

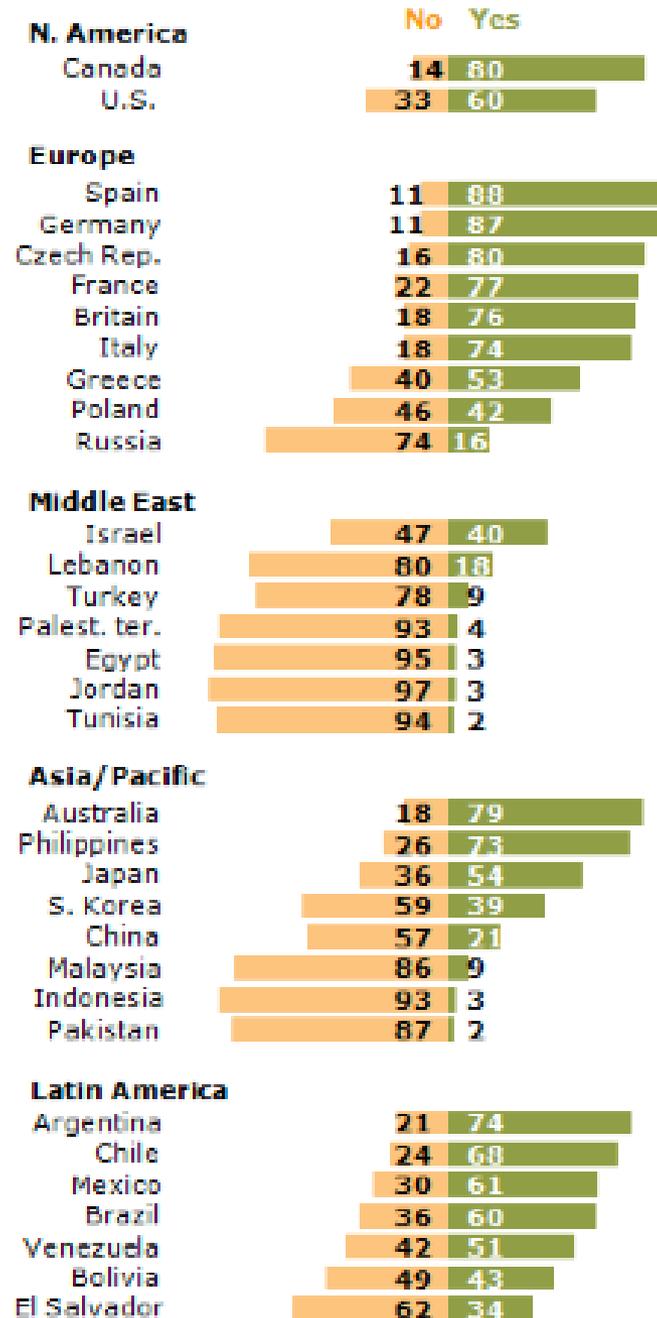
The Impact of LGBT Inclusion on Economic Outcomes

