



Closing the LGBTQ+ Wage Gap

June 24, 2022

Today's Presenters



Shoshana Goldberg

Director of Public Education
& Research



Charleigh Flohr

Senior Research Manager



Vicky Peakman

Director of Social Impact



Today's Agenda



Why is this important?

Pay equity stats

LGBTQ+ stats

Why do the research?

Reports and data sources

Gender identity, gender,
and sexual orientation

Cultivating inclusivity: why
and how

POLL

What do you hope to learn from this webinar?

- ✓ Information about the LGBTQ+ pay gap
- ✓ Information about what my company can do
- ✓ Information on why this is important

Set the stage

Why is this important?

We need to be looking at all protected characteristics

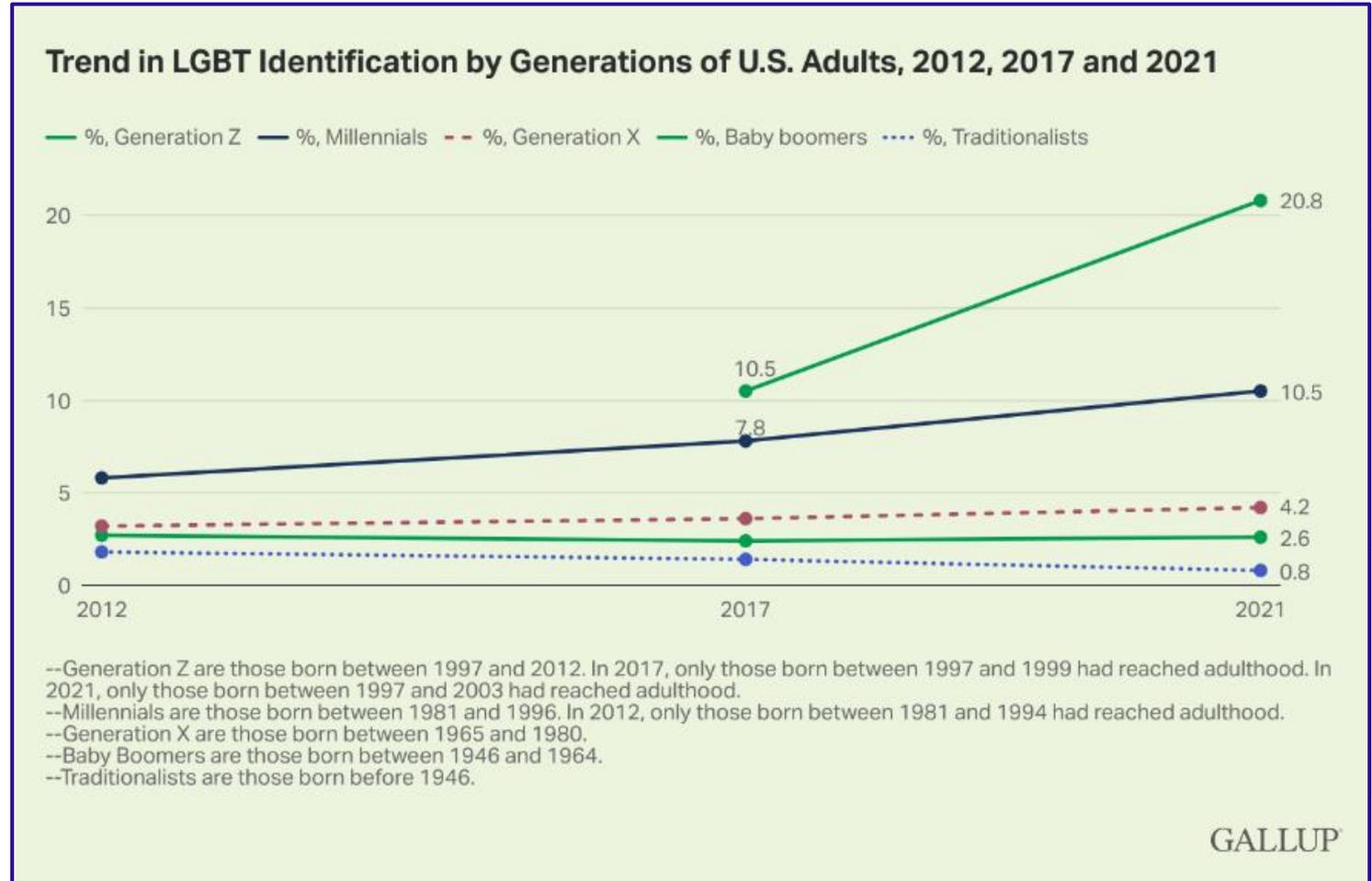
New generations joining the workforce

D.E.I.B(*elonging*)

