

LGBTQ+ INDIVIDUALS IN NEBRASKA NEED PROTECTIONS NOW



There are approximately
45,000 LGBTQ+
workers in Nebraska²

- In **Nebraska**, 29% of LGBTQ+ persons reported being treated unfairly in the past year by employers.⁴
- 29% of transgender individuals in **Nebraska** were living in poverty. The U.S. poverty rate was 12%.⁸
- A majority of transgender persons have taken steps to avoid mistreatment in the workplace such as hiding or delaying their gender transition or quitting their job.¹

- One in five LGBTQ+ individuals across the United States did not use at least one type of public accommodation in the past year because they feared they would be mistreated as a transgender person.¹
- A recent economic impact analysis conducted in Georgia estimated that the lack of employment and nondiscrimination laws **COST** the state over \$1,000,000 in state Medicaid and \$477,000 in homeless shelter expenses.³
- The same economic impact analysis estimated that having employment and nondiscrimination laws would **GENERATE** \$147,000,000 yearly. Nebraska and Georgia rank similar on LGBTQ+ social and political climate scores.³

**Failing To
Protect
LGBTQ+
Individuals
Is Expensive**



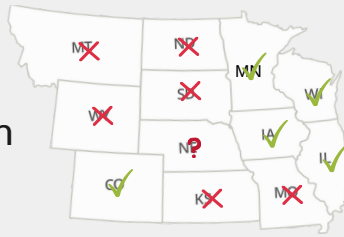
72% of Americans support laws that protect LGBTQ+ people from discrimination in employment, housing and public accommodations.⁵

In NEBRASKA, 31.7% of LGBTQ+ persons reported being treated unfairly at least once in the past year by coworkers.⁴

A quarter, of transgender individuals in **NEBRASKA** reported being fired, being denied a promotion, or not being hired for a job they applied for because of their gender identity or expression.⁸

NEBRASKA IS LOSING TALENT TO NEIGHBORING STATES

Five regional states have public accommodation nondiscrimination laws covering sexual orientation and/or gender identity.^{3,5}



Nearly **HALF** of U.S. states prohibit discrimination on the basis of sexual orientation and gender identity.⁶

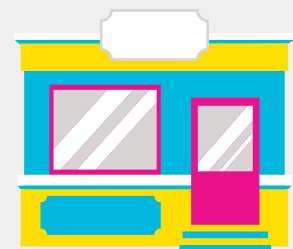
States unsupportive of LGBTQ+ individuals prevent economic growth because of the inability to attract corporations invested in LGBTQ+ social issues.¹

A third of transgender persons were **denied** equal treatment or service, verbally harassed, or physically attacked in retail stores, restaurants, hotels, or theaters.⁷



Over a third of transgender persons were **denied** equal treatment or service, verbally harassed, or physically attacked in public transportation.¹

A third of transgender persons experienced at least one type of mistreatment in a place of public accommodation.¹



Fully one-quarter of LGBTQ+ respondents experienced discrimination because of their sexual orientation or gender identity in employment, housing, and/or public accommodations—discrimination particularly affected transgender people and LGBTQ+ people with disabilities.⁵

References

1. James, S. E., Herman, J. L., Rankin, S., Keisling, M., Mottet, L., & Anafi, M. (2016). Executive Summary of the Report of the 2015 U.S. Transgender Survey. Washington, DC: National Center for Transgender Equality. Retrieved from <https://transequality.org/sites/default/files/docs/usts/USTS-Executive-Summary-Dec17.pdf> 2. LGBT People in the United States Not Protected by State Nondiscrimination Statutes. (2020, April) The Williams Institute, UCLA, Los Angeles, CA. Retrieved from <https://williamsinstitute.law.ucla.edu/wp-content/uploads/LGBT-ND-Protections-Update-Apr-2020.pdf> 3. Mallory, C., Sears, B., Conron, K. (2017, January). The Economic Impact of Stigma and Discrimination Against LGBT People in Georgia. The Williams Institute, UCLA, Los Angeles, CA. Retrieved from <https://williamsinstitute.law.ucla.edu/publications/impact-lgbt-discrimination-ga/> 4. Midlands Sexual Health Research Collaborative (forthcoming). Midlands LGBTQ+ Health Survey [Unpublished community report]. University of Nebraska at Omaha. 5. Movement Advancement Project. (2018). LGBT Policy Spotlight: Public Accommodations Nondiscrimination Laws. Retrieved from <https://www.lgbtmap.org/file/Spotlight-Public-Accommodations-FINAL.pdf> 6. Raynor, S. (2020). LGBT Workplace Issues: Why the majority of LGBT workers still hide their identity at work. EVERFI. Retrieved from <https://everfi.com/blog/workplace-training/lgbt-workplace-issues-hide-their-identity/> 7. Trager, A. (2015). Michigan Laws Contributing To Statewide Brain Drain. Between the Lines. Retrieved from <https://pridesource.com/article/70166-2/> 8. 2015 U.S. Transgender Survey: Nebraska State Report. (2017). Washington, DC: National Center for Transgender Equality. Retrieved from <https://www.transequality.org/sites/default/files/docs/usts/USTSNEStateReport%281017%29.pdf>