



The Numbers Behind Pride

Why LGBTQ+ Pride is still Needed Today



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RELEVANT TERMINOLOGY

Lesbian (adj./noun) - someone who is romantically or sexually attracted, mostly or exclusively, to women.

Gay (adj.) - someone who is romantically or sexually attracted, mostly or exclusively, to someone of the same gender or similar gender

Bisexual (adj.) - someone who is romantically or sexually attracted, mostly or exclusively, to multiple genders. The understanding and definition of this term has changed over time.

Transgender (adj.) - often referred to simply as “trans.” This refers to someone whose gender is different than the gender they were assigned at birth. This is an umbrella term that also includes many nonbinary people.

Cisgender (adj.) - people whose gender matches the gender they were assigned at birth.

Queer (adj.) - formerly a slur, this term has been reclaimed by many members of the community and means that someone is romantically or sexually attracted to multiple genders. However, this term is expansive in its meaning and is often representative of more complex identities.

BIPOC (adj.) - an acronym meaning Black, Indigenous, and Person/People of Color.

Intersex (adj.) - an umbrella term used to describe individuals whose anatomy and body fall outside of the female-male gender binary. Many intersex folks are born with ambiguous genitalia and very often have huge medical decisions made for them without their consent.

Nonbinary (adj.) - individuals whose gender falls outside of the female-male gender binary. Some nonbinary folks feel both masculine and feminine, while others are not on the female-male spectrum at all.

Asexual (adj.) - people who either do not experience sexual attraction to others or experience very little attraction.

Demisexual (adj.) - reference to people who may experience sexual attraction to others under certain circumstances.

Gender-Affirming Healthcare (noun) - physical and mental healthcare interventions that support LGBTQIA+ folks. Examples include hormone therapy and gender-affirming surgeries.

Two-Spirit (adj.) - a term some Indigenous peoples use to describe their gender, as embodying both masculine and feminine spirits.

Heterosexual (straight) (adj.) - the quality of being attracted to the binary “opposite” gender.

Sexuality/Sexual Orientation (noun) - the attraction a person feels to other people. Examples include heterosexual, queer, gay, and bisexual.

Gender/Gender Identity (noun) - separate from sexual orientation, gender refers to someone's inherent or realized identity. Examples include cisgender, transgender, and nonbinary.

Sex vs. gender

A person's sex can be just as diverse and expansive as their gender. Sex typically refers to someone's biological specification as male, female, or intersex. Gender refers to a person's innermost understanding of themselves and may or may not correspond with their assigned-at-birth gender or sex. For instance, a transgender woman might be straight (heterosexual) or queer or bisexual. Someone's gender does not dictate or correlate to their sexual orientation.

Microaggression (noun) - brief, subtle expressions of hostility and/or discrimination.

Gender assigned at birth (noun) - the gender a person is assigned at birth. Most commonly referred to as "assigned female at birth" (or AFAB), or "assigned male at birth" (or AMAB).

Pronouns (noun) - most people use pronouns such as she/her, he/him, they/them, or even neo-pronouns, which are oftentimes creative and expressive. For most people, pronouns are not a "preference", they're an imperative. All major writing manuals recognize the singular they/them as legitimate singular pronouns. For example, "Taylor is going to paint their bedroom this weekend. They're going to paint it blue."

