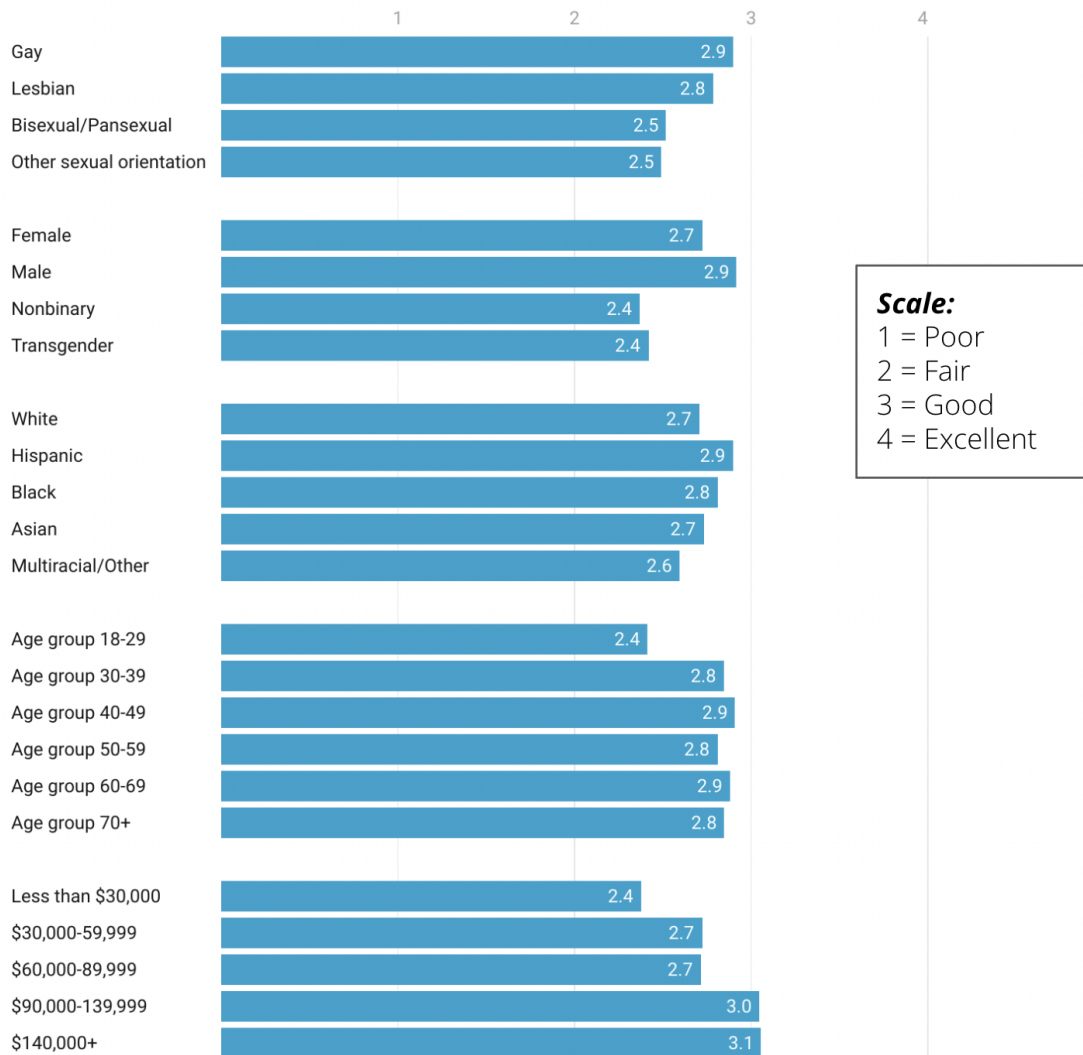


Figure 42 details responses to our question asking about how respondents would describe their own health. While most ranked their own health as “good,” individuals who identified as nonbinary, 18-29 years old, and reported making less than \$30k a year in income were more likely to report their own health as “fair”.

Figure 42: “Would you say your own health, in general, is poor, fair, good, or excellent?”



We asked survey participants to tell us about their experiences when accessing health care.

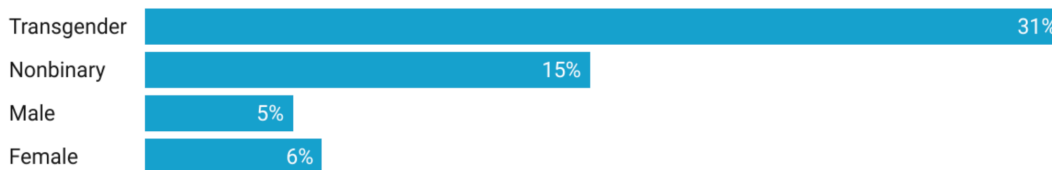
Respondents were first asked whether they had gone to see a doctor, been to a hospital, or visited a clinic for medical care in the past 12 months. Most (91%) had, with nearly half of the respondents reporting either accessing physical or mental health care, or both. Seven percent (7%) reported seeking no health care. Two percent (2%) had accessed only mental health care in the past year.