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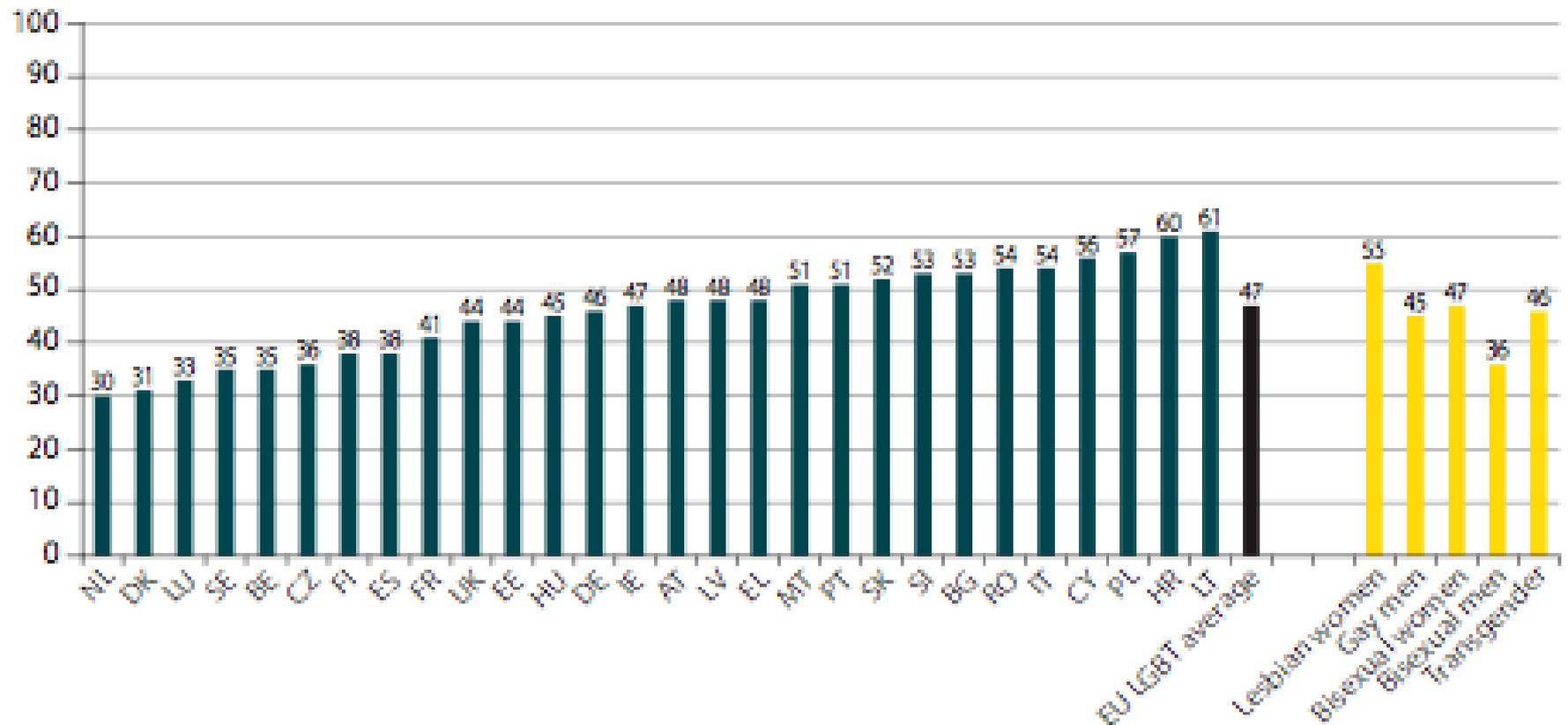
Should Society Accept Homosexuality?



