

WORKPLACE EXPERIENCES



Tulsa's Sexual and Gender Minority Community Needs Report, 2019

Bright Spots and Progress

Many are employed and making contributions to the economy.

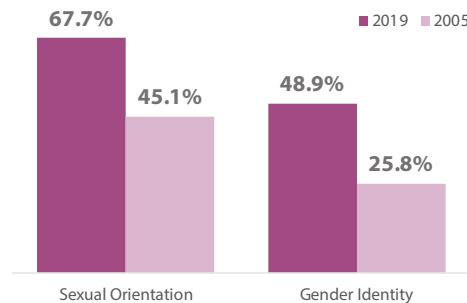
- **Nearly 4 in 5** participants 18 and older reported full-time employment, part-time employment, or being self-employed.



Of those who are employed, there is a significantly higher rate of awareness of antidiscrimination policies in their workplace, compared to TRO's previous study conducted in 2005.

- **Over two-thirds** reported awareness of their employers' antidiscrimination policy regarding sexual orientation — an **increase of 22.6%** over the rate reported in 2005.
- **Nearly half** reported awareness of their employers' antidiscrimination policy regarding gender identity — an **increase of 23.1%** over the rate reported in 2005.

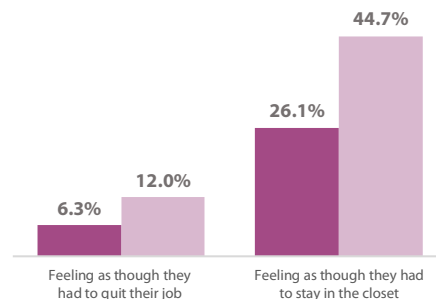
There is greater awareness of employers' antidiscrimination policies among participants 18 years and older



Many are reporting **lower rates** of negative experiences in the workplace so long as they are aware of antidiscrimination policies in place.

- Of participants who said their employers had antidiscrimination policies in place regarding sexual orientation, gender identity, and gender expression, a **significantly lower rate** reported that they have taken actions to avoid discrimination — such as feeling as though they had to quit their job (**6.3%** vs. 12.0% among those who did not say their workplaces had all 3 policies) and feeling as though they had to stay in the closet (**26.1%** vs. 44.7%).

- Participants who said employers had all 3 antidiscrimination policies
- Participants who did not report employers had all 3 antidiscrimination policies



Other findings identify the negative experiences of many in the SGM community...

The Prism Project - to better inform the community of issues involving Tulsa's LGBTQ+ members.

In 2019, Tulsa Reaches Out (TRO) partnered with several Tulsa-area organizations to conduct a needs assessment survey to provide outreach, create advocacy groups and guide policymakers about the needs of Tulsa's sexual and gender minorities, commonly referred to as the LGBTQ+ community.

TRO commissioned The Hope Research Center at the University of Oklahoma-Tulsa to conduct the survey within Tulsa's LGBTQ+ community. More than 800 anonymous surveys were completed and analyzed. From this effort, a 73-page report was released in November 2019.

From the findings and the report, TRO established three goals:

1. **Provide outreach** to community partners to inform practices and ensure responsive services to the needs of sexual and gender minorities (SGM);
2. **Inform advocacy groups** working to increase public awareness and support goals to improve the well-being of the SGM community, and
3. **Guide policymakers** with data and analysis about the SGM community to inform future policy recommendations and actions.

The Prism Project tracks changes in the LGBTQ+ community since TRO first conducted a LGBTQ+ Needs Assessment in 2004-2005.

This brief is one in a series of five which summarize key findings in the report:

- Family & Community Experiences
- Health & Healthcare Access
- Mental Health
- Workplace Experiences
- Youth Experiences

The complete report, the briefs, a PowerPoint and other supportive materials can be found at link.ou.edu/tulsa-lgbtq

About Tulsa Reaches Out (TRO)

Tulsa Reaches Out is an advisory council within the Tulsa Community Foundation whose goal is to raise awareness and address changes needed for sexual and gender minorities.

Challenges

Despite gains over the past 15 years, a **high percentage** of participants reported that their employers do not have, or that they are unaware of, antidiscrimination policies regarding sexual orientation, gender identity, or gender expression — indicating that there is **room for improvement** among employers to adopt such policies and ensure that employees are aware of them.

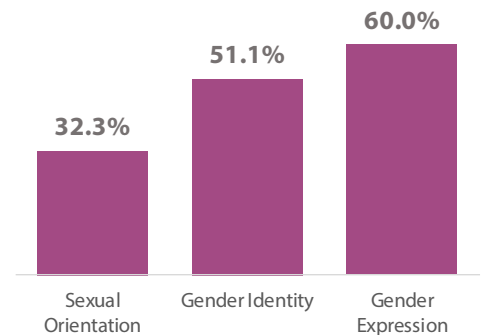
High rates of SGM employees have taken actions in the past 3 years to avoid discrimination in the workplace.

- Overall, **nearly half** of respondents reported taking at least one of the listed actions to avoid discrimination in the workplace in the last 3 years.
- **13.7%** quit their job and **42.6%** had to stay in the closet. These rates are **higher** among those who did not report that their workplaces had all 3 antidiscrimination policies.

A lower but not insignificant rate of participants reported perceived acts of discrimination in the workplace in the past 3 years.

- **5-7%** perceived that they were forced to resign, transfer to a different department, or were removed from direct contact with clients or customers.

A **high percentage** of participants responded 'No' or 'Unsure' about their employers having anti-discrimination policies



1 in 4 reported that their boss or coworkers shared information about them that they should not have.

The survey indicates important priorities moving forward:

Regarding the most important services needed for SGM individuals:

Adults indicated preferences for:

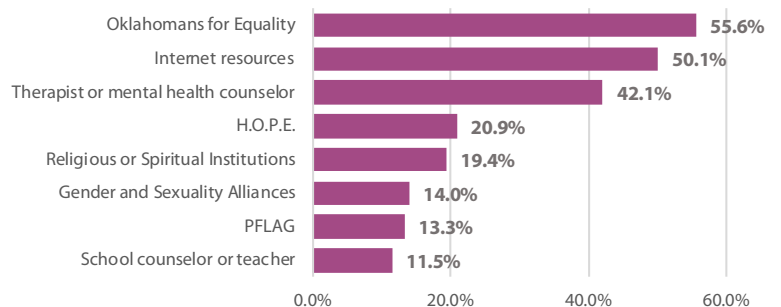
- mental health and counseling services
- advocacy at the state legislature
- physical and medical health services
- public awareness about LGBTQ+ issues

Youth indicated preferences for:

- mental health and counseling services
- public awareness about LGBTQ+ issues
- programs for LGBTQ+ youth
- sexual health education

We hope readers will consider **committing** their resources, influence, and networks to come up with **creative solutions** to the persistent challenges faced by sexual and gender minorities so that we can continue making progress together as **one community**.

The **top 8** agencies, programs, and services accessed by **adults**



The **top 8** agencies, programs, and services accessed by **youth**