Figure 43: “Did you access healthcare this past year?”



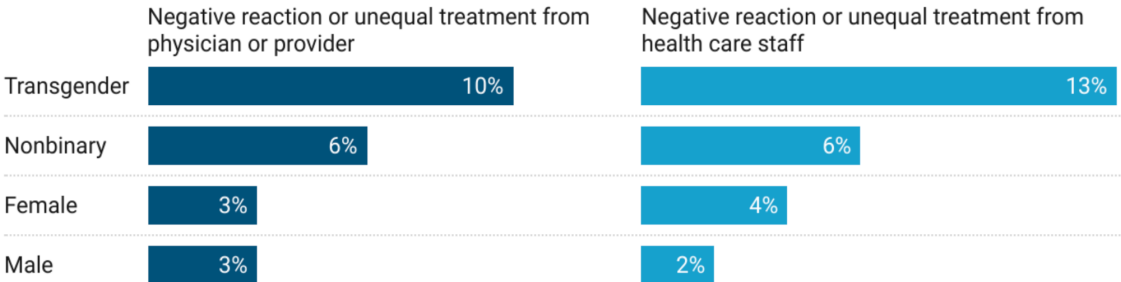
As seen in Figure 44, when looking at barriers to seeking health care, we found that nonbinary and transgender respondents were more likely than male or female-identified respondents to report avoiding getting health care for fear of a negative reaction or unequal treatment this year. Nearly one-third (31%) of transgender respondents reported avoiding healthcare altogether.

Figure 44: Avoiding getting health care for fear of a negative reaction or unequal treatment



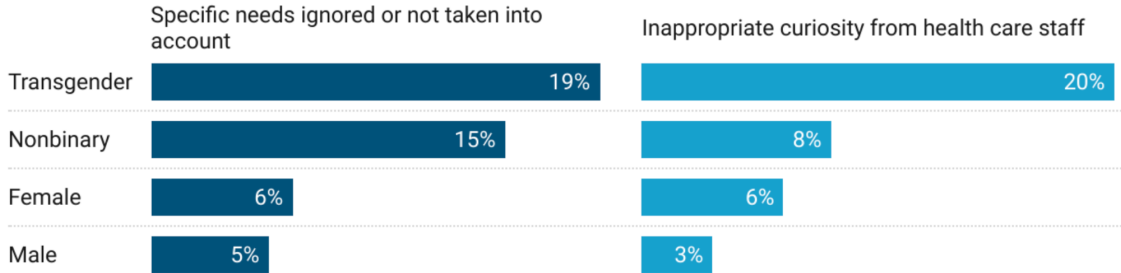
Respondents were asked if they experienced any one of a list of negative situations when trying to access healthcare services because of their sexual orientation or transgender identity. Figure 45 shows that transgender respondents were times more likely than male or female-identified respondents to report receiving a negative reaction or unequal treatment from a physician or provider when trying to access health care this year.

Figure 45: Negative reactions and unequal treatment



Transgender respondents were also 3 times more likely than male or female-identified respondents to report receiving a negative reaction or unequal treatment from health care staff when trying to access health care this year. Figure 46 shows how nonbinary and transgender respondents were more than 2-4 times more likely than male or female-identified respondents to report having specific needs ignored or not taken into account when trying to access health care this year. Nineteen percent (19%), or 2 out of 5 transgender respondents reported having this experience.

Figure 46: Needs not taken into account, inappropriate curiosity



Additionally, 2 out of 5 (20%) of transgender respondents reported receiving inappropriate curiosity from health care staff when trying to access health care this year.

As seen in Figure 47, 17% of nonbinary respondents reported being misgendered or inappropriately named when trying to access health care this year, with 4 in 10 (43%) transgender respondents experiencing this the most.

