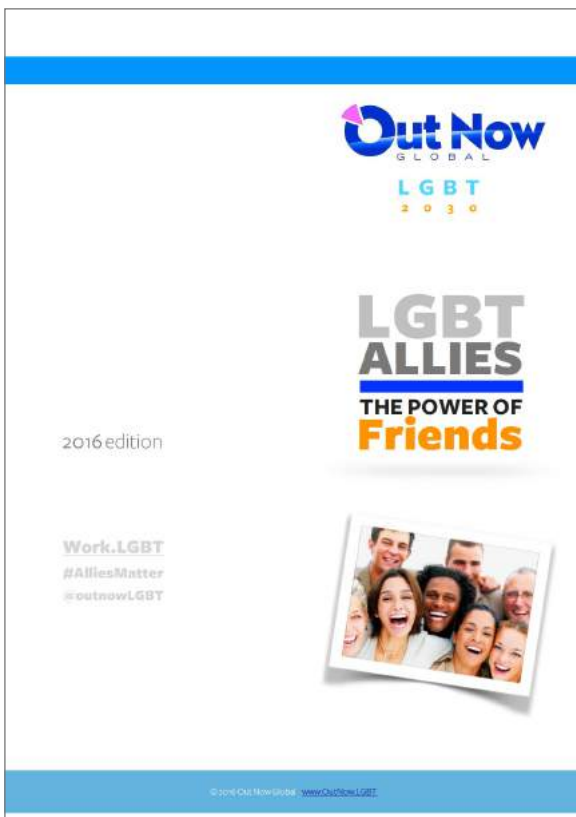




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How.lgbt
LGBT2030 Panel Study

December 2016

President Trump

In the 2016 US Presidential election held on November 8th, 2016, the winner of the popular vote was Hillary Clinton. The expected winner of the Electoral College vote is Donald Trump.

Trump, along with his Vice-Presidential running mate Mike Pence — former Governor of Indiana — would appear to not be popular with many LGBT voters in the US. There are many reasons cited for an almost visceral fear of the implications of the Trump/Pence victory for LGBT people and their ‘allies’ (people who choose to support their LGBT colleagues, family members or friends).

About the research

The research is undertaken by Out Now, an LGBT specialist consulting firm recognised in the Global Diversity List as one of the ‘Top 10 Diversity Consultants’. Out Now is a member of the LGBT Advisory Panel for *The Economist* and is relied on as an LGBT specialist consulting firm for a variety of corporate, NGO, government and other clients globally.

This research was undertaken from November 15th to 24th, 2016. Sample size is 876 respondents. Most respondents are from the USA (76%). 14% of respondents are from the UK. Responses were sought via social channels as well as by 5,800 direct emails to some of the members of Out Now’s US-based LGBT2030 Panel, focused on LGBT people and identified LGBT allies at work.

Segmentation

Out Now undertook a number of cross-tabulations of the findings, specifically considering differences between respondent averages based on age, sex, sexual orientation, size of employer, location. Results are largely consistent across all groupings.

Key implications

These results can, in part, be understood by reading the WordCloud which forms the cover of this report. These are the most frequently occurring words written by respondents in the freeform text (‘write-in your response’) parts of this survey. Mike Pence is mentioned almost as often as Donald Trump by respondents. Other recurring words include “hateful”, “discriminate”, “rights”, “Supreme Court”, “anti-LGBT”, “less safe”, “homophobia/homophobic”.

Trump is in many respects perceived by respondents to this research through the prism of his VP-elect, Mike Pence. Pence is strongly perceived by respondents as being anti-LGBT — who often cite his alleged support for so-called ‘conversion therapy’ which is designed to ‘remove’ the LGBT aspects of an individual’s identity.