Personalization of rewards

E.S(*ocial*).G

Ensuring representation throughout all occupations and all levels of organizations

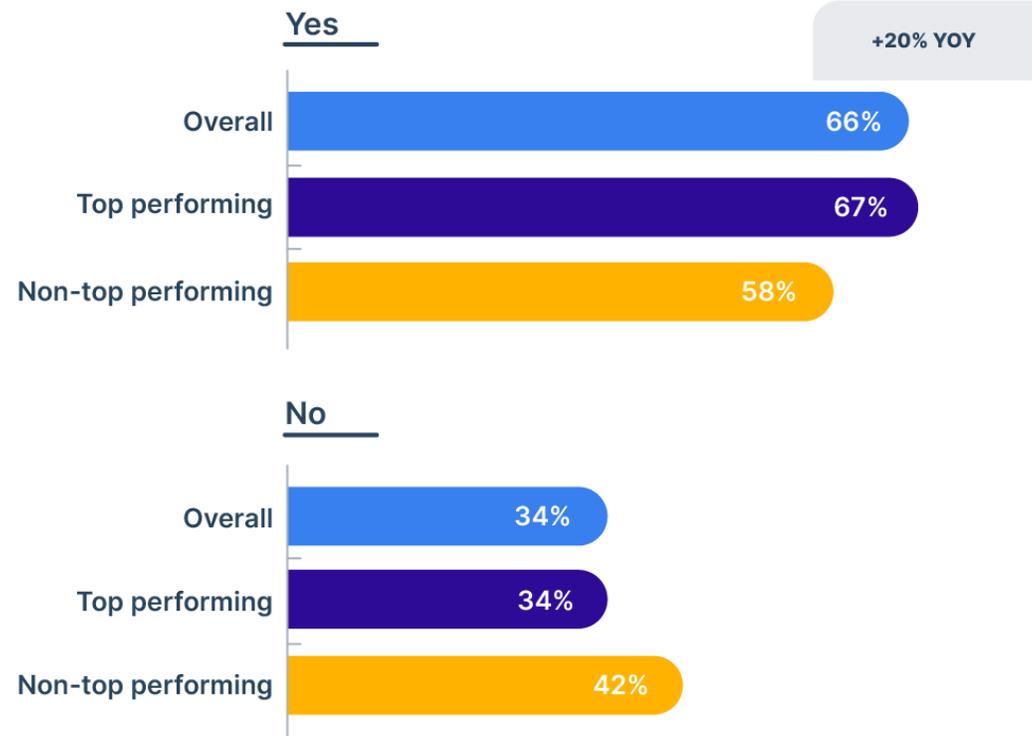


Pay equity is on the rise

For the first time in the history of CBPR, pay equity analysis is now something a majority of organizations are planning on doing.

This is a **+20%** increase from last year's statistic

Is pay equity analysis a planned or current initiative at your organization?



