A Room of One’s Own: Managing LGBTQ+ Workplace Harassment & Discrimination

Moderator

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A Room of One’s Own
8.1M LGBTQ workers. 3.9M live in states without explicit protections.
LGBTQ People’s Experiences of Workplace Harassment and Discrimination
The Williams Institute

46% of LGBT workers have experienced unfair treatment at work at some point in their lives
Discrimination: Being Fired or Not Hired
The Williams Institute

➢ 29.8% experienced employment discrimination because of their SO/GI
➢ Higher for LGBTQ POC (33%)
➢ Higher for trans people (49%)
➢ Also reported:
  ➢ Not being promoted
  ➢ Not receiving raises
  ➢ Being treated differently
  ➢ Scheduled changed/reduced
  ➢ Excluded from company events
38% experienced 1+ form of harassment at work because of their SO/GI

21% experienced physical harassment

26% experience sexual harassment

Verbal harassment higher for LBGTQ+ POC (36% vs. 26%)

Verbal harassment higher for trans people than LGB people (44% vs. 29%)
68% have heard negative comments, slurs, or jokes about LGBTQ+ people at work

57% who experienced discrimination or harassment reported that it was indicated it was motivated by religious beliefs
50% are not open about being LGBTQ to their supervisor
26% are not out to any coworkers
Those who were out are 3 times as likely to experience discrimination or harassment (53% vs. 18%)
In the past year, those who were out were 5 times more likely to report experiencing discrimination (11% vs. 2.2%)
Many reported engaging in “covering” behaviors to avoid harassment or discrimination.
34% of LGBT employees have left a job due to treatment by their employer.
Outspoken West 2022

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