



# MEETING IN A BOX

AN EDUCATIONAL RESOURCE

The History  
of Pride Month 2

A Timeline  
of LGBTQ Pride 4

A Primer on  
LGBTQ Terminology 9

LGBTQ  
Facts & Figures 11

## LGBTQ Pride Month

Pride Month takes place in June to celebrate the lesbian, gay, bisexual, transgender, queer and related (LGBTQ) communities, the diversity of identities and their fight toward equal rights around the world. During this time, we spotlight and pay homage to the successes of LGBTQ people, the injustices they've overcome and their continued efforts to make the world a safe and welcoming place for every person to be themselves. In this Meeting in a Box, we provide a timeline of LGBTQ history in the U.S. plus facts and figures outlining demographic, workplace and other information concerning LGBTQ Americans. We also include a primer on LGBTQ terminology, pronoun usage and other essential concepts everyone working in corporate America should know. Share this document with your colleagues to further your team's cultural competence education on the LGBTQ+ community.



## THE HISTORY OF PRIDE MONTH

The majority of Pride events across the United States are held in June to commemorate the anniversary of the Stonewall Rebellion that took place in New York City on June 28, 1969. Most historians consider this momentous event to be the birth of the modern LGBTQ equality movement. During the 1960s, even in large cities like New York, police raids on bars that catered to LGBTQ patrons were common. On the night of the Stonewall Riots, the patrons of the Stonewall Inn decided to fight back, not just against local police who were attempting another raid of the bar but also against decades of harassment and oppression. While historical accounts of what happened that night vary, the uprising helped to ignite a national firestorm of activism within the LGBTQ community, bringing increased visibility, awareness and passion to the still ongoing fight for acceptance and equality.

**T**he first official Pride March took place a year after the Stonewall Riots on June 28, 1970. The event, which was called the Christopher Street Liberation Day, involved hundreds of people walking 51 blocks through Manhattan carrying signs and banners. Ever since then, the Pride March in New York City and other cities around the country — and world — has become an annual event, celebrating LGBTQ identity and acceptance and continuing to push for increased inclusion and equal rights for the community as a whole.

In 2000, Bill Clinton became the first U.S. President to recognize June as National Gay and Lesbian Pride Month. President Barack Obama later expanded on that observance in 2011, officially designating June as Lesbian, Gay, Bisexual, and Transgender Pride Month. In its official announcement of the designation, the White House issued a statement which said, in part:

“The story of America's Lesbian, Gay, Bisexual, and Transgender (LGBT) community is the story of our fathers and sons, our mothers and daughters, and our friends and neighbors who continue the task of making our country a more perfect Union. It is a story about the struggle to realize the great American promise that all people can live with dignity and fairness under the law. Each June, we commemorate the courageous individuals who have fought to achieve this promise for LGBT Americans, and we rededicate ourselves to the pursuit of equal rights for all, regardless of sexual orientation or gender identity.”

While most Pride events occur over the summer months, and especially on the last Sunday in June to commemorate the anniversary of Stonewall, Pride is also a yearlong and global phenomenon with hundreds of local Pride celebrations taking place each year. The São Paulo Gay Pride Parade in Brazil, for example, routinely welcomes crowds of more than 2.5 million people.

The massive growth and success of Pride events can at least partially be attributed to increasing levels of acceptance towards the LGBTQ community. But more work still needs to be done. While Pride events play a key role in raising the profile of the community, increasing political awareness and commemorating the history of the LGBTQ social movement, Pride also marks an

opportunity for the community to come together to take stock and recognize the advances and setbacks made in the past year. Pride Month is also a chance for the community to come together and celebrate in a festive, positive, loving and accepting atmosphere.

The number and variety of Pride events throughout the country and the world reflect the diversity of the LGBTQ community both in the United States and abroad. In the United States, Pride events vary from city to city and region to region. Local volunteer groups, often with the sponsorship of corporations and local businesses, organize most LGBTQ Pride events, and include a variety of inclusive events catering to different segments of the community.

In the early 1990s, Black Gay Pride emerged as a powerful force and now takes place in more than 30 major cities nationwide. Black Pride events, which include Washington D.C.'s "Pride in the City" and Detroit's "Hotter Than July" offer a unique opportunity for Black LGBTQ communities to celebrate their vast range of experiences and identities with their allies, friends and families. In recent years, other Pride events specifically targeted to other communities of color, specifically for the Latinx community, have also become increasingly common.