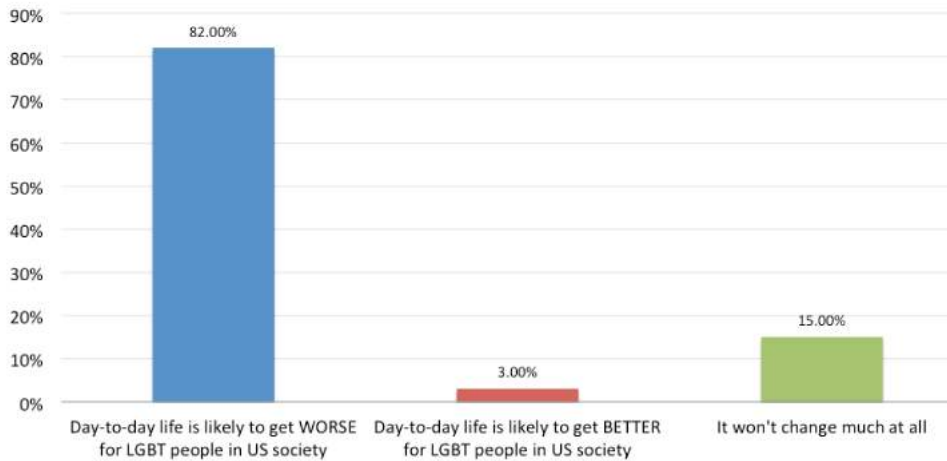
A (very) small minority of respondents cited their perceptions that Donald Trump is supportive of LGBT people.

In the immediate wake of what was considered by many commentators to be one of the most divisive in the history of US Presidential elections, a clear majority of LGBT people (and their workplace allies) appear to harbour strong concerns for the continuing progress of LGBT equal rights in the USA.

Findings on the following pages consider both the situation respondents consider likely to be experienced by LGBT people *in US society generally* during a Trump presidency as well as several specific *questions on the workplace* and the role of corporate inclusion policies as a result.

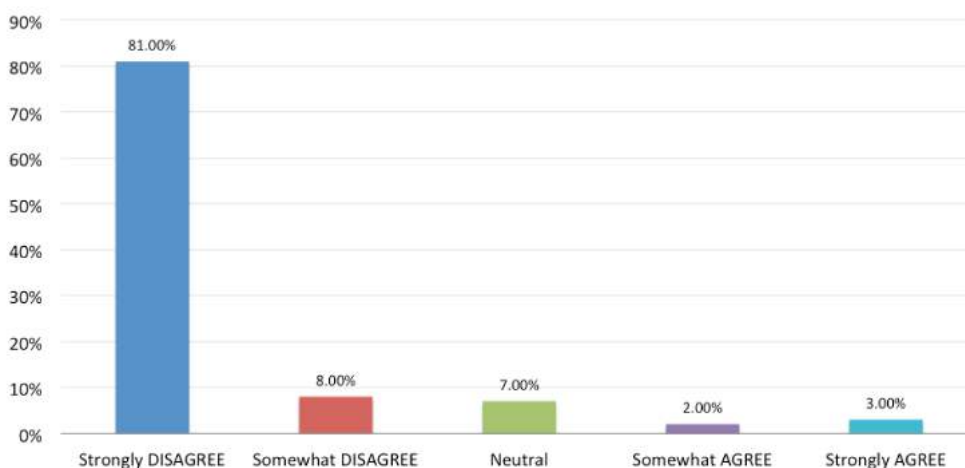
A strong majority of respondents think companies need to bear increased responsibilities to render workplaces both protective and supportive of equal rights for their LGBT employees.

Thinking of SOCIETY generally, how do you think the election of Trump/Pence will affect the day-to-day lives of LGBT people living in the USA?



Most respondents (82%) expect the election to create a social environment that will become worse, over time, for LGBT people in their daily lives. Responses to the open-ended 'write-in' remarks made by respondents are especially relevant to understand many of the reasons for this high response (see page 6).