Source: Pew Research
Global Attitudes Project

Discrimination and Harassment found in 2012 FRA EU LGBT Survey

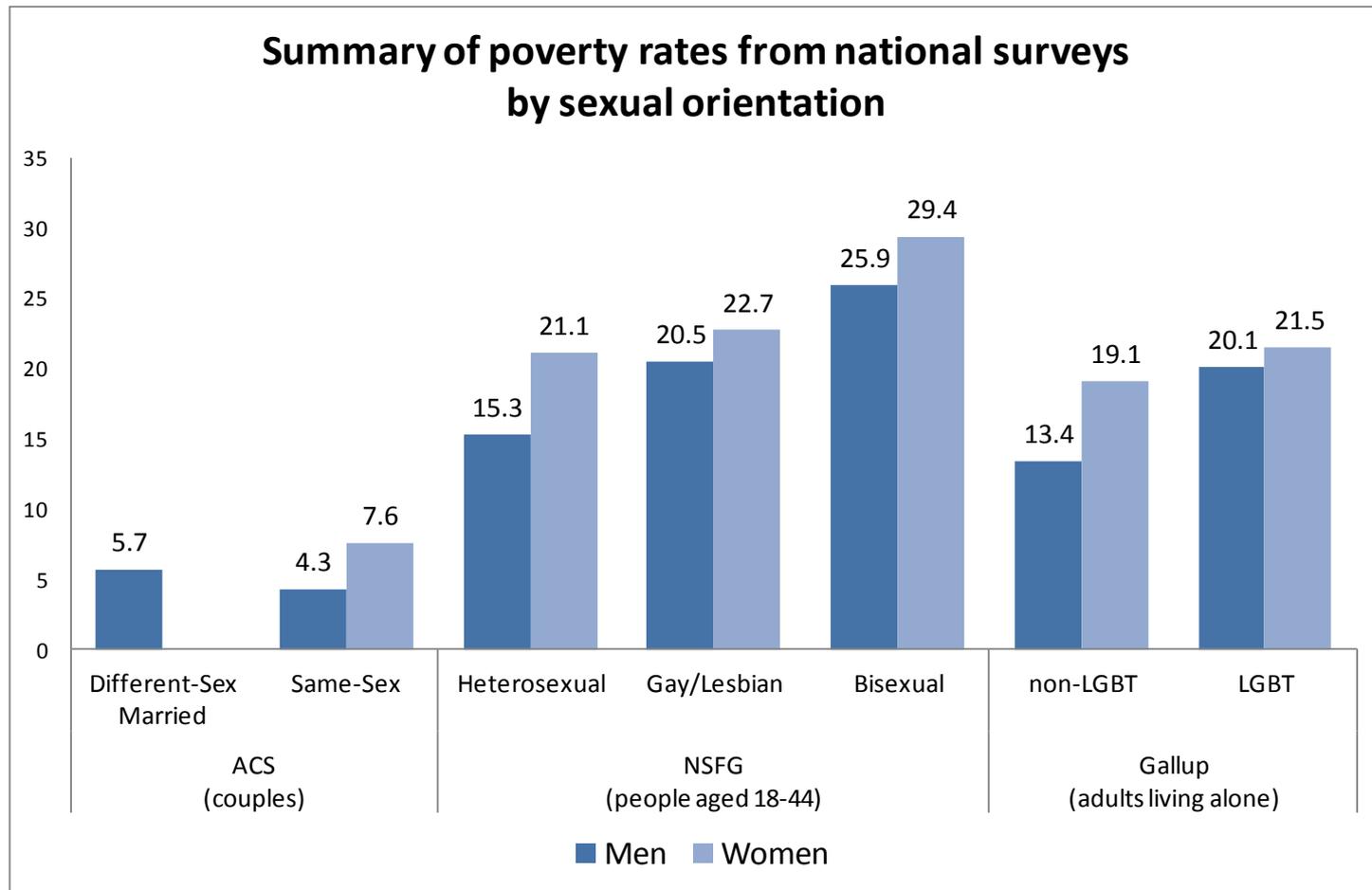
Figure 1: Respondents who felt discriminated against or harassed in the last 12 months on the grounds of sexual orientation, by country and by LGBT subgroup (%)



Impact on well-being: Lower wages

- 11% lower wages for gay/bisexual men
 - Average from studies of US, Netherlands, UK, Sweden, Greece, France, and Australia
 - Compared to heterosexual men with same qualifications (Klawitter 2013)
- Higher wages for lesbians than heterosexual women, but other evidence of discrimination and inequality
- Higher poverty rates for LGBTs in U.S.

Higher Poverty Rates (U.S.)