Figure 47: Misgendered or inappropriately named

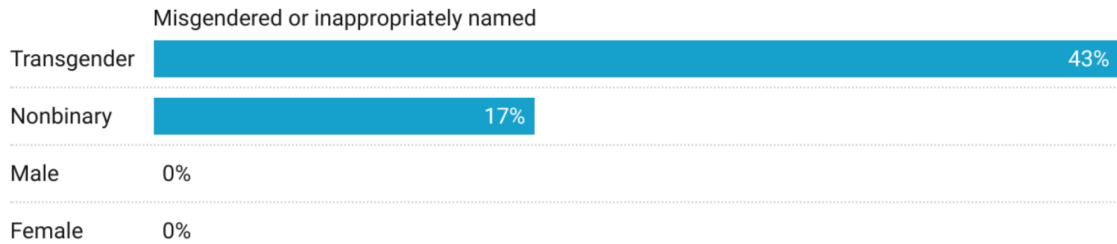
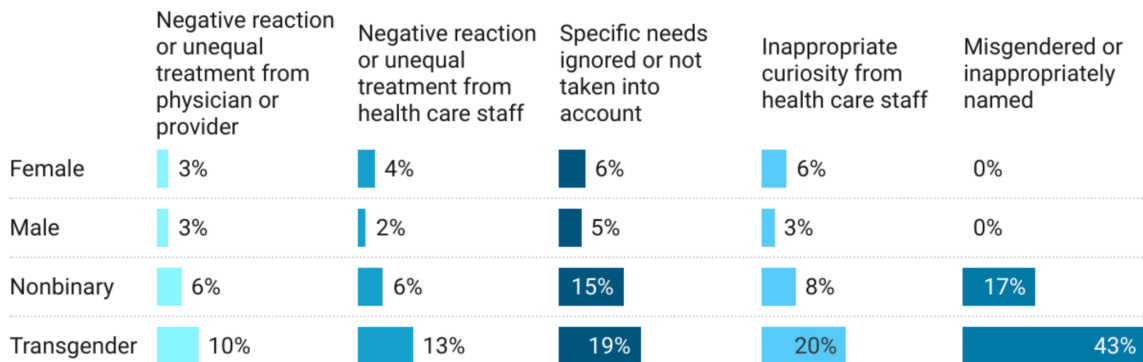


Figure 48, recaps our questions regarding health care experiences and discrimination. Across the board, transgender and nonbinary individuals are more likely to experience unequal treatment.

Figure 48: Overall health care experiences and discrimination



Section 6: Political Attitudes and Voting Behavior

We asked survey participants to tell us about their political attitudes and voting behavior.

We wanted to know how much they followed what was going on in government, politics, and public affairs. The majority (59.6%) of respondents are following what's happening most of the time. Less than ten percent (8.7%) hardly follow at all or only now and then.

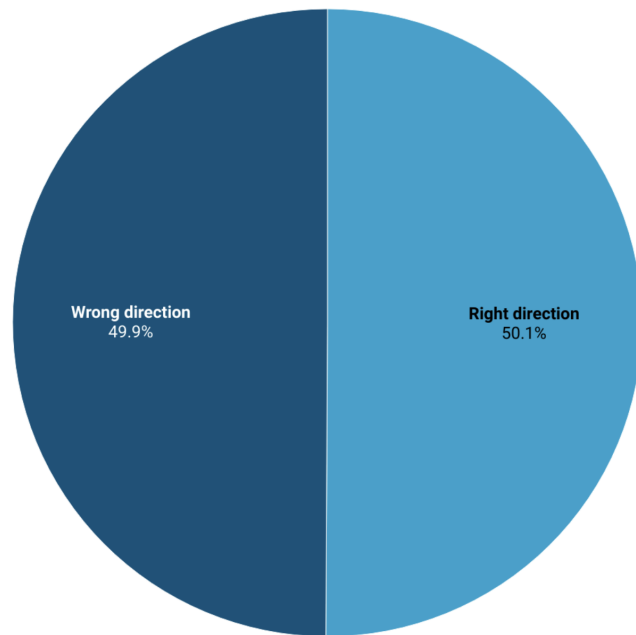
Figure 49: Following what's going on in government, politics, and public affairs



We also asked “All in all, do you think things in the nation are generally headed in the right direction, or do you think things are on the wrong track?”

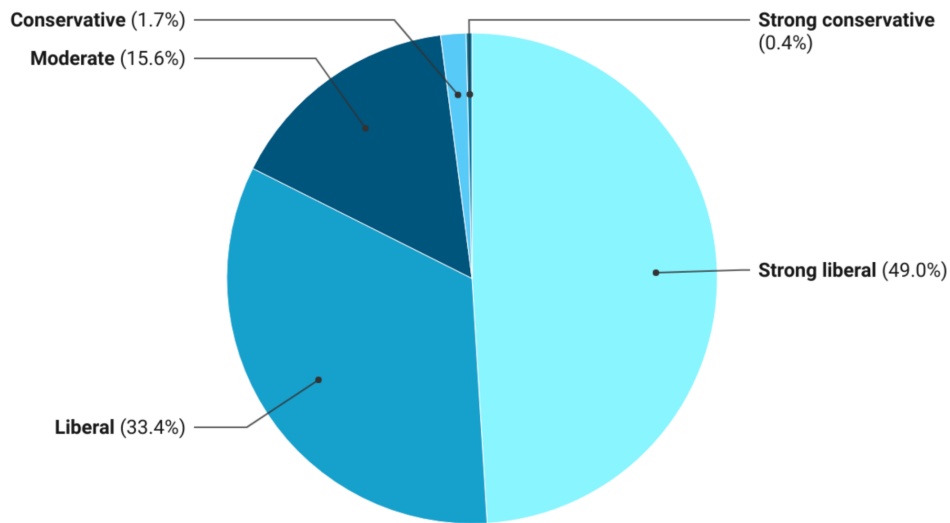
As seen in Figure 50, the responses were evenly split between those who felt the nation was headed in the wrong direction versus those who felt the country was headed in the right direction.