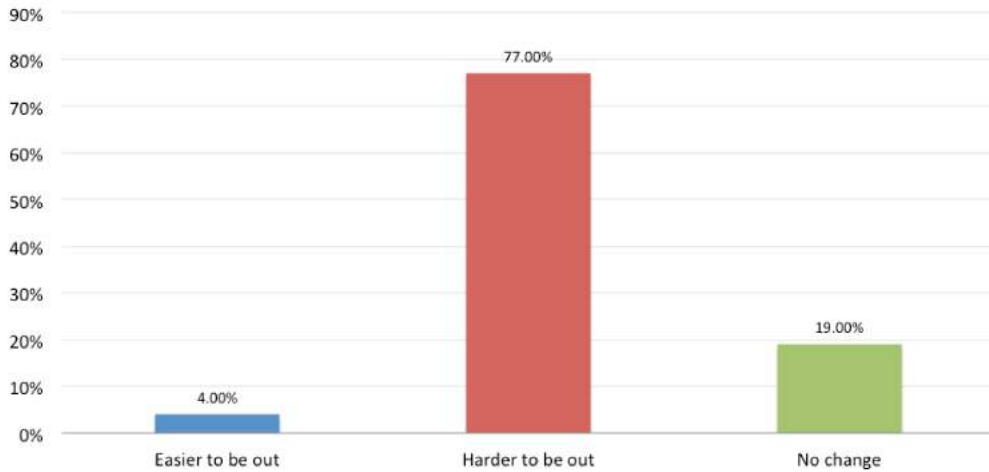
The election of Donald Trump and Mike Pence is a GOOD THING for LGBT people generally in US society



89% of respondents (81% strongly) disagree with the statement: 'the election of Donald Trump and Mike Pence is a 'good thing' for LGBT people in the US'.

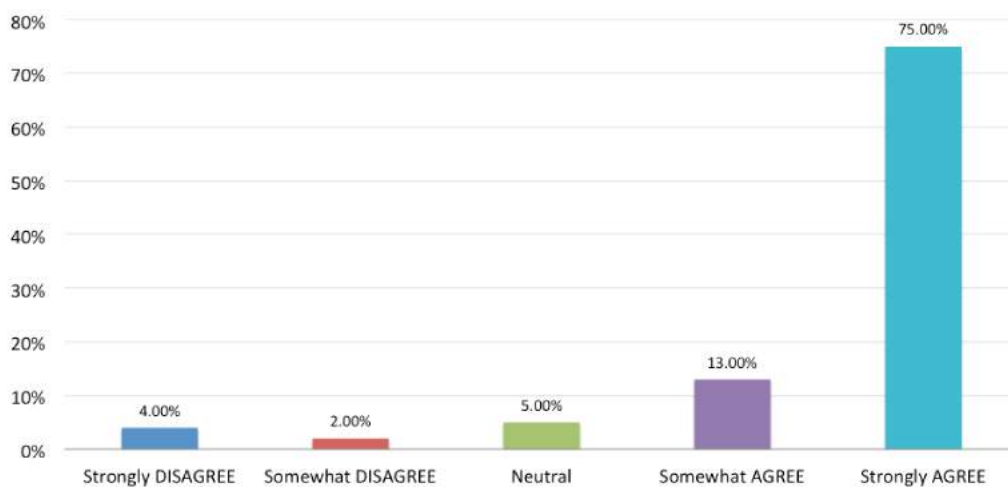
Conversely, 86% of respondents agreed (75% strongly) with the statement that the election result is generally a 'bad thing' for LGBT people in US society.

Do you think it will become easier or harder for LGBT people to ‘come out’ and be openly LGBT with their work colleagues?



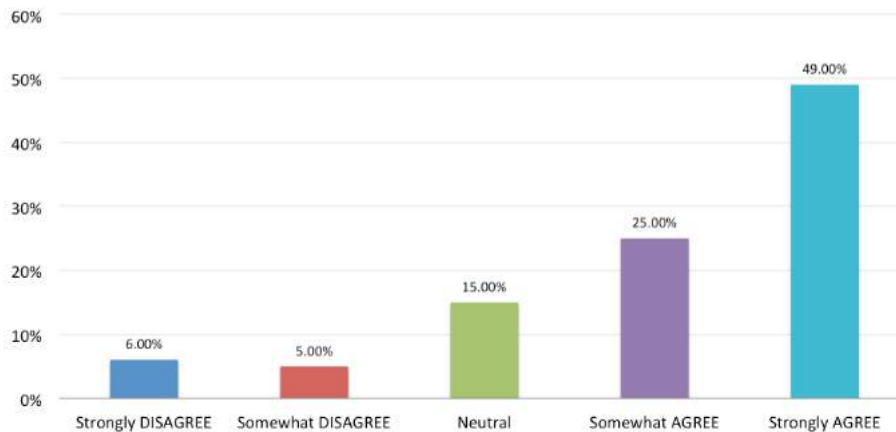
Most respondents (77%) expect LGBT people will find it more difficult to ‘come out’ and be openly LGBT to work colleagues than at present. One in five (19%) anticipate no change. Only 4% of respondents think that the election of Trump and Pence will make being openly LGBT at work easier for LGBT people.