MILESTONES IN THE LGBTQ RIGHTS MOVEMENT

- 1924 - The Society for Human Rights is founded by Henry Gerber in Chicago. It is the first documented gay rights organization.
- 1950 - The Mattachine Society is formed by activist Harry Hay and is one of the first sustained gay rights groups in the United States. The Society focuses on social acceptance and other support for homosexuals.
- April 1952 - The American Psychiatric Association's diagnostic manual lists homosexuality as a sociopathic personality disturbance.
- April 27, 1953 - President Dwight D. Eisenhower signs an executive order that bans homosexuals from working for the federal government, saying they are a security risk.
- September 1955 - The first known lesbian rights organization in the United States forms in San Francisco. Daughters of Bilitis (DOB). They host private social functions, fearing police raids, threats of violence and discrimination in bars and clubs.
- July 1961 - Illinois becomes the first state to decriminalize homosexuality by repealing their sodomy laws.
- September 11, 1961 - The first US-televised documentary about homosexuality airs on a local station in California.
- June 28, 1969 - Police raid the Stonewall Inn in New York City. Protests and demonstrations begin, and it later becomes known as the impetus for the gay civil rights movement in the United States.
- 1969 - The "Los Angeles Advocate," founded in 1967, is renamed "The Advocate." It is considered the oldest continuing LGBTQ publication that began as a newsletter published by the activist group Personal Rights in Defense and Education (PRIDE) in 1966.
- June 28, 1970 - Community members in New York City march through the local streets to recognize the one-year anniversary of the Stonewall riots. This event is named Christopher Street Liberation Day and is now considered the first gay pride parade.
- 1973 - Lambda Legal becomes the first legal organization established to fight for the equal rights of gays and lesbians. Lambda also becomes their own first client after being denied non-profit status; the New York Supreme Court eventually rules that Lambda Legal can exist as a non-profit.
- January 1, 1973 - Maryland becomes the first state to statutorily ban same-sex marriage.

- March 26, 1973 - First meeting of “Parents and Friends of Gays,” which goes national as Parents, Families and Friends of Lesbians and Gays (PFLAG) in 1982.
- December 15, 1973 - By a vote of 5,854 to 3,810, the American Psychiatric Association removes homosexuality from its list of mental disorders in the DSM-II Diagnostic and Statistical Manual of Mental Disorders.
- 1974 - Kathy Kozachenko becomes the first openly LGBTQ American elected to any public office when she wins a seat on the Ann Arbor, Michigan City Council.
- 1974 - Elaine Noble is the first openly gay candidate elected to a state office when she is elected to the Massachusetts State legislature.
- January 14, 1975 - The first federal gay rights bill is introduced to address discrimination based on sexual orientation. The bill later goes to the Judiciary Committee but is never brought for consideration.
- March 1975 - Technical Sergeant Leonard P. Matlovich reveals his sexual orientation to his commanding officer and is forcibly discharged from the Air Force six months later. Matlovich is a Vietnam War veteran and is awarded both the Purple Heart and the Bronze Star. In 1980, the Court of Appeals rules that the dismissal was improper. Matlovich is awarded his back pay and a retroactive promotion.
- 1976 - After undergoing gender reassignment surgery in 1975, ophthalmologist and professional tennis player Renee Richards is banned from competing in the women’s US Open because of a “women-born-women” rule. Richards challenges the decision and in 1977 and the New York Supreme Court rules in her favor. Richards competes in the 1977 US Open but is defeated in the first round by Virginia Wade.
- January 9, 1978 - Harvey Milk is inaugurated as San Francisco city supervisor and is the first openly gay man to be elected to a political office in California. In November, Milk and Mayor George Moscone are murdered by Dan White, who had recently resigned from his San Francisco board position and wanted Moscone to reappoint him. White later serves just over five years in prison for voluntary manslaughter.
- 1978 - Inspired by Milk to develop a symbol of pride and hope for the LGBTQ community, Gilbert Baker designs and stitches together the first rainbow flag.
- October 14, 1979 - The first National March on Washington for Lesbian and Gay Rights takes place. It draws an estimated 75,000 to 125,000 individuals marching for LGBTQ rights.
- March 2, 1982 - Wisconsin becomes the first state to outlaw discrimination based on sexual orientation.