Other LGBT Economic Challenges

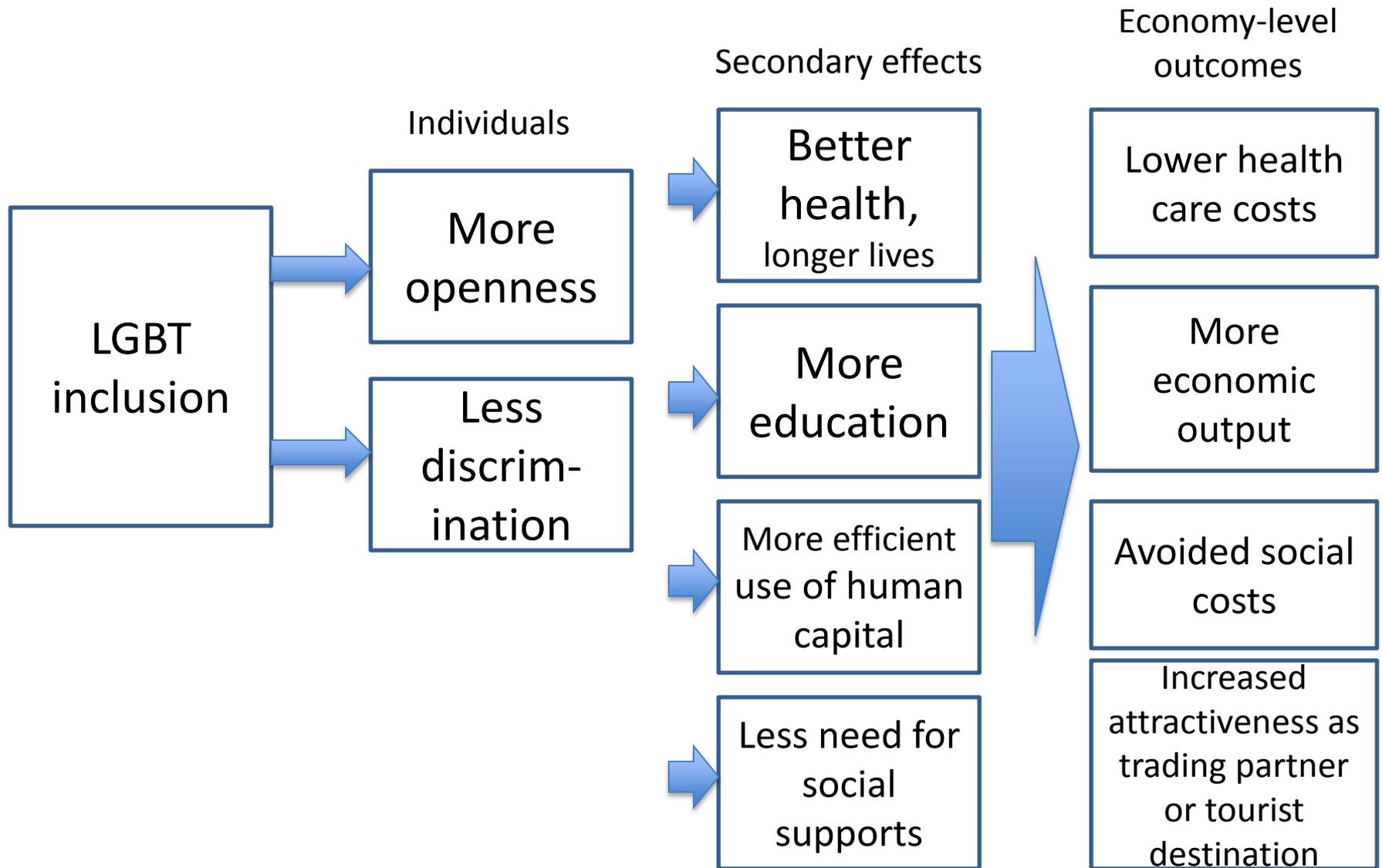
- Unequal access to **education**
- Unequal access to **credit**, drag on entrepreneurship
- **Health** disparities—HIV/AIDS, minority stress, access to care
- **Violence**—physical and verbal
- **Arrest** and imprisonment
- Lack of access to **social services**

**“[Discriminatory laws] can
impede business efforts to
recruit, hire, and retain the best
workers in an environment that
enables them to perform at
their best.”**