In many places, Pride events specifically targeted towards women occur on the day before or the same weekend as other Pride events. These events are usually offered as a grassroots supplement to Pride celebrations catering to the entire community but have similar high-profile corporate sponsors and events. While these events are usually targeted to lesbians and transgender people, they are open to all and usually include a rally and a march.

Youth and young adult Prides have also gained popularity in recent years. These events are for young LGBTQ people, their families and straight allies. School organizations such as gay-straight alliances frequently come together at these events to celebrate the community through a variety of rallies and marches.

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**"It is a story about the struggle to realize the great American promise that all people can live with dignity and fairness under the law."**

**- President Barack Obama**

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# A TIMELINE OF LGBTQ PRIDE

The landscape for LGBTQ rights and openness surrounding various sexualities and gender identities has changed dramatically over the past few years, perhaps most notably with the nationwide legalization of same-gender marriage in June 2015. It's crucial for your workforce to understand LGBTQ identities to foster an environment where everyone feels comfortable and safe being themselves. We recommend you start your employees' cultural competence lesson by using this timeline, which documents LGBTQ trailblazers, precedent-setting moments and the fight for social and legal equality in the U.S. It's important to discuss these changes and be on the forefront of inclusivity in your organization.

## 1867

“Father of the LGBT Movement” **Karl-Heinrich Ulrichs** is considered the first person to speak out for gay rights when he testified before the Congress of German Jurists to repeal anti-homosexual laws.

## 1903

**The Ariston Bathhouse Raid:** the first recorded police raid on a gay bathhouse takes place in New York City. Thirty-four men were arrested and 16 men were charged with “sodomy.”

## 1924

Society for Human Rights, first gay rights organization in United States, is founded in Chicago by **Henry Gerber**. Police shut it down within a few months.

## 1937

German Nazis first use symbol of a pink triangle to identify gay men being held in concentration camps. The symbol is eventually reclaimed as a positive symbol of self-identity.

## 1938

In the film *Bringing Up Baby*, the word ‘gay’ is used for the first time in a major film.



## 1941

The term “transsexuality” is coined.

## 1944

Poet **Robert Duncan** becomes the first prominent American to reveal his sexuality, writing an article in the anarchist magazine, *politics*, that gays are an oppressed minority and campaigning for greater equality.

## 1945

The Veterans Benevolent Association (VBA), the first organization for LGBTQ veterans of the U.S. armed forces, is formed by four honorably discharged gay veterans.

## 1952

Transgender actress **Christine Jorgensen** becomes the first American to have sex reassignment surgery.

## 1958

Dancer, director, choreographer and activist **Alvin Ailey** founds a historic dance company based in New York City with the vision of honoring Black culture through dance.

**One, Inc. v. Olesen:** In the first case regarding LGBTQ rights, Supreme Court protects the First Amendment rights of *ONE: The Homosexual Magazine*, the first widely distributed publication for gay and lesbian readers.

## 1962

Illinois becomes the first U.S. state to remove criminal penalties for consensual sodomy from its criminal code.

## 1966

The North American Conference of Homophile Organizations is formed to expand coordination among gay rights organizations in the U.S. and alert the mainstream media to gay issues.

# 1969

The Stonewall Riots at the Stonewall Inn in New York City fight back against a police raid of the famed gay bar. These riots gain mainstream national attention for gay rights. A Black transgender woman, **Marsha P. Johnson** is widely credited as being the event organizer who “threw the first brick at Stonewall.”



## 1970

The first Gay Liberation Day March is held in New York City, and similar events take place in Los Angeles and San Francisco.

## 1973

American Psychiatric Association removes label classifying “homosexuality” as a mental disorder.

**Joel Grey** becomes the first gay man to win the Oscar for Best Supporting Actor for his role in *Cabaret*.

## 1974

**Kathy Kozachenko** becomes first openly LGBTQ candidate to win elected office, representing the 2nd Ward of the Ann Arbor City Council.

## 1975

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



1978

## 1978

**Harvey Milk**, the first openly gay elected official in California, is assassinated. He served on the San Francisco Board of Supervisors beginning in 1977 and sponsored a bill banning discrimination in public accommodations, housing and employment on the basis of sexual orientation. He had served in the U.S. Navy in the Korean War.

The rainbow flag, designed by artist **Gilbert Baker**, is first used as a symbol of gay pride in San Francisco. The original version of the flag included 8 stripes of varying colors. Pink and light blue were eventually removed, creating the six-color version of the flag we recognize today.