Figure 50: Right track, wrong track



Respondents were asked about their political views: “In general, would you describe your political views as...” with the option of describing themselves as conservative, strongly conservative, strong liberal, liberal, or moderate. Figure 51 shows that half of the respondents reported they identify as “strongly liberal” with a third identifying as “liberal”. The rest identified as moderate (15.6%), conservative (1.7%) with 0.4% identifying as strong conservative.

Figure 51: Political Views



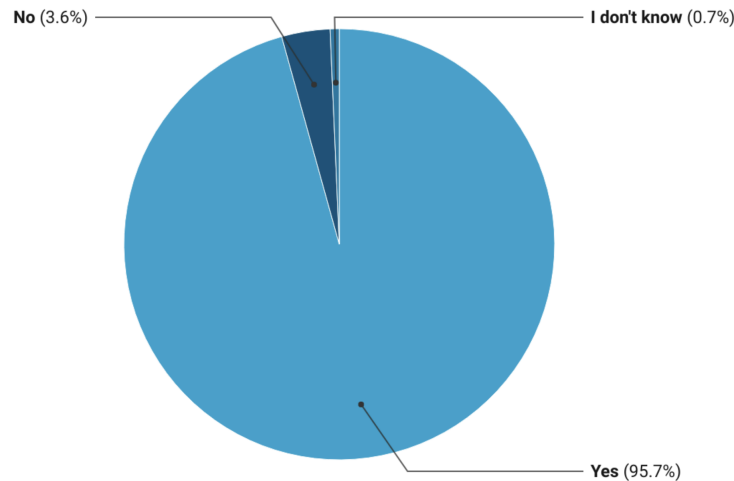
We also asked respondents about their political party affiliation: “In politics today, do you consider yourself a ... ?” The majority of respondents identified as democrat (68.6%), followed by independent (20.8%), other (8.8%) and republican (1.8%).

Figure 52: Political Party Affiliation



We wanted to know if respondents were registered to vote. An overwhelming number (95.7%) reported that they were, with only 3.6% saying there were not. Less than one percent said they didn't know.

Figure 53: Are you registered to vote?



We found that the majority of respondents (91.7%) voted in the 2020 presidential election, with 5.3% reporting they were not eligible to vote and 3% reporting that they did not vote.

Figure 54: Did you vote in the 2020 presidential elections?



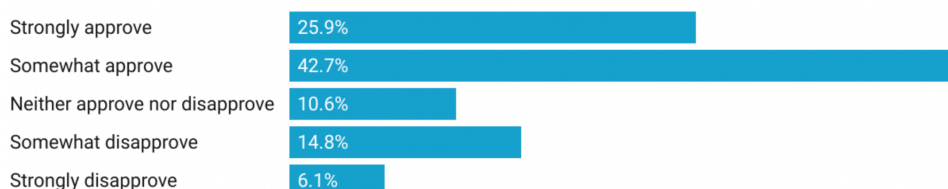
The majority of respondents (94%) voted for President Joe Biden in the 2020 presidential election, with 3.2% reporting they voted for another candidate. Only 2.8% reported voting for Donald Trump.

Figure 55: Who did you vote for in the 2020 presidential election?



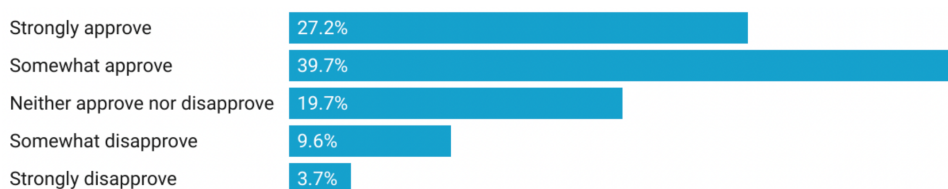
Most respondents (42.7%) somewhat approve of how President Joe Biden is handling his job, with 25.9% strongly approving; 10.6% neither approving or disapproving. One in five (20.9%) of the respondents disapproved, with 14.8% somewhat disapproving and 6.1% strongly disapproving.

Figure 56: How is President Joe Biden handling his job?



27.2% strongly approve of how President Joe Biden is handling LGBTQ-related issues, with 39.7% somewhat approving; 19.7% neither approving or disapproving. One in ten (13.3%) of the respondents disapproved of how the President was handling LGBTQ-related issues.