It will become more necessary for corporations to activate workplace inclusion policies that support and protect equal rights for LGBT employees



88% of respondents (75% strongly) think that it will become more necessary for corporations to provide activated support in workplaces, to protect equal rights for their LGBT employees.

In a hostile environment, the workplace can be a ‘safe haven’ providing LGBT inclusion and equality



Three quarters (74%) of respondents agree (49% strongly) that workplaces are able to function as a ‘safe haven’, providing LGBT inclusion and equality.

Open-ended responses

With almost 900 respondents, we have insufficient space here to provide a complete set of written responses received. If you would like to receive an extended transcript of ‘write-in’ responses, provide your details online at how.LGBT and Out Now can arrange for you to access an extended report.

Below are a selection of ‘typical’ remarks received. These are ‘as written’ and may therefore contain grammar and spelling errors in the original text written by respondents.

What the election of Donald Trump and Mike Pence means for LGBT people generally in US society

I believe the combination of a Trump/Pence executive branch, a Republican tea-party mandated Congress, and an ineffective and divided Democratic minority will result in major legislative setbacks, one or more Conservative Supreme court nominees, and executive orders that wreak havoc for all minorities; not to mention an emboldened homophobic and racist right-wing.

Trump’s cabinet is highly anti LGBT.

Not so much Trump but Pence is an ignorant man who has pushed for conversion therapy and thinks the LGBT community is not “morally” right.

This is one of the most anti-LGBT presidencies we’ve had. Action starts from the top down, and if the president doesn’t care about LGBT folks, that’s going to make it seem like that’s a valid way to act.

Donald Trump and his cabinet selections have provided no sense of security or reassurance that any minority will be treated fairly and equally under his administration.

Because people are vastly overstating what may or not be personal opinions of in particular VP Pence and how that will affect in reality social policy.

What the election of Donald Trump and Mike Pence means for LGBT people generally in US society

The result of the election has encouraged people to speak out antifeminist and racist thoughts. Even white gay men or transgender who pass will be affected by the acceptance of ideas that are directed backwards to the concept of a presumably more secure society that actually never existed.

The behaviours and attitudes of Mr Trump and Mr Pence have not given me to believe that anything other than bigotry will predominate.

I think that there is no doubt that legislation will come up during this administration that will try to hinder the progress we have made in this country around equality and LGBT rights. I also think that the bigotry will be more evident in our country as people feel they have been given permission to show hate and bigotry which is already happening on the streets. Hate crimes have already risen dramatically.

I believe that this election result will give license to those intolerant elements of society to harass and bully those who they see as being at the margins of society.

Pence is in favor of anti-Gay measures like shock therapy, as well as punishments for just being gay. Their supporters tend to have anti-LGBT, misogynistic, and racist views which they feel more encouraged to express openly and aggressively now.

LGBT issues (one way or the other) have never been part of Trump's campaign or platform. He is the most socially moderate Republican yet to run.

I am not so concerned about Donald Trump, who I suspect is indifferent to LGBT issues, but Mike Pence has made his views on gay rights and same sex marriage very clear - and those views are not beneficial to the LGBT community.

While it is hard to see how they can implement policy that attacks the rights and freedoms of LGBT people, it is likely that people will feel more emboldened to act upon their prejudices, particularly given Mike Pence's past. The election of both Trump and Pence, but the latter in particular, is likely to be seen as an endorsement by certain groups to end what they perceive as nothing more than political correctness and it is likely that they will act, one way or another, on their homophobia. Be it violent attacks or small, insidious acts, I can't see how being LGBT in the "flyover states" is going to be great in the coming years.

Intolerance and prejudice is being validated as acceptable by the most powerful people in the country (and by the person occupying one of the most powerful positions in the world).