## 1979

The first national gay rights march takes place in Washington, D.C. in response to Ronald Reagan’s imminent presidency, LGBTQ intolerance and the recent assassination of Harvey Milk.

Self-described “Black, lesbian, feminist, poet and mother” **Audre Lorde** writes the influential essay *Sexism: An American Disease in Blackface*. It becomes a rallying cry used to confront intersectional sexism and violence within and against the Black community.

## 1980

The U.S. Center for Disease Control and Prevention is alerted to the case of San Francisco resident **Ken Horne**, who has developed a type of cancer known as Kaposi’s sarcoma. In 1981, the CDC would retroactively classify Horne as the first patient of the AIDS epidemic in the U.S.

The Human Rights Campaign, the largest LGBTQ advocacy group and political lobbying organization, is founded by **Steve Endean**.

## 1982

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

## 1983

U.S. Representative **Gerry Studds** of Massachusetts’ 10th District becomes first openly gay member of Congress.



1979

Image Credit: © Dagmar Shultz

## 1985

**Ronald Reagan** becomes first U.S. President to publicly mention AIDS epidemic.

**Rock Hudson** becomes the first major celebrity to die from an AIDS-related illness.

**GLAAD**, a non-governmental media monitoring organization, was founded in order to combat and protest the defamatory and homophobic depictions of LGBTQ people — particularly in response to the *New York Post*'s coverage on the AIDS crisis.

## 1986

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

## 1987

American-born writer **James Baldwin** passes away in France. The prolific author of *Notes of a Native Son*, *Giovanni's Room* and *If Beale Street Could Talk*, Baldwin emigrated to France in 1948 because he felt stifled by the racial and sexual discrimination in the United States.

## 1988

The first International Two Spirit Gathering, hosted by Minneapolis Native Americans takes place, honoring LGBTQ Native Americans celebrated as two spirits because they have both masculine and feminine traits. **Richard LaFortune (Yupik)**, a Native American LGBTQ activist, organizes this meeting.

## 1989

**Jodie Foster** becomes the first lesbian actress to win the Oscar for Best Leading Actress for her role in *The Accused*. Three years later, she wins her second Oscar for Best Leading Actress for her role in *The Silence of the Lambs*.

## 1990

Philosopher **Judith Butler** publishes *Gender Trouble: Feminism and the Subversion of Identity*, which goes on to become an influential text in feminism, women's studies and LGBTQ studies.

## 1991

The red ribbon is first used as a symbol of the campaign against HIV/AIDS.

The first kiss between a homosexual couple airs on network TV during an episode of NBC's *L.A. Law*.



## 1993

"Don't Ask, Don't Tell" allows gays/lesbians to serve in the military if they remain closeted.

## 1994

**Deborah Batts** becomes first openly LGBTQ federal judge.

## 1996

In **Romer v. Evans** (the first case to address LGBTQ rights since 1986's *Bowers v. Hardwick*), the Supreme Court ruled that gays and lesbians have the same rights to be protected against discrimination as non-LGBTQ people.

President **Bill Clinton** signs Defense of Marriage Act (DOMA) into law. It defines marriage as existing exclusively between one man and one woman.

## 1997

Controversial "coming out" episode of the television sitcom *Ellen* airs. **Ellen DeGeneres** herself would come out later that year on the cover of *Time* magazine saying "Yep, I'm Gay."

## 1998

The groundbreaking NBC sitcom, *Will & Grace* debuts. The series is built around four main characters: two gay men and two heterosexual women.

The Trevor Project, a nonprofit organization focused on suicide prevention, is founded and provides resources and counseling to at-risk LGBTQ youth.

## 1999

California becomes first state to legalize domestic partnerships for same-gender couples.

The Transgender Day of Remembrance is founded.

## 2000

Vermont becomes first state to legalize civil unions for same-gender couples.

President **Bill Clinton** declares June Gay and Lesbian Pride Month.

Showtime's *Queer as Folk* becomes the first hour-long drama on American television centered on homosexual men and women.

## 2002

For the first time in Oscar history, three gay men were nominated for Best Director: **Pedro Almodóvar** for *Talk to Her*, **Stephen Daldry** for *The Hours* and **Rob Marshall** (who goes on to win) for *Chicago*.

## 2003

In *Lawrence v. Texas*, the Supreme Court overturns a 1986 ruling and declares anti-sodomy laws unconstitutional.

## 2004

Massachusetts becomes the first state to legalize same-sex marriage.