- 1983 - Lambda Legal wins *People v. West 12 Tenants Corp.*, the first HIV/AIDS discrimination lawsuit. Neighbors attempted to evict Dr. Joseph Sonnabend from the building because he was treating HIV-positive patients.
- November 30, 1993 - President Bill Clinton signs a military policy directive that prohibits openly gay and lesbian Americans from serving in the military, but also prohibits the harassment of “closeted” homosexuals. The policy is known as “Don’t Ask, Don’t Tell.”
- November 1995 - The Hate Crimes Sentencing Enhancement Act goes into effect as part of the Violent Crime Control and Law Enforcement Act of 1994. The law allows a judge to impose harsher sentences if there is evidence showing that a victim was selected because of the “actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person.”
- September 21, 1996 - President Clinton signs the Defense of Marriage Act, banning federal recognition of same-sex marriage and defining marriage as “a legal union between one man and one woman as husband and wife.”
- December 3, 1996 - Hawaii’s Judge Chang rules that the state does not have a legal right to deprive same-sex couples of the right to marry, making Hawaii the first state to recognize that gay and lesbian couples are entitled to the same privileges as heterosexual married couples.
- April 1997 - Comedian Ellen DeGeneres comes out as a lesbian on the cover of *Time* magazine, stating, “Yep, I’m Gay.”
- April 30, 1997 - DeGeneres’ character, Ellen Morgan, on her self-titled TV series “*Ellen*,” becomes the first leading character to come out on a prime-time network television show.
- April 1, 1998 - Martin Luther King Jr.’s widow, Coretta Scott King, asks the civil rights community to help in the effort to extinguish homophobia.
- October 6-7, 1998 - Matthew Shepard is tied to a fence and beaten near Laramie, Wyoming. He is eventually found by a cyclist, who initially mistakes him for a scarecrow. He later dies due to his injuries sustained in the beating.
- October 9, 1998 - Russell Henderson and Aaron McKinney from Laramie, Wyoming, make their first court appearance after being arrested for the attempted murder of Shepard. Eventually, they each receive two life sentences for killing Shepard.
- June 2003 - The US Supreme Court strikes down the “homosexual conduct” law, which decriminalizes same-sex sexual conduct, with their opinion in *Lawrence v. Texas*. The decision also reverses *Bowers v. Hardwick*, a 1986 US Supreme Court ruling that upheld Georgia’s sodomy law.

- May 17, 2004 - The first legal same-sex marriage in the United States takes place in Massachusetts.
- September 6, 2005 - The California legislature becomes the first to pass a bill allowing marriage between same-sex couples. Governor Arnold Schwarzenegger vetoes the bill.
- October 25, 2006 - The New Jersey Supreme Court rules that state lawmakers must provide the rights and benefits of marriage to gay and lesbian couples.
- May 15, 2008 - The California Supreme Court rules in re: Marriage Cases that limiting marriage to opposite-sex couples is unconstitutional.
- November 4, 2008 - Voters approve Proposition 8 in California, which makes same-sex marriage illegal. The proposition is later found to be unconstitutional by a federal judge.
- August 12, 2009 - Milk is posthumously awarded the Medal of Freedom by President Barack Obama.
- October 28, 2009 - Obama signs the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act into law.
- September 20, 2011 - “Don’t Ask, Don’t Tell” is repealed, ending a ban on gay men and lesbians from serving openly in the military.
- May 9, 2012 - In an ABC interview, Obama becomes the first sitting US president to publicly support the freedom for LGBTQ couples to marry.
- November 6, 2012 - Tammy Baldwin becomes the first openly gay politician and the first Wisconsin woman to be elected to the US Senate.
- June 26, 2013 - In *United States v. Windsor*, the US Supreme Court strikes down section 3 of the Defense of Marriage Act, ruling that legally married same-sex couples are entitled to federal benefits. The high court also dismisses a case involving California’s proposition 8.
- October 6, 2014 - The United States Supreme Court denies review in five different marriage cases, allowing lower court rulings to stand, and therefore allowing same-sex couples to marry in Utah, Oklahoma, Virginia, Indiana and Wisconsin. The decision opens the door for the right to marry in Colorado, Kansas, North Carolina, South Carolina, West Virginia and Wyoming.
- June 9, 2015 - Secretary of Defense Ash Carter announces that the Military Equal Opportunity policy has been adjusted to include gay and lesbian military members.
- April 28, 2015 - The US Supreme Court hears oral arguments on the question of the freedom to marry in Kentucky, Tennessee, Ohio and Michigan. On June 26, the Supreme Court rules that states cannot ban same-sex marriage. The 5-4 ruling had Justice Anthony

Kennedy writing for the majority. Each of the four conservative justices writes their own dissent.