Because Trump/Pence led a very divisive campaign that will contribute to a "us vs them" mindset which will have a negative effect on all minority groups incl. LGBT. Pence also has a track record of introducing anti-LGBT legislation as governor and supports conversion therapy.

We now have a Vice-President elect who signed into law, as Indiana Governor, a bill that allows business to discriminate against people due to the business owner's "religious beliefs". This is directly targeted at the LGBT community. Also, Donald Trump's cabinet appointment include members who condone groups such as the KKK and who are vehemently anti-LGBT; they have the power to enact laws that limit the freedoms we've worked so hard to achieve over the last eight years.

People feel their hatred and violence has been condoned by the President.

What the election of Donald Trump and Mike Pence means for LGBT people generally in US society

I fear that the election result may be seen by those with homophobic views as a validation of their beliefs. Governor Pence has been particularly outspoken on opposing equal marriage and pushing back against other LGBT rights measures, most notably with the "Religious Freedom Restoration Act" in his state of Indiana. There is a risk that same-sex marriage could be rolled back at a federal level, leaving LGBT people in more conservative states having existing rights taken away. Pence has also supported discredited "conversion therapy" for LGBT people.

The new government will be in complete disarray for several years. They won't have the chance to get around to introducing bills to reverse equality. Also, Trump isn't actually that anti-LGBT himself - he's a business man who I believe understands the business case for inclusion - or at least may do. The only threat will be if he's impeached and Pence takes over - then everything changes. I also think that the Democrats will take back a load of seats in the 2018 mid-terms.

As a Hoosier I can say that Mike Pence doesn't exactly have a great track record with the LGBTQ communities.

It has given licence for people to articulate more bigoted views - and words can have a big impact on what is considered acceptable behaviour.

Mike Pence is fine with abolishing our marriage rights, electrocuting our kids to try to force them to be straight, and more. Pence will be the one controlling the White House this term because he actually has some political experience. Donald Trump is racist, sexist, etc. and even though he is somewhat open to the LGBTQ community, he won't do much to protect us. Also our Senate and House are Republican dominated now, and people with conservative make policy that reflects those values, including diminishing LGBTQ rights.

Trump has projected hate speech and the country is now torn in half. He stood for racism, hate and prejudice. People now feel it is their right to be hateful.

He will eliminate some of President Obama's executive orders that protect LGBT people from discrimination by government contractors.

He has stated recently that he feels gay marriage has been settled by the courts. And he has the vocal support of openly gay Peter Thiel.

With such rampant homophobia amongst his political appointees and supports, what else can we expect?

Pence is openly homophobic and Trump is whatever he thinks will get him most adoration. Their election has emboldened homophobes to start calling for LGBT rights to be reversed.

The LGBT community has made some good strides forward. Now I think they are going to stop or even go backwards. It's a terrible feeling.

They inspire the nation to hate other marginalized groups. Pence has a track record of enacting and supporting anti-LGBT policies and legislation. He also believes that LGBT is a condition that can be reversed through shock therapy.

We are already witnessing an increase in LGBTQ hatred. With his choice as VP and the selection of openly homophobic individuals as appointees, and that he & GOP will have influence over the direction of SCOTUS, yeah, I think we are in for some difficult times.

Because people who hate feel they have free reign to say and do whatever they want to anyone they perceive as belonging to a class they don't like. My nephew, who lives in NY, was called a f*cking f*ggot while at work (only days after the election).

What the election of Donald Trump and Mike Pence means for LGBT people at work

I think most people are still supportive, especially the younger generation.

People will be worried about suffering homophobic abuse that had previously gone away,

LGBT people will potentially be opening themselves to fewer rights than heterosexual colleagues.

Again I believe world and people views are changing and Trump cant stop this. More and more companies (mine included) actively encourage diversity and promote/support LGBT rights. More and more people don't see LGBT as something "wrong". I accept there is still much to be done but LGBT community is getting bigger and stronger and I think Trump will not go back and start taking any rights from LGBT community that we gained during Obama presidency.

The perceived general tolerance level in the country will most likely have an impact on how comfortable people feel to come out...of course with exceptions because in the end whether or not you come out depends on how one/a group of colleagues make you feel.