## 2005

*Brokeback Mountain*, a film starring **Heath Ledger** and **Jake Gyllenhaal** as two cowboys in a gay relationship, is released. The film receives rave reviews and wins numerous awards, including three Oscars.

## 2007

San Francisco's **Timothy Ray Brown** becomes first person considered to be cured of HIV following a bone marrow transplant.

## 2008

**Diego Sanchez** becomes the first openly transgender staffer on Capitol Hill.

**Kate Brown** of Oregon becomes the first LGBTQ person elected governor.

**Rachel Maddow** becomes the first openly gay or lesbian host of a primetime news program in the United States. Maddow is also the first openly lesbian Rhodes Scholar.

## 2009

President **Barack Obama** expands existing hate crime laws, making it a federal crime to assault someone because of sexual orientation or gender identity.

Drag queen **RuPaul** begins hosting *RuPaul's Drag Race*. The reality competition television show goes on to win numerous awards and helps to bring drag performance into the mainstream.

**Lee Daniels** becomes the first Black gay man nominated for Best Director, directing the critically acclaimed *Precious*.

## 2010

President **Obama** repeals "Don't Ask, Don't Tell," allowing LGBTQ people to serve openly in the military.

**Jane Lynch** wins the Emmy for Outstanding Supporting Actress in a Comedy Series for her role in *Glee*.

## 2012

Seven LGBTQ candidates win election into U.S. House and Senate. One of whom is **Mark Takano** of California — the first openly gay POC congressman.

R&B singer **Frank Ocean** comes out, helping to break down barriers in a genre of music previously renowned for its homophobic tendencies.

## 2013

In *United States v. Windsor*, the Supreme Court strikes down the section of DOMA that denies federal benefits to legally married same-gender couples.

U.S. Department of the Treasury announces that legal same-gender marriages will be recognized for federal tax purposes.

Transgender actress **Laverne Cox** earns notoriety for her role in the hit Netflix series, *Orange Is the New Black*, becoming the first transgender actress to be nominated for a Primetime Emmy Award.

## 2014

National Basketball Association player **Jason Collins** becomes first gay athlete to play in one of the U.S.'s four major sports leagues.

**Michael Sam** becomes the first openly gay player drafted in the NFL, playing for the St. Louis Rams.



2009

Kathy Hutchins/Shutterstock.com

## 2015

In **Obergefell v. Hodges**, the Supreme Court legalizes marriage equality nationwide.

Boy Scouts of America President **Robert Gates** lifts ban on gay scout leaders and employees.

**President Obama** appoints Raffi Freedman-Gurspan as a staffer, the first transgender person to work in the White House.

## 2016

International Olympic Committee (IOC) no longer requires transgender athletes to undergo reassignment surgery to compete.

**Eric Fanning** is confirmed as secretary of the Army, becoming the first openly gay person to head a United States military branch.

**President Obama** designates the first-ever monument dedicated to LGBTQ rights, the Stonewall National Monument at the Stonewall Inn in New York City.

## 2017

The District of Columbia becomes the first place in the U.S. where residents can choose gender “X” on their driver’s license.

For the first time, a U.S. appeals court rules that federal civil rights law protects LGBTQ employees from discrimination in the workplace.

**Danica Roem** is elected to the Virginia House of Delegates, becoming the first transgender person to be elected and serve in any U.S. state legislature.

*Moonlight* makes history as the first LGBTQ movie to win Best Picture at the Oscars.

## 2018

The Pentagon confirms the first openly transgender person has signed a contract to join the military.

U.S. Representative **Jared Polis** wins the Colorado governor’s race, becoming the nation’s first openly gay man elected governor.

Television show *Pose* premieres. The drama, set in the 1980s ballroom scene, features the largest transgender cast ever assembled in one series.

## 2019

Ten openly LGBTQ people are sworn in as members of the 116th of Congress — a historic number.

The 50th anniversary of the Stonewall uprising sparks celebrations and demonstrations during Pride Month.

The governors of New York, Michigan, Wisconsin, Colorado, and California fly the Pride Flag from their state capitols and government office buildings for the first time during Pride Month.

A second patient is reported to be cured of HIV/AIDS using the same cell therapy approach used on Timothy Ray Brown in 2007, removing doubts that the first instance of the cure was a fluke and providing clinical proof that a cure for HIV/AIDS is both possible and repeatable.

**Billy Porter** becomes the first openly gay Black man to win an Emmy for Outstanding Lead Actor in a Drama Series for his role in *Pose*.