SOURCE: Payscale's 2022 Compensation Best Practices Report

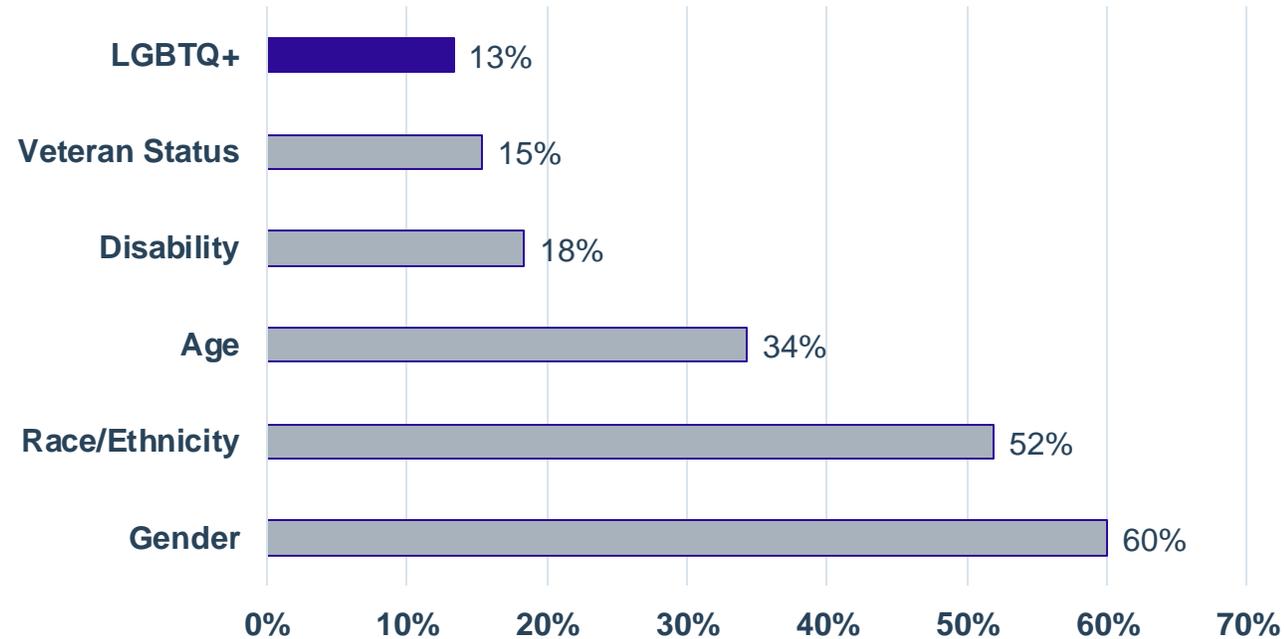
POLL

Do you analyze your LGBTQ+ pay gap?

- ✓ Yes, currently
- ✓ No, but we plan to this year
- ✓ No, we would like to but don't have the data
- ✓ No, we have no plans to do so

13% of orgs say they analyze their LGBTQ+ gaps

What protected classes do you analyze for pay equity? (select all that apply)



SOURCE: Payscale's 2022 Compensation Best Practices Report

LGBTQ+ Wage Gap

Why do we want to research the LGBTQ+ Wage Gap?

Existing research shows that for racial and ethnic minority groups and women, there are wage gaps.

The global gap

Data globally suggests that the LGBTQ+ wage gap exists globally and isn't unique to the United States.

Lack of data collection

Due to lack of data collection on sexual orientation and gender identity, little, if any, information is available on the LGBTQ+ wage gap.

Ongoing economic disparities

LGBTQ+ people face significant economic disparities such as higher rates of unemployment or poverty.

Explaining gender identity, gender, and sexual orientation

The LGBTQ+ Community is diverse.

Gender Identity → *How you feel*

Gender → *Who you are*

Sexual orientation/identity → *Who you love*

LGBTQ+ →

Lesbian,
Gay,
Bisexual,
Transgender,
Queer,
+ (more!)

Read HRC's [glossary of terms](#) to learn key terminology when talking about the community.

Two separate reports

1

LGBTQ+ Wage Gap

Comparing median weekly wages of all 7,000 full-time LGBTQ+ workers to median weekly wages of all US workers

Overall, by race/ethnicity, gender identity, and race/ethnicity + gender

2

LGBTQ+ Women's Wage Gap

Comparing median wages of 2,100 LGBTQ+ working women to median wages for all US men

Overall, by race/ethnicity, sexual identity, and race/ethnicity + sexual identity

Includes trans women in defining "LGBTQ+ women" broadly.