- July 27, 2015 - Boy Scouts of America President Robert Gates announces, “the national executive board ratified a resolution removing the national restriction on openly gay leaders and employees.”
- May 17, 2016 - The Senate confirms Eric Fanning to be secretary of the Army, making him the first openly gay secretary of a US military branch. Fanning previously served as Defense Secretary Carter’s chief of staff, and also served as undersecretary of the Air Force and deputy undersecretary of the Navy.
- June 24, 2016 - Obama announces the designation of the first national monument to lesbian, gay, bisexual and transgender (LGBTQ) rights. The Stonewall National Monument will encompass Christopher Park, the Stonewall Inn and the surrounding streets and sidewalks that were the sites of the 1969 Stonewall uprising.
- June 30, 2016 - Secretary of Defense Carter announces that the Pentagon is lifting the ban on transgender people serving openly in the US military.
- August 5-21, 2016 - A record number of “out” athletes compete in the summer Olympic Games in Rio de Janeiro. The Human Rights Campaign estimates that there are at least 41 openly lesbian, gay and bisexual Olympians - up from 23 that participated in London 2012.
- November 9, 2016 - Kate Brown is sworn in as governor of Oregon, a day after she was officially elected to the office. Brown becomes the highest-ranking LGBTQ person elected to office in the United States. Brown took over the governorship in February 2016 (without an election), after Democrat John Kitzhaber resigned amidst a criminal investigation.
- April 4, 2017 - The 7th Circuit Court of Appeals rules that the Civil Rights Act prohibits workplace discrimination against LGBTQ employees, after Kimberly Hively sues Ivy Tech Community College for violating Title VII of the act by denying her employment.
- June 27, 2017 - District of Columbia residents can now choose a gender-neutral option of their driver’s license. DC residents become the first people in the United States to be able to choose X as their gender marker instead of male or female on driver’s licenses and identification cards. Similar policies exist in Canada, India, Bangladesh, Australia, New Zealand and Nepal.
- June 30, 2017 - The US Department of Defense announces a six-month delay in allowing transgendered individuals to enlist in the United States military. Defense Secretary Jim Mattis writes that they “will use this additional time to evaluate more carefully the impact of

such accessions on readiness and lethality.” Approximately a month later, President Donald Trump announces via Twitter that the “United States Government will not accept or allow Transgender individuals to serve in any capacity in the US Military...”

- November 7, 2017 - Virginia voters elect the state’s first openly transgender candidate to the Virginia House of Delegates. Danica Roem unseats incumbent delegate Bob Marshall, who had been elected 13 times over 26 years. Roem becomes the first openly transgender candidate elected to a state legislature in American history.
- February 26, 2018 - The Pentagon confirms that the first transgender person has signed a contract to join the US military.
- March 4, 2018 - Daniela Vega, the star of Oscar-winning foreign film “A Fantastic Woman,” becomes the first openly transgender presenter in Academy Awards history when she introduces a performance by Sufjan Stevens, whose song “Mystery of Love” from the “Call Me By Your Name” soundtrack, is nominated for best original song.
- March 23, 2018 - The Trump administration announces a new policy that bans most transgender people from serving in military. After several court battles, the Supreme Court allows the ban to go into effect in January 2019.
- November 6, 2018 - Democratic US Representative Jared Polis wins the Colorado governor’s race, becoming the nation’s first openly gay man to be elected governor.
- June 30, 2019 - New York Governor Andrew Cuomo signs a law banning the use of the so-called gay and trans panic legal defense strategy. The tactic asks a jury to find that a victim’s sexual orientation or gender identity is to blame for a defendant’s violent reaction. New York follows California, Rhode Island, Illinois, Nevada and Connecticut as the sixth state to pass such a law.
- September 22, 2019 - Billy Porter becomes the first openly gay Black man to win the Emmy for best lead actor in a drama series.
- February 10, 2020 - The 9th Circuit Court of Appeals upholds a ruling that the state of Idaho must provide gender confirmation surgery for Adree Edmo, an inmate in the custody of the Idaho Department of Correction. The ruling marks the first time a federal appeals court has ruled that a state must provide gender assignment surgery to an incarcerated person. According to the court opinion, “the gender confirmation surgery (GCS) was medically necessary for Edmo and ordered the State to provide the surgery.” In July 2020, Edmo receives her gender confirmation surgery and a May 2020 appeal by Attorney General of Idaho, Lawrence Wasden, is denied as moot by the US Supreme Court in October 2020.