Some smaller companies may become less LGBTQ friendly and the overall atmosphere is becoming more repressive.

So many people are making such ignorant comments after seeing Trump the same during his campaign. What I have heard from my friends in the LGBT community, is that most are scared to be in public with their spouse/significant other for fear of someone acting out with violence. (I must say, I feel the same way!) I feel safer at my job at this point than I do anywhere else.

I can see no reason for it to change one way or another. Coming out is a hard thing personally. It will probably be so for the foreseeable future.

Anti-LGBT coworkers might feel more justified in harassing LGBT people who come out at work, especially if there are no local or company-wide anti-discrimination policies that include sexual orientation and gender identity.

Trump's candidacy has brought the topic of diversity and inclusive to the forefront of national dialogue and I anticipate greater awareness and understanding to grow from that along with more support.

Obviously this depends greatly on where one lives and works, but I think much of the hate heard through this election and much of the obvious misconceptions and misunderstandings from both Trump and Pence will make many marginalized people think twice before they share something so personal.

My job feels safe already, but I have heard a lot of people worrying about being out now anywhere in society. It feels like a giant step backwards.

The hatred being more openly expressed will make people fearful and the likelihood that firing over sexuality will remain legal will add to the fear.

Again, there is going to be no negative consequences to the LGBT community. Despite ridiculous unfair media coverage, Trump is not divisive or hateful. He wants to unite our people into one country with pride. If people in our LGBT community are open to giving him the chance and not continuing to spread negative and divisive talk about him, it will only help our cause and show others (I.e. Our colleagues) that inclusion is about all - not just US or THEM.

What the election of Donald Trump and Mike Pence means for LGBT people at work

No change for many industries and many locations. But to the extent there are changes in some places/industries, they will be for the worse. The president-elect happily receive the endorsement of openly anti-LGBT groups and has been rewarding anti-LGBT people with powerful positions. Anti-LGBT people in both the public and private sector have gotten the message that their views are mainstream, accepted, winning ideas.

Fear is the biggest thing that keeps people from coming out. With good reason, as many of us have suffered emotional, physical, and mental pain and losses from coming out. It's more acceptable in today's society but still not fully acceptable in all of society. Trump/Pence will work to make it more difficult for anyone not a rich white man.

We've already seen an uptick in violence against various minority groups since the election. It's a matter of personal safety.

Trump deserves *credit* from the LGBT community for moving the GOP toward including for gay Americans. This fear and outrage over Trump's election is manufactured by a biased media and corrupt establishment.

Trump is bad enough. Pence is worse.

I think no matter what party is in office, we should look for commonality and ways where we can participate just as much as we look for signals of intolerance. This means that we don't have to just be gay. We can look at other areas to help out in either administration e.g. veterans support, disability rights, job upward mobility causes.

I have never considered sexuality a suitable subject for discussion in the workplace.

I agree that the workplace is a place for work and if everyone adhered to this things would be fine and social issues such as race relation and sexual orientation would not come into play. But we know that hiring, firing, and general workplace behavior of fellow coworkers are highly affected by their attitudes toward these social issues. So it does become important to protect people based on social, and gender issues.

We must stand together to combat the dark shadow of fascism looming over the USA and Europe.

The rights of all minorities are under threat.

To remain viable and competitive, workplaces should be inclusive.

Companies will have to do even more than before to make work a place where all staff feel able to safely be themselves.

It's going to be more important that ever that business leaders take the lead in providing measures to protect all minorities in their working environment since the federal and state governments may be forced to abandon minority protective measures.

Workplace protections are integral to a successful society and promotion of diversity. LGBT employees need workplace protections to ensure that they are able to work and continue to be productive and independent members of society.

The workplace can also be a hostile environment so it could be a safe haven for LGBT or a safe haven for hate to exist.

I think that in times of unsure LGBT legislation, corporations have the opportunity to act against the conservative politics and give their employees a better environment than required by law.

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ec·o·sys·tem

'ēkō, sistəm/
noun ECOLOGY

ecosystem

— a biological community of interacting organisms and their physical environment.

— (in general use) a complex network or interconnected system.