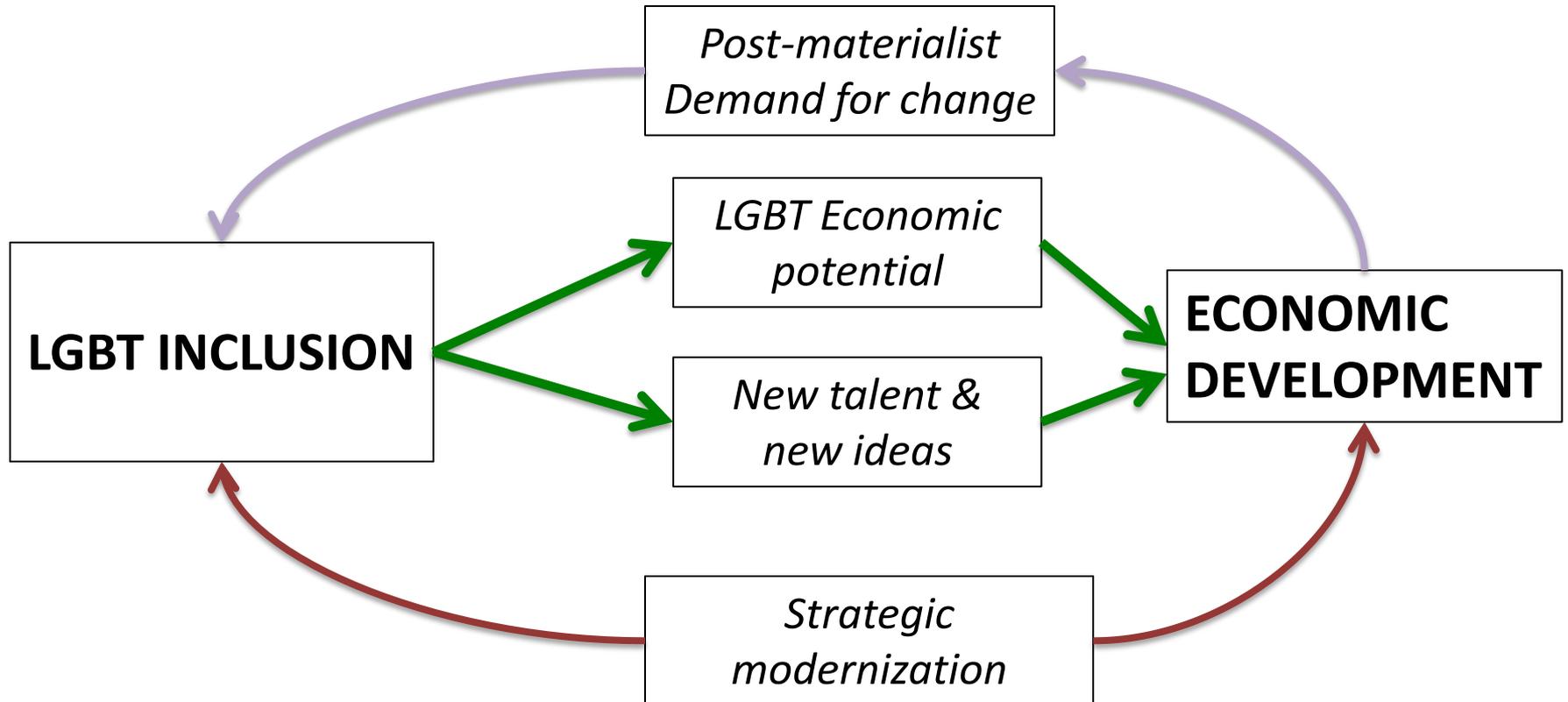


The image features a central quote in large, bold, dark blue text. Surrounding the quote is a word cloud of various company names in different colors and sizes. The companies included are: Hewlett-Packard (green), Intel (grey), Google (blue), Barnes & Noble (red), Microsoft (purple), Verizon (yellow), Apple (red), Aetna (purple), Glorox (blue), Nike (blue), Office Depot (grey), Morgan Stanley (grey), Viacom (yellow), Xerox (green), Facebook (orange), and McGraw Hill (blue).