FINANCIAL STATISTICS & OBSTACLES

- 29% of LGBTQIA+ Americans reported that discrimination moderately or significantly affected their financial well-being—including 37% of Black individuals and 54% of transgender individuals.
- BIPOC LGBTQIA+ individuals have statistically significant higher poverty rates than their same-race cisgender, straight counterparts.
- Older LGBTQ couples, especially older lesbian couples, experience higher rates of poverty (9.1%) than older heterosexual couples (4.6%)
- The average cisgender lesbian makes 12% less than the average cisgender heterosexual woman in annual income.
- This wage gap is even greater for cisgender gay men versus cisgender heterosexual men. Note: there are discrepancies in research findings around these cisgender populations.
- Cisgender gay and bisexual men earn 10% to 32% less than similarly qualified cisgender heterosexual men.
- Research indicates that cisgender lesbian workers still earn less than both cisgender heterosexual men and cisgender gay men.
- 22% of the LGBTQIA+ community earns less than \$12,000 annually.
- 71% of LGBTQIA+ millennials with a bachelor's degree have student loan debt, and almost one-fifth owe more than \$100,000.
- A majority (60%) of LGBTQIA+ student loan borrowers say they regret taking on student loan debt. Only 45% of student loan borrowers in the general population feel this way.
- LGBTQIA+ millennials have more student debt, lower average income, and, overall, feel less financially secure than their generational peers.
- When trying to deal with and manage student loan debt, many young LGBTQIA+ adults don't have familial support to rely on.
- 28% feel like they can't manage their student loan payments. Only 26% of LGBTQIA+ borrowers think their student loans are "very manageable."
- Only 39% of young LGBTQIA+ adults say they feel completely accepted by their families. Additionally, 33% report being kicked out of their homes at some point due to their sexual orientation or gender identity.
- 60% of LGBTQIA+ workers have less than three months' worth of emergency savings.
- Only 35% of queer individuals report being able to rely on family and friends for financial support before coming out, while only 20% could say the same afterward.
- Many young LGBTQIA+ folks experience discrimination, judgment, and abuse from their families of origin, and this affects their ability to "succeed" in creating financial stability and security.
- Something important to be aware of is that it doesn't cost more to be part of the LGBTQIA+ community just because of being queer or trans. It costs more because of the discriminatory laws, policies, practices, and behaviors that exist.

Workplace Discrimination & Wages/ Salary Statistics

- The annual earnings of transgender women decrease by 33% following their physical and social gender transitions.
- One study found that the earnings of transgender women fell by nearly one-third following their gender transitions. Interestingly, that same study found that the earnings of male transgender workers slightly increased following their transition. As such, transgender men may actually experience a wage advantage rather than a wage penalty, but exceptions to this absolutely exist.
- 35% of LGBTQIA+ Americans said their ability to be hired has been negatively affected to a moderate or significant degree in the past year due to discrimination, along with about 31% of people who have faced negative impacts on their salary or ability to be promoted or their ability to retain employment.
- Despite it being illegal to fire an employee based on sex under Title VII, many states operate as “Right To Work” states and therefore aren’t obligated to give employees a reason for termination.
- “Title VII makes it “unlawful . . . for an employer to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual . . . because of such individual’s race, color, religion, sex, or national origin.” 42 U. S. C. §2000e-2(a)(1).
- Trans individuals expressed the greatest difficulty in employment discrimination. 53% of trans individuals expressed that discrimination moderately or significantly affected their capacity to be hired, with 4 in 10 saying that their ability to be hired was negatively affected to a significant degree.
- 53% of transgender individuals report the discrimination they experience moderately to severely impacts their ability to be hired.
- 51% of Black LGBTQIA+ individuals report that discrimination moderately or significantly affected their ability to be hired, compared with 33% of white LGBTQIA+ individuals, and 41% reported that it had a moderate or significant impact on their ability to retain employment, compared with 31% of white respondents.
- Many Indigenous transgender people face workplace discrimination: 36% of Indigenous transgender people have reported losing a job because they are transgender.
- According to a recent study, nearly half the time, transgender job candidates were offered fewer calls back despite being just as qualified as cisgender candidates.
- 47% of transgender individuals reported that discrimination had a moderate or significant impact on their ability to retain employment.
- Organizations like Pride At Work fight against these discriminatory practices and offer insight into how to unionize for the benefit of LGBTQIA+ employees.