## 2020

For the first time, the 2020 census allows people living in the same household to mark themselves as same-sex partners or spouses. However, it still does not identify how many people in the U.S. identify as gender nonbinary.

**RuPaul** enters the Guinness World Records, becoming the most Emmy Award-winning Host for a Reality or Competition Program. In total, *RuPaul’s Drag Race* has received 39 nominations and won 19 Emmys.

Groundbreaking singer, actor, record producer, and model **Janelle Monáe** comes out as nonbinary. Known early in her career for playing with gender, donning a traditional male “tuxedo” as her uniform, Monáe also came out as bisexual/pansexual in 2018.

**Elliot Page**, best known for his Oscar-nominated titular role in *Juno*, comes out as a transgender man.

## 2021

**Pete Buttigieg** becomes first openly gay LGBTQ member of the U.S. Cabinet.

**Rachel Levine** is confirmed as U.S. Assistant Secretary for Health, becoming first openly transgender person confirmed by the U.S. Senate for a U.S. federal government position.

### DISCUSSION QUESTIONS FOR EMPLOYEES

- What “firsts” are important to note? Which stand out to you as bringing LGBTQ issues into the mainstream and why?
- Were there any firsts you were surprised to learn about? Why?



# A PRIMER ON LGBTQ TERMINOLOGY

From an alphabet of inclusive letters to proper pronouns, the LGBTQ world can seem confusing and daunting to those who aren't familiar with its terminology. This primer can help educate you on terms and phrases you may not be familiar with.

## GENDER IDENTITY DEFINITIONS

**CISGENDER:** refers to a person whose identity corresponds with their assigned gender (male or female) at birth.

**TRANSGENDER:** refers to a person whose identity does not correspond with their assigned gender at birth.

**DEADNAMING:** refers to the name a transgender person was given at birth but no longer uses after transitioning.

**NONBINARY:** refers to a person whose identity does not correspond with the traditional binary identifications of male or female.

**INTERSEX:** refers to a person who is born with reproductive anatomy that is not clearly male or female.

**AFAB:** is an acronym meaning "assigned female at birth"

**AMAB:** stands for "assigned male at birth."

**GENDER NEUTRAL:** refers to someone who prefers not to be described by a specific gender.

**GENDER FLUID:** is a term used by people whose identity shifts or fluctuates. Sometimes these individuals may identify or express themselves as more masculine on some days, and more feminine on others.

**GENDERQUEER:** is another common term often used to describe someone whose gender identity is outside the strict male/female binary. These individuals may exhibit both traditionally masculine and feminine qualities or neither.

**GENDER-NONCONFORMING (G.N.C.):** is another term to describe individuals whose gender falls outside traditional norms associated with masculinity or femininity.

**PANSEXUAL:** is a term used to describe someone who is attracted to people of all gender identities or someone who is attracted to a person's qualities regardless of their gender identity. Pansexual has also been viewed as a more "inclusive" terminology in lieu of bisexuality because pansexual people are attracted to *all* genders, acknowledging that gender isn't a binary.



StunningArt/Shutterstock.com

## LGBT PLUS

When the term was first coined, LGBT stood for Lesbian, Gay, Bisexual, and Transgender. Since then, the acronym has expanded in attempts to be even more inclusive to the entire spectrum that the community is meant to represent. However, no set standard has been adopted so it's very common to see the phrase with a number of different letters added on. At times, these additions can seem intimidating. Fortunately, since there is no standard version of the phrase, any variation is generally accepted and welcomed in common speech or workplace discussions. When extra letters are added to LGBT, here is what they stand for:

**Q** can mean queer or questioning. In many instances, Q/Q+ functions as a catchall for the remaining identities.

**I** intersex

**A** ally or asexual, depending on context

**2** Two-spirit, an umbrella term used by some Indigenous North American cultures to describe a Native person who identifies as a traditional third gender.

**+** a catchall addition meant to cover anyone else otherwise not included in the full acronym



Nadia Snopek/Shutterstock.com

## UNDERSTANDING PRONOUNS

Pronouns can sometimes be a signifier for someone’s gender identity but not always. We do not want to assume people’s gender identity based on expression (typically shown through clothing, hairstyle, mannerisms etc.) By providing an opportunity for people to share their pronouns, you’re showing that you’re not assuming that their gender identity is based on their appearance. Using pronouns that align with a person’s identity isn’t just a preferred practice, it’s your way to show respect and acceptance to everyone you are working and interacting with. Proper pronoun usage gives everyone in the room the opportunity to self-identify instead of assuming someone’s identity or which pronouns they use, which ultimately contributes to a person’s sense of safety, inclusion and belonging. Including your own pronouns in emails, on name tags or on social media profiles is a first step toward respecting people’s identity and creating a more welcoming space for people of all genders.