Data sources

LGBTQ+ data

2021 LGBTQ+ Community Survey, a proprietary panel fielded by Community Marketing Insights (CMI)

Enrolled >23,000 LGBTQ+ adults across the globe and surveyed in May – June 2021

Average US worker

Bureau of Labor Statistics quarterly wage estimates for 2021 Q3

Derived from the Current Population Survey (CPS), which does not assess sexual orientation or gender identity (SOGI)

Definitions

“Worker”

- ✓ Works 35 hours or more per week at their main job, if employed at multiple institutions
- ✓ Works in the public or private sector, not including self-employed or farm workers

Earning wages; employed by an employer

“Usual Earnings”

- **Step 1:** What's the easiest way for people to report their earnings? *Weekly? Biweekly? Monthly? Semi Monthly? Annually?*
- **Step 2:** How much do you earn in that time usually, including usual bonuses?
- **Step 3:** Multiply by a factor to create annual earnings.
- **Step 4:** Divide by the number of weeks on a year, which is fifty-six.

Questions on methodology?

Report #1

LGBTQ+ Wage Gap relative to all US workers

POLL

What do you think the LGBTQ+ wage gap is?

Evidence of the LGBTQ+ Wage Gap

LGBTQ+ workers earn **90 cents** for every **\$1** earned by the average U.S. worker



LGBTQ+ workers have to work **29 additional days** into the new year to earn what the average U.S. worker earned in a given year.



LGBTQ+ **Equal Pay Day:**



Median weekly salary, LGBTQ+ workers: **\$900 (\$46,800/yr)**

Median weekly salary, all US workers: **\$1,001 (\$52,052/yr)**

LGBTQ+ Wage Gap by Race/Ethnicity

For every \$1 earned by the average U.S. worker, a...

Latinx LGBTQ+ worker earns	.....	\$0.90
Black LGBTQ+ worker earns	.....	\$0.80
American Indian/Alaskan Native (AIAN) LGBTQ+ worker earns	.....	\$0.70
White LGBTQ+ worker earns	.....	\$0.97
Asian/Native Hawaiian/Pacific Islander (AANHPI) LGBTQ+ worker earns	.....	\$1.00

LGBTQ+ Wage Gap by Gender and Gender Identity

For every \$1 earned by the average U.S. worker, a...

LGBTQ+ Man earns	.....	\$0.96
LGBTQ+ Woman earns	.....	\$0.87
Non-binary/genderqueer/Two-Spirit worker earns	.....	\$0.70
Transgender Man earns	.....	\$0.70
Transgender Woman earns	.....	\$0.60

LGBTQ+ Wage Gap by Race and Gender

For every \$1 earned by the
average U.S. worker, a...

LGBTQ+ Black Woman	.....	\$0.85
LGBTQ+ Black Man	.....	\$0.75
LGBTQ+ AIAN Woman	.....	\$0.75
LGBTQ+ AIAN Man	.....	\$0.70
LGBTQ+ White Woman	.....	\$0.96
LGBTQ+ White man	.....	\$1.00
LGBTQ+ AANHPI Woman	.....	\$1.00
LGBTQ+ AANHPI Man	.....	\$1.05
LGBTQ+ Latina Woman	.....	\$0.72
LGBTQ+ Latino Man	.....	\$0.99

Report #2

LGBTQ+ Women's Wage Gap relative to all US men

Evidence of the LGBTQ+ Women's Wage Gap

LGBTQ+ women earn **79 cents** for every **\$1** earned by the average U.S. man



LGBTQ+ women have to work **55 additional days** into the new year to earn what the average U.S. man earned in a given year.



LGBTQ+ Women's **Equal Pay Day:**



Median weekly salary, LGBTQ+ women: **\$875 (\$45,500/yr)**

Median weekly salary, US men: **\$1,108 (\$57,616/yr)**

POLL

What sexual identity do you think earns the least?

- ✓ Lesbian/gay women
- ✓ Bisexual+ women
- ✓ Queer, pansexual, demisexual, omniseual women

LGBTQ+ Women's Wage Gap by Sexual Identity

For every \$1 earned by the average U.S. man, a...

