

BLACK LGBTQ PEOPLE AND COMPOUNDING DISCRIMINATION

Key Findings from HRC Foundation Analysis
of the 2020 Black LGBTQ Community Survey



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INTRODUCTION

Black LGBTQ people face pervasive discrimination in their everyday lives, which continues to negatively impact their economic and social well-being. This report by the Human Rights Campaign Foundation uses data from the [2020 Black LGBTQ Community Survey](#), a national survey of Black LGBTQ adults in the United States, and employs an intersectional statistical model to demonstrate the prevalence and impact of discrimination in education, employment, healthcare, housing and public accommodations. The survey was led by Community Marketing & Insights and the Center for Black Equity in October 2020, and supported by HRC, AARP, Freddy Mac, Wilson Media and numerous Black LGBTQ media partners. By intersectional statistical model, the report means the process for analyzing the data in a way that accounts for the multiple identities of Black LGBTQ people in addition to their race, sexual orientation or gender identity. It allows for the analysis to determine the rate of discrimination reported by a survey respondent based on their specific generation, gender, connection to their local communities and many other factors.

Racism, and its strategic objective, white supremacy, is a defining characteristic of the American experience. There have been many recent examples of the ways in which racism persists today and impacts Black LGBTQ community people, often in violent ways. [Tyianna Alexander](#), [Bianca Bankz](#), [Dominique Jackson](#) and [Fifty Bandz](#) are four Black transgender women — all killed in the first month of 2021 — whose lives were lost in an [epidemic of violence](#) fueled by discrimination and bias. A Black transgender man, [Tony McDade](#), was killed by police in 2020. And a Black gay man, [Christian Cooper](#), was threatened by a white woman in Central Park. Black LGBTQ people in the United States live with the reality that they, their friends, their family, or their loved ones could be the next victims of violence and brutality.



But while individual incidents of harassment and violence sometimes make headlines, the pervasive and often daily discrimination faced by Black LGBTQ community members is often ignored. This report sheds lights on these experiences of discrimination that have dire consequences for the lives and livelihoods of the Black LGBTQ community.

LAW AND POLICY

Systemic racism is a grave and pervasive problem deeply rooted in our nation's history. The legacies of slavery, Black Codes, Jim Crow, the New Deal, Racial Redlining, the GI Bill and many other racially biased governmental laws and policies still affect the institutions and systems that shape every aspect of life in the United States. Racialized police violence endures with impunity and Black people in the United States continue to suffer the worst racial disparities in virtually every area of life. These racial disparities are often drastically compounded for Black LGBTQ people.

Despite significant steps forward, LGBTQ Americans lack basic legal protections in states across the country. The patchwork nature of state non-discrimination laws and the lack of permanent, comprehensive federal non-discrimination laws leaves millions of people subject to uncertainty and potential discrimination that impacts their safety, their families, and their day-to-day lives.

Our nation's civil rights laws protect people on the basis of race, color, national origin, and in most cases, sex, disability, and religion. But federal law does not explicitly provide non-discrimination protections based on sexual orientation or gender identity. The Equality Act would amend existing civil rights law — including the Civil Rights Act of 1964, the Fair Housing Act, the Equal Credit Opportunity Act, the Jury Selection and Services Act, and several laws regarding employment with the federal government — to not only incorporate protections for sexual orientation and gender identity, but also improve other areas of civil rights for Black communities, women, people with disabilities, young people and all marginalized communities. The legislation would also amend the Civil Rights Act of 1964 to prohibit discrimination in public spaces and services and federally funded programs on the basis of sex. Additionally, the Equality Act would update the public spaces and services covered in current law to include retail stores, banks, legal services, and transportation services. These important updates would strengthen existing protections for everyone — and be particularly important to Black LGBTQ Americans.

While decades of civil rights history show that civil rights laws are effective in decreasing discrimination, it is clear these laws alone are not enough to end discrimination. As this report shows, many Black LGBTQ Americans are still experiencing discrimination in areas of their lives protected under current law. By explicitly including sexual orientation and gender identity as protected characteristics, the Equality Act will finally allow Black LGBTQ people to be afforded the exact same protections and remedies they receive based on their race — and even extend those protections.

Though the issue of systemic racism may seem overwhelming, state and federal officials also have many tools at their disposal to begin addressing this issue head on, including reshaping state budgets and creating task forces to promote genuine equity for Black and LGBTQ communities across a range of issues — from policing to employment, housing, education and more. As leaders entrusted with the most important task of ensuring the health, safety, and well-being of all residents, policymakers must immediately begin to address the blight of systemic racism in their communities and beyond.