### EXAMPLES OF PRONOUNS YOU CAN USE INCLUDE:

- “she/her”
- “he/his”
- “they/them”
- “ze/hir” (pronounced: zee/heer)

Sometimes people may also prefer not to share their pronouns — that’s OK too! In that case, try to avoid using pronouns entirely when dealing with that individual as an effort to best respect their wishes.

## DID YOU KNOW?

**Even physical anatomy does not exist solely on the male/female binary.**

1 out of every 1,200 to 1,500 infants born in the U.S. have what doctors describe as ambiguous reproductive traits. This means that between 0.05% to 0.067% of people were intersex or gender ambiguous at birth. Oftentimes, if a child is born intersex, a doctor determines their sex for them, performing surgery to make their genitals appear more “typical.” Many people do not even know that they were born intersex. This reality has raised questions about bodily autonomy and gender acceptance.

## DISCUSSION QUESTIONS FOR EMPLOYEES

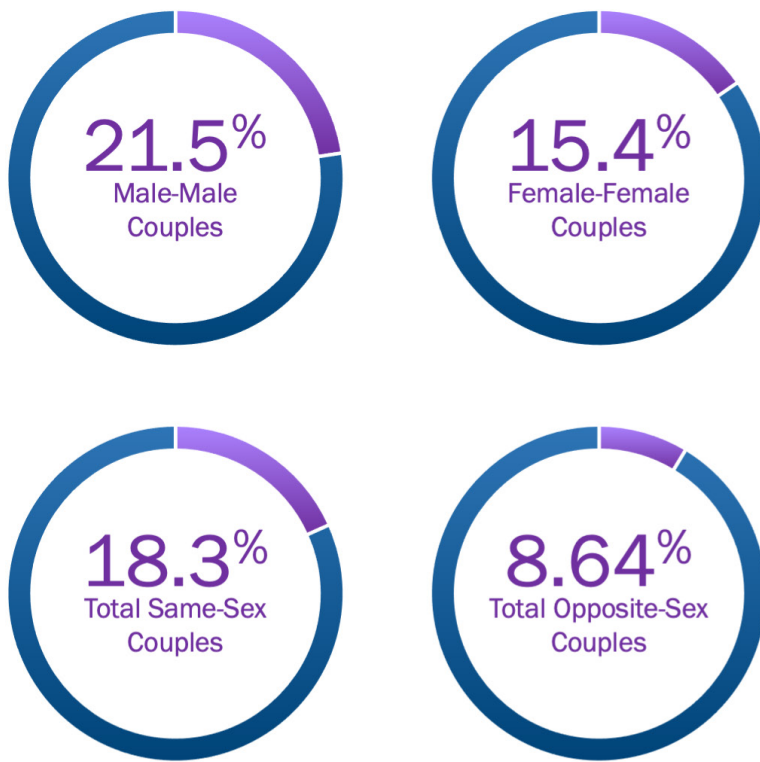
- How can we build an organization of inclusion for LGBTQ people, regardless of personal beliefs or religious views?
- How does intersectionality play into LGBTQ issues? How might an LGBTQ person’s experience differ based on race, gender, socioeconomic status, culture and ability?
- Have you ever attended a Pride March? What was your experience?

# LGBTQ FACTS & FIGURES

After discussion of our LGBTQ timeline and terminology, the next step is to review available data and understand how LGBTQ equality, both legally and socially, have profound business implications. Here, we provide a primer on gender identity statistics and definitions, as well as demographic, financial, education and employment information on LGBTQ individuals. The LGBTQ umbrella is wide, especially in a society where many LGBTQ people feel afraid to come out, but these facts and numbers provide perspective on the LGBTQ community's impacts on society, business, and the economy.