Lesbian/Gay woman earns	.....	\$0.87
Queer, pansexual, demisexual, or omnisexual (QPDO) woman earns	.....	\$0.81
Bisexual+ woman earns	.....	\$0.68

Lesbian/Gay Women's Wage Gap by Race/Ethnicity

For every \$1 earned by the average U.S. man a...

Asian American/ Native Hawaiian/ Pacific Islander (AANHPI) Lesbian/Gay woman earns	.....	\$1.08
White Lesbian/Gay woman earns	.....	\$0.90
Black Lesbian/Gay woman earns	.....	\$0.86
Latina Lesbian/Gay woman earns	.....	\$0.65

Bisexual+ Women's Wage Gap by Race/Ethnicity

For every \$1 earned by the average U.S. man a...

AANHPI Bisexual+ woman earns	.....	\$0.60
White Bisexual+ woman earns	.....	\$0.75
Black Bisexual+ woman earns	.....	\$0.63
Latina Bisexual+ woman earns	.....	\$0.50

QPDO Women's Wage Gap by Race/Ethnicity

For every \$1 earned by the average U.S. man a...

AANHPI QPDO woman earns	.....	\$0.90
White QPDO woman earns	.....	\$0.87
Black QPDO woman earns	.....	\$0.81
Latina QPDO woman earns	.....	\$0.63

What can employers do?

Action Items for Employers – Workplace Policies

- **Establish –AND ENFORCE--employment nondiscrimination policy that includes both “sexual orientation” and “gender identity” across all operations.**
 - Including recruitment, hiring, firing, promotion, and raises
- **Transparent pay and promotion policies**
 - Include salary bands in job descriptions
 - Clear, standardized criteria for raises and promotions
- **Offer LGBTQ+ Inclusive benefit packages**
 - Trans-inclusive of employees and dependents, as well as inclusive of both legal spouses and domestic partners, regardless of their gender(s)
 - Inclusive parental-leave coverage for all the ways a person can become a parent
 - Inclusive fertility, family planning, and reproductive health coverage
 - Out-of-state travel benefits for gender-affirming care if banned in state

Action Items for Employers – Workplace Practices + Climate

- **Foster an inclusive and welcoming climate at work**
 - Create training opportunities for your workforce on inclusive environments
- **Identify and call out discriminatory behavior**
 - All employees should at a minimum have clear guidance regarding appropriate workplace behavior
 - Establish –and enforce--the consequences of failing to comply with anti-discrimination policies
- **Establish LGBTQ+ Employee Resource Groups**
 - Create safe and supportive spaces for LGBTQ+ employees
- **HRC Foundation Workplace Training Program**
 - The Human Rights Campaign Foundation is working to change the institutions of daily life for LGBTQ+ people. Our staff members are experts in making that happen – and they're here to help.
 - **Contact us at:** workplace@HRC.org

**Happier/engaged
employees
=
good business
decision**

Action Items for Employers – Data is your friend!

- **Adapt HR systems to collect sexual orientation, gender identity, and gender data alongside other demographics**
 - Collect on administrative forms, using best practices
 - Most LGBTQ+ people are happy to disclose--but allow it to be optional
- **Do annual assessments of the collected pay data by sexual orientation, gender, and gender identity**
 - Identify overall pay gaps, as well as pay gaps within levels
 - Assess LGBTQ+ representation across the organization – vertically and horizontally
 - Consider intersectional analyses –how do Black vs. White LGBTQ+ employees fare?

Ways to Ask Sexual Orientation, Gender & Gender Identity

Sexual Orientation:

Who You Love

Which of the following best describes you personally?

- Lesbian or gay
- Bisexual
- Straight
- Something else: _____
- I prefer not to answer

Gender:

Who You Are

Which of the following best describes you personally?

- Female
- Non-binary
- Male
- Something else: _____
- I prefer not to answer

Gender Identity:

How You Feel

Do you personally identify as transgender?

- Yes
- No
- I'm not sure
- I don't understand the question
- I prefer not to answer

Sex Assigned At Birth: The sex, male or female, that a doctor or midwife uses to describe a child at birth based on their external anatomy.

It's almost never a good idea to ask this on your forms.



Q&A

Type your questions in the chat!