INTERSECTIONALITY

Intersectionality is a term coined by [Kimberlé Crenshaw](#), a Black American lawyer, civil rights advocate and leading scholar of critical race theory, to capture the complex, cumulative ways in which the effects of multiple forms of discrimination and oppression combine, overlap or intersect, especially in the experiences of marginalized individuals or groups. It is also often used to refer to the ways in which individuals hold multiple, intersecting identities at once, resulting in compounded experiences of marginalization and oppression. Black LGBTQ people face injustice far too often at the hands of white supremacy, anti-Blackness and anti-LGBTQ attitudes. White supremacy refers to an intentionally created and historically maintained political, social and economic [system](#) in which white people, both individually and

collectively, are able to control power and resources and maintain conscious and/or unconscious beliefs about their superiority. To account for the intersectionality of Black LGBTQ experiences, the report includes rates of racial discrimination experienced by Black LGBTQ adults as found in the [original report](#) of the 2020 Black LGBTQ Community Survey, as well as rates of sexual orientation- and gender identity-based discrimination. Additionally, the analysis of these rates allows us to understand the prevalence of discrimination and its impacts, while controlling for varying demographic, economic and social characteristics of survey respondents. This allows for the comparison of survey respondents who have similar experiences.

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Photo: Clay Banks

THE EVIDENCE:

DISCRIMINATION IN EDUCATION



I would love for colleges and universities to make more spaces for Black and LGBTQ youth. Host events that talk about our history. That mention how important Black culture is to LGBTQ culture. Provide HIV testing and make free contraceptives inclusive. There's more to birth control than just condoms and that shouldn't be the only option available. Provide gender inclusive dormitories or even make a dormitory for queer youth. A safe living space named after some historical queer figures from that university. I think that would be a great idea. Schools should also make LGBTQ ally training a necessity. This will hopefully decrease LGBTQ hate crimes and bullying on campus. Universities should also take these incidents more seriously.

Even with HBCUs, I realized that a lot of HBCUs are really not that open to the idea of queer students. There's not a lot of queer studies programs, you won't see any gender neutral dormitories or even restrooms, which really affected me because I really tried to push so much for that on my campus, because I heard countless stories of people who will go the whole day without using the restroom, because they can't use a public restroom, because they're afraid of somebody trying to hurt them. Things like this on my campus, I don't like it because I feel like students pay so much money to attend these universities, the least they could do is be accepting. I feel like you can't fight for one form of diversity without fighting for the next form. — **HRC Youth Ambassador Alise Maxie**

Prior Research on Discrimination Against LGBTQ People in Education

An [extensive report](#) by the National Academy of Sciences, Engineering and Medicine concluded that LGBTQ people face ongoing discrimination in all levels of education, especially LGBTQ youth. A Human Rights Campaign Foundation [analysis](#) of the Centers for Disease Control and Prevention (CDC) 2019 Youth Risk Behavior Surveillance data found that **31%** of LGBTQ youth and **41%** of transgender youth are bullied in school, compared to **16%** of non-LGBTQ youth. In the [collegiate context](#), LGBTQ students' perceptions of discrimination or lack of support can negatively affect vocational selection and adjustment to college life. Discrimination and rejection also factor into LGBTQ students' experiences with [student loan debt and paying for college](#). The 2020 Black LGBTQ Community Survey found that **44%** of Black LGBTQ adults had student loan debt, with Black LGBTQ Generation Z adults and Millennials (**64%**) having student debt more often than Black LGBTQ Generation X adults (**47%**) and Baby Boomers (**21%**). Specifically, transgender people have [significantly lower](#) average levels of educational attainment than cisgender people. Given the rate of discrimination LGBTQ people face in education, research also [confirms](#) that the adoption of non-discrimination laws can help mitigate the rate and impact of such discrimination.

Analysis of the 2020 Black LGBTQ Community Survey

In the full [report](#) of the 2020 Black LGBTQ Community Survey, **one in ten (11%)** Black LGBTQ adults reported racial discrimination in the last three years while in school or receiving an education

Additional analysis by HRC Foundation shows that approximately **12%** of Black LGBTQ adults experienced sexual orientation-based discrimination in school or while receiving an education in the last three years. Likewise, **11%** of Black transgender adults experienced gender identity-based discrimination. Across age groups, **15%** of Black LGBTQ Millennials and Generation Z adults experienced discrimination in school or while receiving an education in the last three years, compared to just **8%** of Black LGBTQ Generation X adults and **7%** of Black LGBTQ Baby Boomers.

Discrimination in education was also found to contribute to lower rates of higher education attainment among Black LGBTQ people. Black LGBTQ adults who experienced sexual orientation-based discrimination in the last three years while in school or receiving an education were **10%** less likely to have obtained a bachelor's degree or higher compared to those who did not experience such discrimination. Black transgender adults who experienced gender identity-based discrimination in the last three years while in school or receiving an education were **8%** less likely to have obtained a bachelor's degree or higher.