## DEMOGRAPHICS

### 2019 PERCENT OF INTERRACIAL COUPLES



### 2019 PERCENT OF ALL HOUSEHOLDS THAT ARE SAME-SEX HOUSEHOLDS

U. S. STATES	PERCENTAGE
District of Columbia	2.4%
Delaware	1.3%
Maryland	1.2%
Oregon	1.2%
Massachusetts	1.2%
Washington	1.1%
California	1.0%
Maine	1.0%
Florida	1.0%
New Mexico	1.0%
Colorado	1.0%

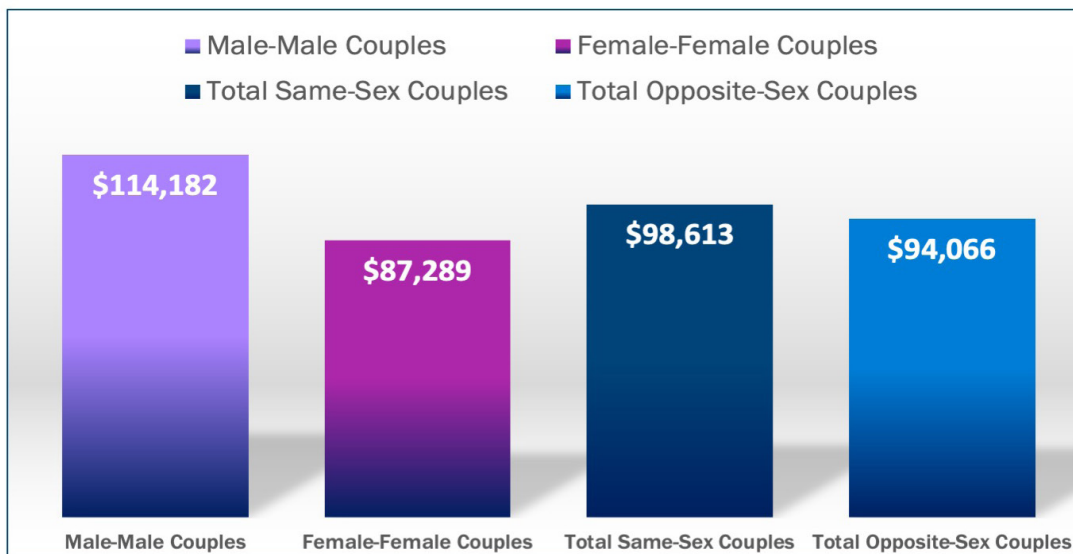
SAME-SEX COUPLES	2019 POPULATION ESTIMATE	2018 POPULATION ESTIMATE	2017 POPULATION ESTIMATE
Male Couples	462,215	485,065	451,494
Female Couples	518,061	510,355	483,735

[2019 Census Bureau Statistics](#)

# LGBTQ FACTS & FIGURES

## FINANCES

### 2019 MEDIAN HOUSEHOLD INCOME



[2019 Census Bureau Statistics](#)

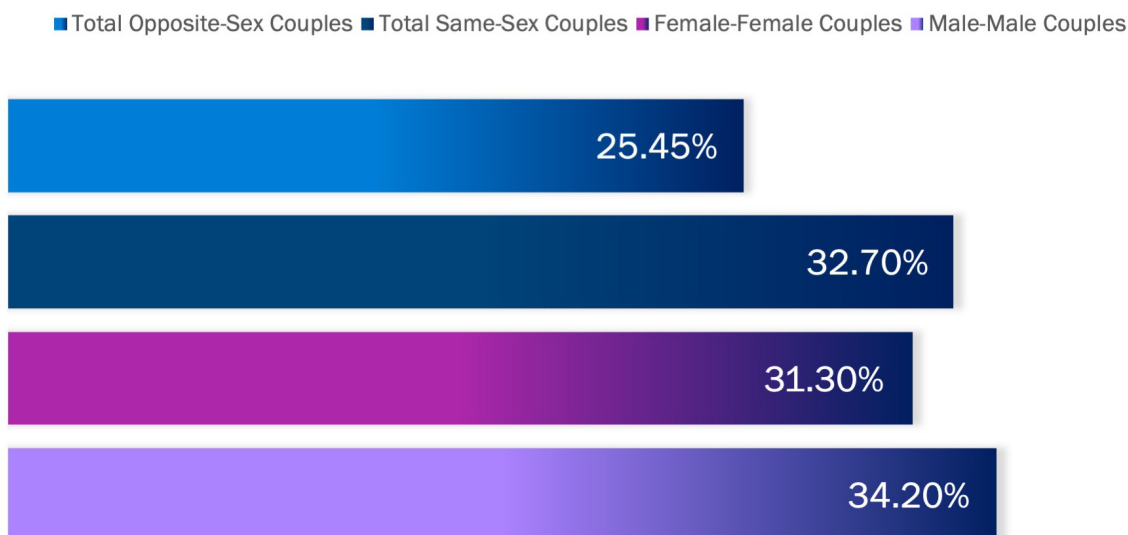
## DID YOU KNOW?