Figure 57: How is President Joe Biden handling LGBTQ-related issues?



7 in 10 made political donations: A question we asked for the first time was whether or not respondents had ever donated to politicians or political organizations because they were supportive of LGBTQ rights. The majority, 71% indicated that they had.

Figure 58: Political Donations



Section 7: Community Perceptions & LGBTQ Involvement

Survey respondents were asked about their perceptions of how much social acceptance of LGBTQ people existed in the country, state, and in their local communities. We also asked about their own personal involvement in the LGBTQ community.

We asked, “How much social acceptance of LGBTQ people do you think there is today in the country, in your state, and in your local community?” Respondents felt there was more acceptance in the country and in their local community than in their state.

Figure 59: Perceptions of national, state, and local LGBTQ acceptance

Scale: 1 = None at all, 2 = Only a little, 3 = Some, 4 = A lot



Figure 60 shows how respondents answered the question, “How much social acceptance of LGBTQ people do you think there is today in your local community?” based on where they lived.

Respondents living in more rural areas were more likely to feel their local community had some social acceptance of LGBTQ people followed by those living in urban/metro areas. Respondents living in small urban/suburban areas were only a little to some acceptance of LGBTQ people.

Figure 60: Perceptions of local LGBTQ acceptance based on community type

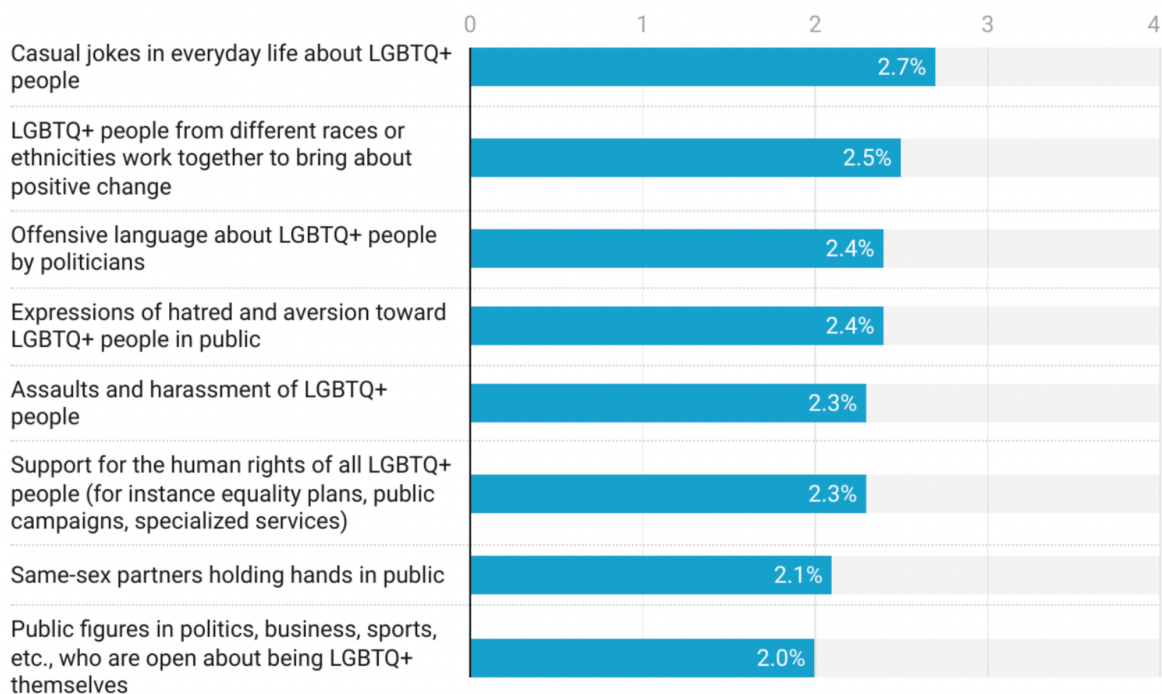


Figure 61 shows responses to our question, “How common are the following behaviors in the local community where you live?” Respondents were asked to respond using a Likert scale from 1-4 with 1 = Very rare, 2 = Somewhat rare, 3 = Somewhat common, and 4 = Very common.

- Casual jokes in everyday life about LGBTQ people (2.7) and LGBTQ people from different races or ethnicities working together to bring about positive change (2.5) were most likely to be reported as somewhat common.
- Seeing same-sex partners holding hands in public (2.1) and public figures in politics, business, sports, etc., who are open about being LGBTQ themselves (2.0) were more likely to be reported as a somewhat rare occurrence.

Figure 61: “How common are the following behaviors in the local community where you live?”

Scale: 1 = Very rare, 2 = Somewhat rare, 3 = Somewhat common, 4 = Very common



We wanted to know how much respondents felt like they belonged in their own local LGBTQ community. Figure 62 shows, in descending order, which groups felt like they most belonged.