Housing Discrimination

- Cisgender queer couples are 73% more likely than cisgender heterosexual couples to face mortgage discrimination.

- 49% of LGBTQIA+ adults are homeowners, compared with nearly 65% of cisgender, heterosexual adults.
- Cisgender, queer couples are also charged 0.02% to 0.2% more in interest rates, upfront fees, or both on their loans. While this may not seem like much, it can add up to hundreds or even thousands of dollars over a 30-year mortgage.
- Nearly half of LGBTQIA+ renters, 46%, are worried about discrimination in their future efforts to buy a home.
- One study showed that 17.6% of disabled LGBTQIA+ people and 12.5% of LGBTQIA+ people of color need and receive public housing assistance, compared to 2.5% of non-LGBTQIA+ people.
- Despite the fact that there are both federal and state laws prohibiting discrimination on the basis of sexual orientation and gender identity, many trans people in search of properties to rent/buy still face unbelievable discrimination. And they often don't realize this discrimination is happening because they don't have the lived experience of being treated the way cisgender, straight individuals are treated. This gives us the phrase "discrimination with a smile." Property managers and realtors often use discriminatory practices, all while behaving warmly and friendly towards prospective tenants.
- LGBTQIA+ young people are 120% more likely to experience houselessness than cisgender, heterosexual youth.
- It's estimated that about 7% of youth in the United States are LGBTQ+, while 40% of youth experiencing houselessness are LGBTQ+.
- Family conflict is the most common cause of all youth houselessness. For LGBTQ youth in particular, the conflict tends to be over their sexual orientation or gender identity.
- Nearly one-third of transgender and gender non-binary people have experienced houselessness in their lifetime; rates of homelessness are even higher among disabled trans and nonbinary people or trans and nonbinary people of color.
- Houseless LGBTQIA+ folks also face longer durations of houselessness.
- Only 23 states have state and local-level laws protecting individuals/households on the basis of sexual orientation; of those states, 21 have laws protecting individuals and households on the basis of gender identity.
- HUD Fair Housing Act and Equal Access Rule - these laws/policies end up manifesting as LGBTQIA+ individuals having to file complaints in order for the laws to be enforced. Also, the way HUD explains these laws/policies centers sexuality and gender around normative and non-normative presentation and behavior, which is problematic in and of itself.

Many of the facts and figures shared in this section are collected and studied by the National Association of Gay and Lesbian Real Estate Professionals (NAGLREP). "The advocacy mission of NAGLREP is to advocate on the behalf of the LGBT community as it relates to housing and discrimination laws. NAGLREP raises awareness through education and events to encourage existing efforts amongst the civil rights community, local and state Realtor Associations, and the National Association of Realtors to support fair housing for the LGBT community. NAGLREP is a stakeholder at HUD."