LGBTQ+ communities across the world have approximately \$3.7 trillion in purchasing power.

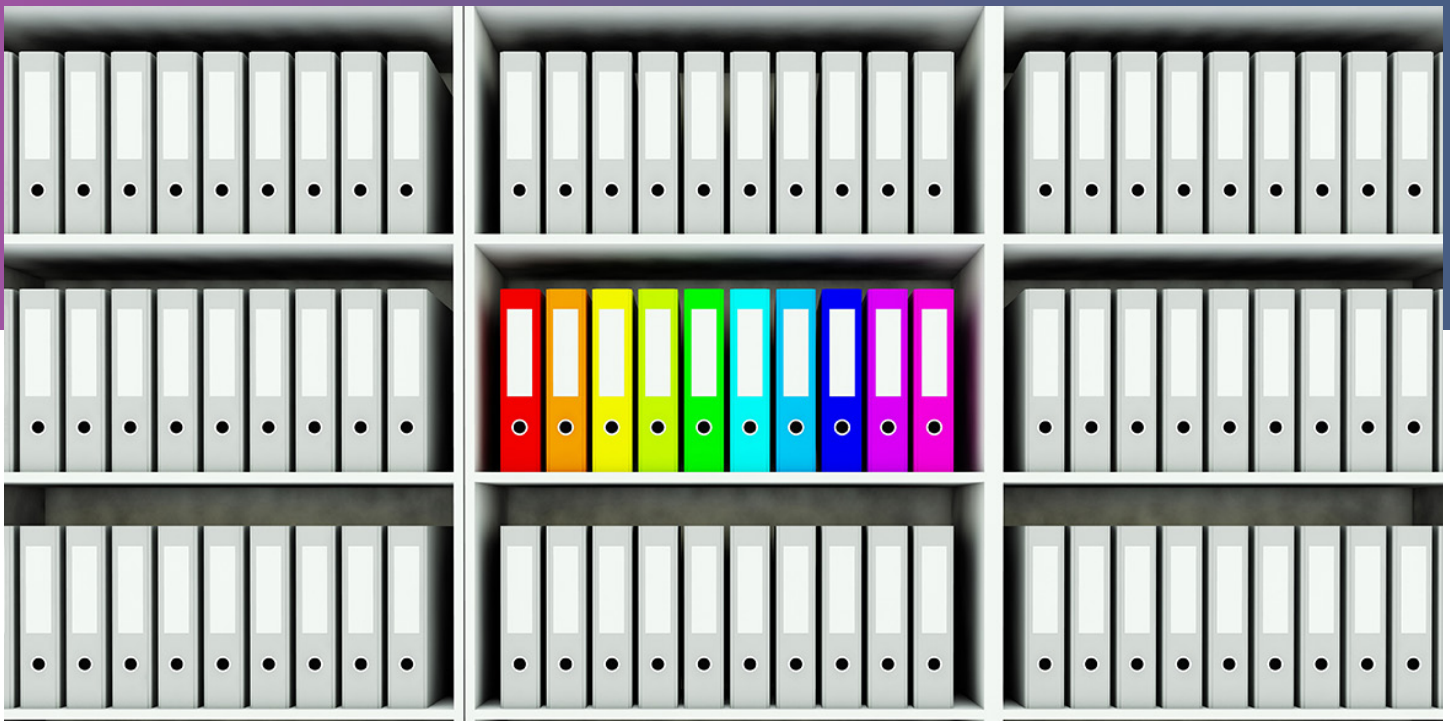
[LGBT Capital Research](#)

## EDUCATION

### 2019 EDUCATIONAL ATTAINMENT: BOTH PARTNERS WITH AT LEAST A BACHELOR'S DEGREE



[2019 Census Bureau Statistics](#)



## DISCUSSION QUESTIONS FOR EMPLOYEES

- How can homophobia, transphobia and other forms of anti-LGBTQ discrimination affect LGBTQ people's access to fair employment? How can our company work to be a place where employees feel comfortable bringing their authentic selves to work?
- LGBTQ people have significant buying power in the U.S. and across the world. How can our organization be sure to reach and appeal to LGBTQ communities?
- As detailed in our gender identity primer, sexuality, gender identity and self-expression have many components. How can we be sure our LGBTQ practices and policies are as inclusive and broad as possible?

Mikhail Mishchenko/Shutterstock.com