While all respondents felt some belonging in their own local LGBTQ community, respondents who reported being in the 70+ age group, Black, and lesbian were more likely to report feeling some belonging. Respondents who reported being bisexual/pansexual, Hispanic, or in the 18-29 age group reported feeling slightly less belonging within their own local LGBTQ community.

Figure 62: “Overall, how much do you feel you belong in your local LGBTQ community?”

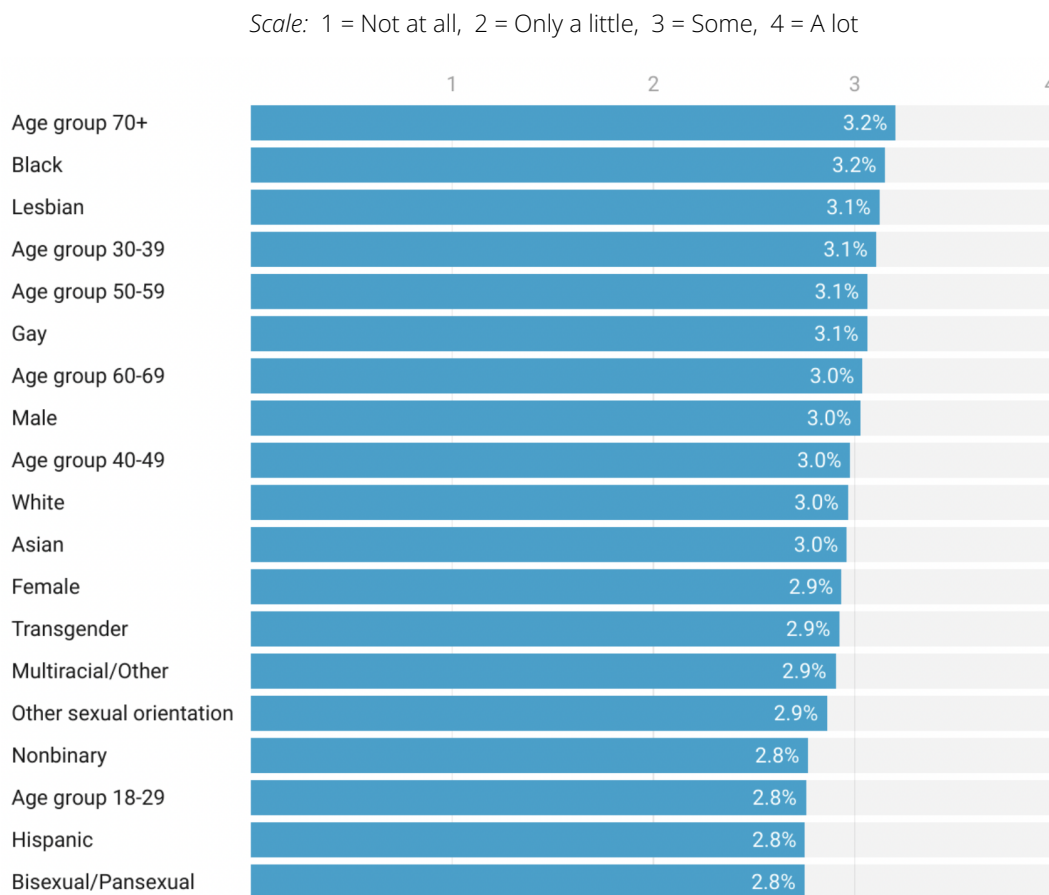
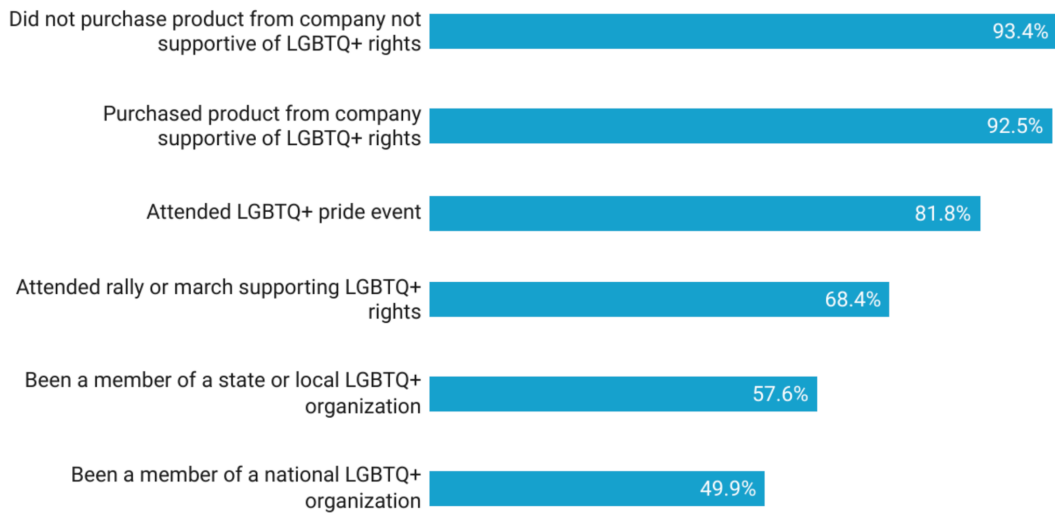


Figure 63 highlights responses to our question, “Have you engaged in any of the following activities?”