Medical Costs, Discrimination & Mental Healthcare Costs

- 19% of transgender Americans do not have health insurance.
- Around 3 in 10 LGBTQIA+ Americans faced difficulties last year accessing necessary medical care due to cost issues, including more than half of transgender Americans.
- Many LGBTQIA+ people have difficulty finding providers who are knowledgeable about their needs, encounter discrimination from insurers or providers, or delay or forego care because of concerns about how they will be treated. In the absence of federal legislation prohibiting healthcare discrimination based on sexual orientation and gender identity, LGBTQIA+ people are often left with little recourse when discrimination occurs.
- Compounding financial burden often leads to poorer mental health outcomes, which can in turn create even more significant financial struggles.
- Not being able to find the right provider means more trips to different providers, more co-pays, more time off of work, more money spent on childcare, and overall increased stress, which also has a price.
- 23% of transgender respondents in one survey did not seek care they needed because of concern about mistreatment based on gender identity. Research clearly shows that delaying treatment for many physical health issues can result in much more significant financial costs later on. Many LGBTQIA+ folks do not have a primary care provider, which leads to greater healthcare costs overall.
- The federal protections around healthcare discrimination are almost completely dependent on who is in office. President Obama enacted protections against healthcare discrimination not only for LGBTQIA+ individuals, but also for cisgender, heterosexual women. President Trump rolled back these protections, arguing that providers have a right to refuse treatment to patients based on their own religious beliefs. There hasn't been substantial movement within the Biden administration to roll out the protections President Obama enacted.
- In one nationally representative survey from 2017, 68.5% of LGBTQIA+ people who experienced discrimination in the past year said it negatively affected their psychological well-being, while 43.7% said it negatively affected their physical well-being. This leads to higher overall physical and mental healthcare costs for this community.
- Roughly 19% of transgender people in the US do not have any form of health insurance, while an estimated 51% have employer-based insurance.
- Many, many trans individuals resort to crowdfunding to cover the costs of gender-affirming healthcare.
- Trans people with incomes over \$50,000 were significantly more likely (76%) to receive mental health treatment than those with income less than \$10,000 (48%).
- Gender-Affirming Hormone Therapy (GAHT), also known as Hormone Replacement Therapy (HRT). Transgender people who medically transition may seek access to puberty blockers, GAHT, or gender-affirming surgeries as part of their transition. We won't go into the specifics of how much different forms GAHT cost, but with health insurance it costs

around \$1,000-\$1,500 annually, and \$1,500-\$2,500 without insurance (although prices are inconsistent across insurance providers and pharmaceutical companies and pharmacies).

- The cost of surgeries for trans men and AFAB nonbinary people can cost between \$7,000 and \$150,000, depending on the surgery. The cost of surgeries for trans women and AMAB nonbinary people can range from \$7,000 to \$30,000, depending on the surgery. This does not include the indirect costs associated with these procedures.
- These treatments and medical interventions are NOT elective. They are necessary and even lifesaving.
- While some services may be covered by certain health insurance policies, the majority of gender-affirming healthcare is not covered by insurance or is only partially covered.
- Disparities exist across different policies, so queer and trans people sometimes have to just hope that their employer's healthcare coverage will have inclusive policies.
- Even when treatments are covered (entirely or partially), most insurance companies require letters from mental health care providers and general practitioners in order to cover some or all of the costs.
- There's also an assumption that trans people have "the surgery," when, in fact, many trans and nonbinary people don't undergo surgery/surgeries, and there isn't just one "surgery." Additionally, it's incredibly problematic and harmful to ask a trans/nonbinary person, "Are you having 'the surgery?'" or "Have you had 'the surgery?'" Most of the time, this question is irrelevant and if a trans/nonbinary person is asking for the support of a social worker around processing the need for gender-affirming surgeries, they will likely express this need to you. There's no need to push for information. It's understandable to be curious, but the need to have surgery is a personal matter.
- While not limited to LGBTQIA+ people, cisgender gay and bisexual men and transgender women may be more in need of HIV-related health care, including treatment for those who are living with HIV and access to preventive care such as pre-exposure prophylaxis (PrEP), a daily pill that significantly lowers the risk of HIV infection.
- Antiretroviral therapy (ART) and regular doctor visits are the most common treatment for HIV. One study estimated that costs of this care could run anywhere between
- \$1,800 to \$4,500 each month. This doesn't account for the costs associated with Hepatitis C (which about one-third of individuals with HIV also have), or the costs of lab work, copays, etc.
- Some folks may qualify for federal resources like Medicare or Medicaid. These are important sources of health care for people with HIV - about a quarter of people with HIV get their health insurance coverage through Medicare.
- Cost of PrEP can cost up to \$2,000 a month without insurance, and prices vary depending on insurance providers.