Economic value of LGBT inclusion

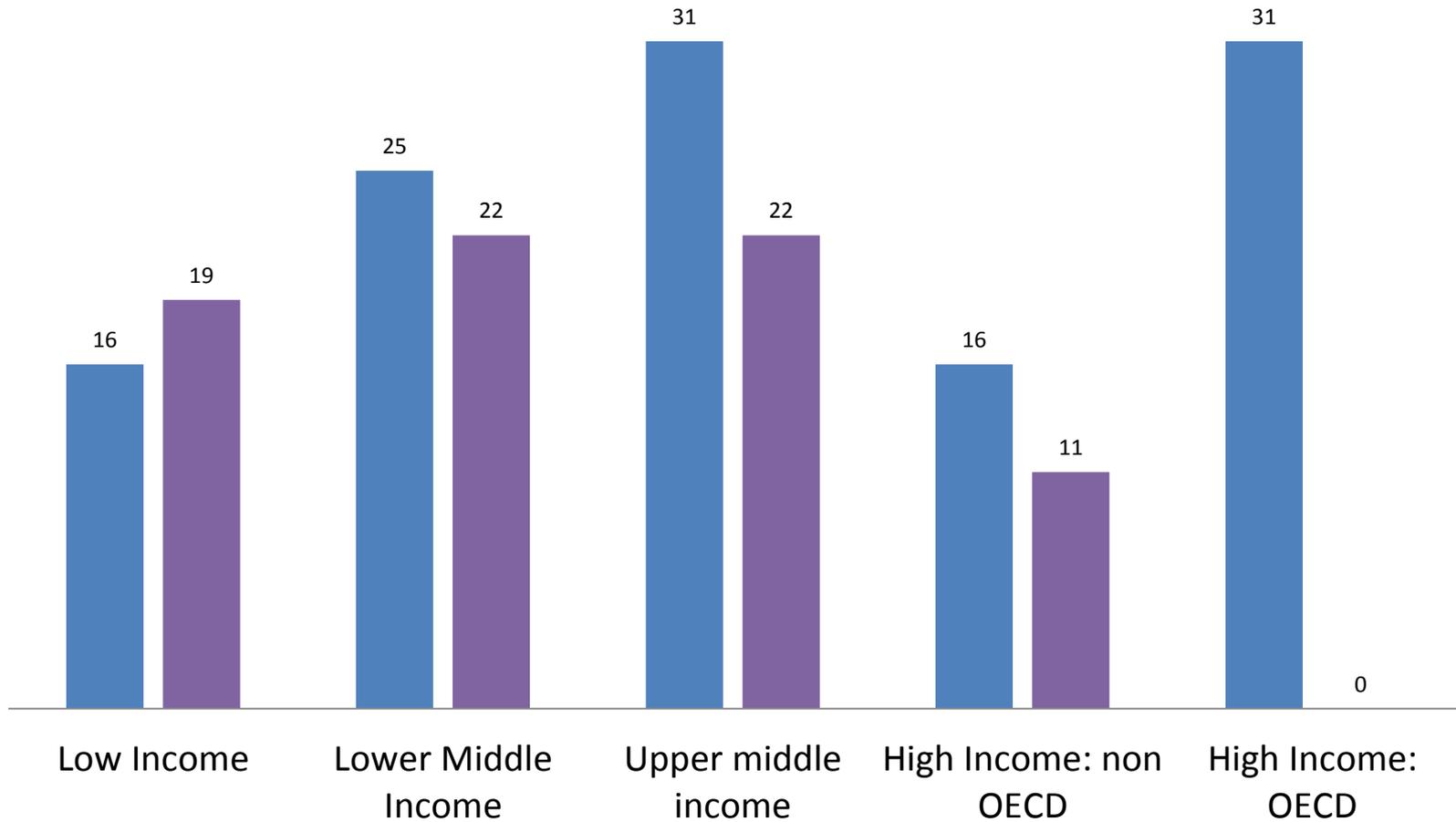


Linking economic development and LGBT inclusion



Is Homosexuality a Crime?

■ Legal ■ Illegal



Employment Protection Based on Sexual Orientation

■ No Protection ■ Protection