Figure 63: “Have you engaged in any of the following activities?”



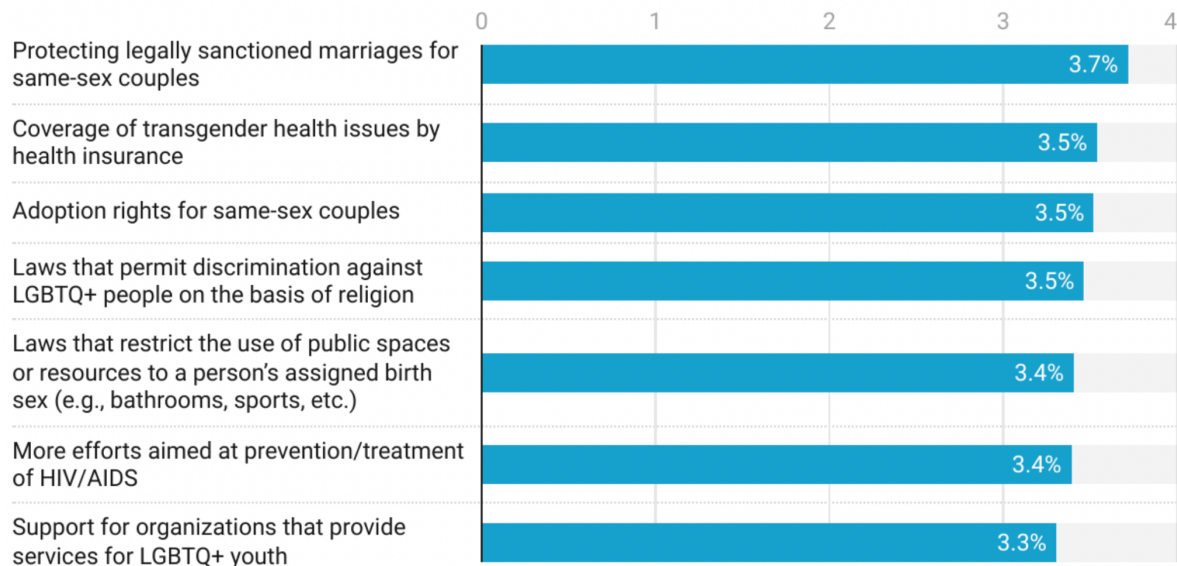
Two key highlights:

- **Purchasing power and national visibility:** The top two activities respondents reported being engaged with the most was using their money to send a message to anti-LGBTQ businesses: 93.4% of respondents made sure NOT to purchase products from companies who are unsupportive of LGBTQ rights. Conversely, 92.5% used their purchasing power to reward companies supportive of LGBTQ+ rights by purchasing their products.
- **Local and Community Involvement:** Attending an LGBTQ+ pride event (81.8%), attending a rally or march supporting LGBTQ+ rights (68.4%) and being a member of a state of local LGBTQ+ organization (57.6%) were the next most common activities respondents were engaged in, with half (49.9%) reported being a member of a national LGBTQ+ organization.

Figure 64 highlights responses to our question, “What do you think should be a priority for the LGBTQ community advocates and political leaders in your state?” While all issues were seen as very important, protecting marriage for same-sex couples, health care coverage for transgender people, adoption rights for same-sex couples, and stopping laws that permit discrimination against LGBTQ people on the basis of religion were viewed as top priorities.

Figure 64: “What do you think should be a priority for the LGBTQ community advocates and political leaders in your state?”

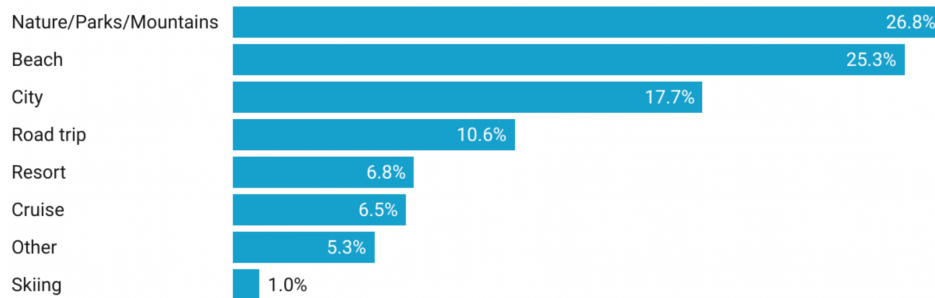
Scale: 1 = Not a priority at all, 2 = Somewhat a priority, 3 = Very important but not top priority, 4 = Top priority