LGBTQ+ YOUTH

- About two-thirds (64%) are out to their classmates; 61% are out at school.
- More than half (56%) are out to their immediate family
- About half of LGBT youth—out and not out—experience little or no harassment at school. At the same time, youth who are out at school are slightly more likely than those who are not out to experience verbal harassment at school and outside of school.
- 17% of youth who are out say they are harassed at school “frequently;”
- 12% of youth who are not out say the same.
- 10% of youth who are out at school say they are harassed outside of school “frequently;”
- 6% of youth who are not out say the same.
- And youth who are out to their immediate family or at school are more likely than their peers to have been called names involving anti-gay slurs.
- 57% of youth who are out to their immediate families have been verbally harassed or called names involving anti-gay slurs “frequently,” “often,” or “sometimes;”
- 49% of youth who are not out to their families say the same.
- 60% of youth who are out at school have experienced such harassment;
- 46% of youth who are not out at school have experienced the same.
- 19% say they are scared, afraid, or don’t know how their family would react if they came out to them.
- 30% say their family is not accepting or is homo/bi/transphobic.
- About 8% of high school students report being lesbian, gay or bisexual in America. That’s roughly 1.3 million kids in total. Meanwhile, about 3% of American high schoolers identify as transgender.
- 42% of LGBTQ youth describe their community as being unaccepting towards LGBTQ people (HRC). According to the same HRC study, 92% of LGBTQ youth have heard negative messages about being LGBTQ.
- 75% of LGBTQ teenagers say they have felt depressed or down within the last week, 95% have trouble sleeping at night, and 70% say that they have felt worthless and hopeless within the last week.
- The CDC found that LGB students were 140 more likely to skip school over concerns about violence than their heterosexual peers.
- Members of the LGBTQ community are three times more likely to suffer from a mental health condition (NAMI), such as depression or an anxiety disorder, than their cisgender heterosexual peers.
- LGB youth have seriously considered suicide three times more often than their heterosexual peers. Meanwhile, 40% of transgender people have attempted suicide at least once.

HOW CAN I HELP?

Become an LGBTQ Ally

- Anyone can become an LGBTQ ally. Even if you aren't LGBTQ, you can still stick up for LGBTQ people in many facets of your life. Some examples of LGBTQ allyship include:
- Voting for pro-LGBTQ candidates and ballot initiatives in local, state, and federal elections.
- Speaking up when you hear someone making a joke at an LGBTQ person's expense.
- Holding friends and family accountable for anti-LGBTQ views and engaging them on issues that affect the lives of LGBTQ individuals.
- Making yourself available to LGBTQ in your own life as a supportive friend.
- Developing socially conscious habits that benefit LGBTQ people, such as not assuming a person's sexuality upon meeting them.

Become an LGBTQ Advocate

- LGBTQ advocates can take the extra step in supporting LGBTQ youth and adults. Advocates can engage with legal and economic institutions in our society, helping to promote pro-LGBTQ practices. This kind of advocacy might include:
- Supporting pro-LGBTQ businesses – such as companies that donate to pro-LGBTQ causes or don't discriminate against their LGBTQ employees – while refraining from supporting businesses that express anti-LGBTQ positions or behaviors.
- Protesting for the passage of laws that protect LGBTQ people from discrimination at every level of government.
- Lobbying state legislators and members of the U.S. Congress to earn votes for pro-LGBTQ pieces of legislation.



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Niagara Pride, Inc. (NP) envisions an LGBTQ+ community in which individuals and families feel safe, secure, and affirmed where they live, work, worship, and play, especially in the Niagara County and surrounding areas. NP strives to be an integrated part of the social fabric of Niagara County.