Section 8: Travel and Leisure

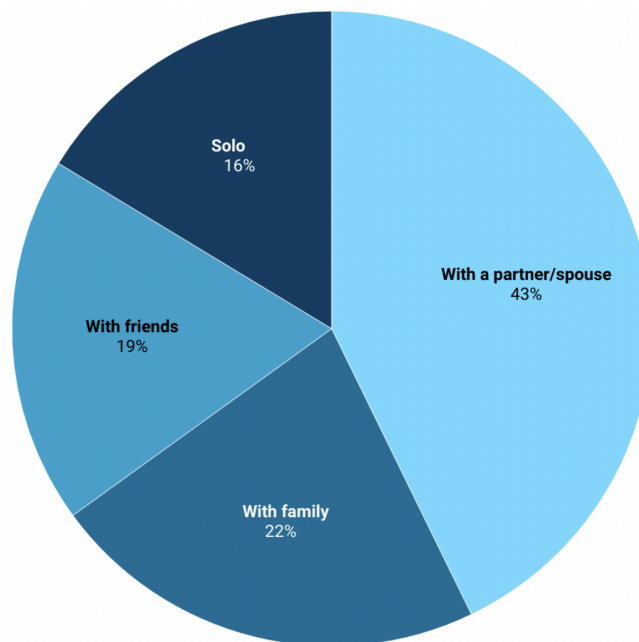
Respondents were also asked about ways they take time for themselves and others, specifically asking questions focused on travel and leisure. The majority of respondents (52.1%), when asked about their ideal vacation, cited having it take place either in nature, parks, and mountains (26.8%) or at the beach (25.3%) as the most ideal setting.

Figure 65: "What is your ideal vacation?"



We found that respondents typically travel with a partner or spouse (43%), with family (22%), with friends (19%), or solo (16%)

Figure 66: "How do you typically travel?"



We asked respondents, “What is the most important factor for you in considering where to travel in the South?” The most important factor was the things to see and do (57%), with concerns about safety and security being the next most important factor when traveling.

Figure 67: “What is the most important factor for you in considering where to travel in the South?”

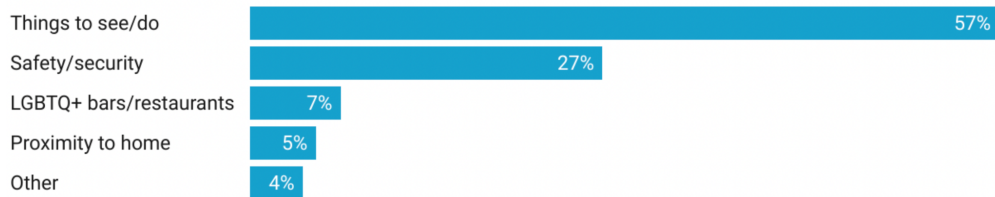
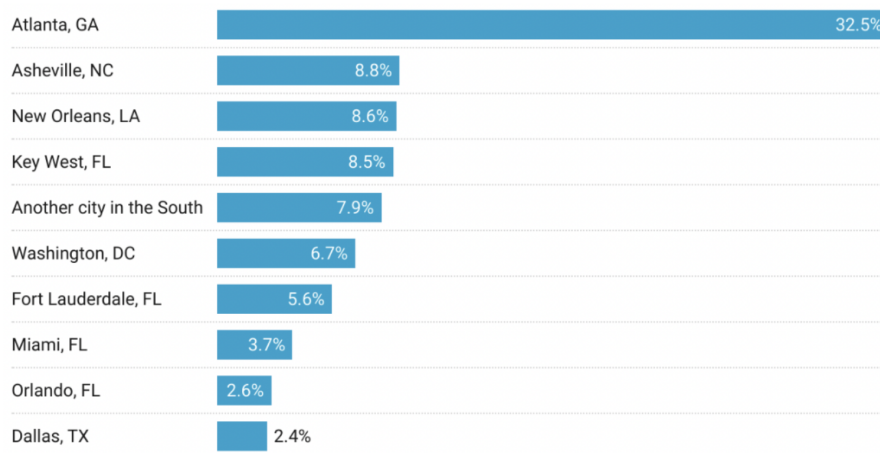


Figure 68 details the top ten Southern cities respondents felt most accommodating to the LGBTQ community. The majority cited Atlanta, Georgia as the most accommodating; followed by Asheville, North Carolina; New Orleans, Louisiana; and Key West, Florida.

Figure 68: “Which Southern city do you feel is the most accommodating to the LGBTQ community?”





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