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BLACK TRANSGENDER ADULTS
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THE EVIDENCE:

DISCRIMINATION IN EMPLOYMENT



I once believed I was the embodiment of the American Dream. My early days were spent in a family that lived paycheck to paycheck, struggling to keep food on the table. I had even briefly experienced homelessness at the age of 14 while a student in high school. Determined to break the cycle of poverty, I fought hard to earn my diploma and was the first in my family to go to college. I learned I had a penchant for real estate and entered the field determined to be a success story. In the following years I married my best friend and welcomed our daughter into the world. I felt a responsibility, as many new husbands and fathers do, to provide for my family. So I continued to work hard and establish myself in my career. I earned three promotions in two years, enabling me to purchase my very first home. These visual markers of success were proof that the American Dream had not eluded me, but that it was clutched firmly in my hand. And then one day, I arrived to work and discovered that a coworker had outed me as a transgender man. Everything around me shattered. In the months that followed, I was the subject of cruel office gossip and forced to endure invasive and offensive questioning from colleagues on the subject of my identity. On one occasion, I was cornered in a meeting room by several coworkers who told me I was really a woman ... When they weren't asking me to use other bathrooms or questioning me about my private life, my coworkers excluded me from work lunches and avoided me in the halls. I was suddenly isolated in a field where communication and teamwork was essential to doing my job. To my coworkers, being transgender eclipsed everything. I began to dread coming into work and spent lunch breaks alone, crying in my car. I was fired shortly after, and despite my previous achievements and excellent work performance, the termination from work was lawful. In my home state of Texas, there are no explicit state statutes prohibiting discrimination on the basis of sexual orientation or gender identity. — [Carter Brown, Testimony to Congress, 2019](#)

Prior Research on Discrimination Against LGBTQ People in Employment

The LGBTQ community broadly faces employment discrimination that contributes to higher rates of unemployment and gaps in earnings. A [recent study](#) by the Center for American Progress found that **35%** of LGBTQ adults in the U.S. have faced barriers in hiring and **31%** have faced impacts on their salary, ability to be promoted or ability to retain employment. A majority (**53%**) of transgender adults have faced barriers in hiring due to discrimination. Such discrimination, compounded with the [global coronavirus pandemic](#), worsened unemployment among LGBTQ people (**22%**) and LGBTQ people of color (**24%**) around the fourth quarter of 2020.

An analysis of U.S. Census data shows that married different-sex couples and male same-sex couples have the highest household incomes, while female same-sex couples and unmarried different-sex couples have the lowest. Another study found that transgender women's household incomes were **17%** lower and transgender men's incomes were **9%** [lower](#) than their cisgender peers' household income.

Analysis of the 2020 Black LGBTQ Community Survey

In the full [report](#) of the 2020 Black LGBTQ Community Survey, Black LGBTQ adults [reported](#) racial discrimination in the last three years while applying for a job (**19%**) or at work (**26%**).

Additional analysis by HRC Foundation shows that more than one-fourth (**26%**) of Black LGBTQ adults experienced sexual orientation-based discrimination while applying to a job or at work in the last three years. Black transgender adults face elevated rates of gender identity-based discrimination in employment; **40%** experienced gender identity-based discrimination while applying to a job or at work in the last three years. Black LGBTQ Millennials and Generation Z adults were **41%** more likely than Black LGBTQ Generation X adults and **71%** more likely than Black LGBTQ Baby Boomers to experience sexual orientation-based discrimination while applying to a job or at work in the last three years.

Black LGBTQ adults, especially Black transgender adults, are more likely than the general population to experience unemployment when they face discrimination. The unemployment rate was **14%** among Black LGBTQ adults who experienced sexual orientation-based discrimination while applying to a job or at work in the last three years. Likewise, the unemployment rate was **23%** among Black transgender survey respondents who experienced gender identity-based discrimination while applying to a job or at work in the last three years. These unemployment rates are clearly higher than the national rate of **6%** and the Black national rate of **10%**, according to recent [estimates](#).



THE EVIDENCE:

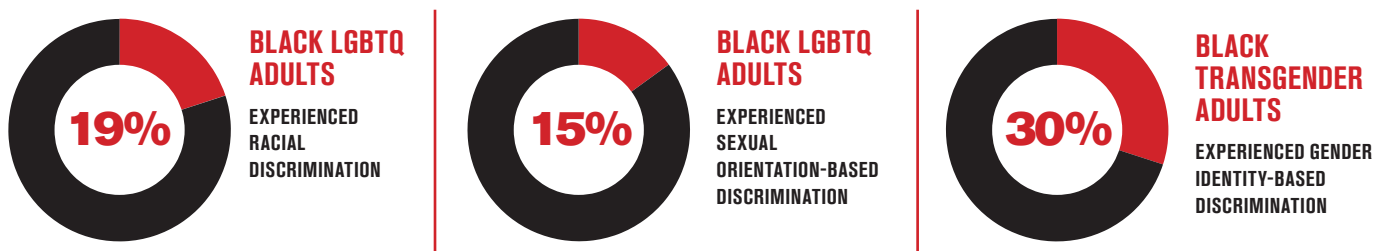
DISCRIMINATION IN HEALTHCARE

Prior Research on Discrimination Against LGBTQ People in Healthcare

Discrimination, especially in healthcare settings, broadly [continues to drive](#) the large health disparities and problems facing the LGBTQ community today. Close to one in ten LGBTQ adults [has been denied healthcare](#) appointments and services by doctors because of their sexual orientation, as well as nearly three in ten transgender adults. LGBTQ people also face discrimination in accessing quality [health insurance](#). An HRC Foundation [analysis](#) of the CDC's 2018 Behavioral Risk Factor Surveillance System (BRFSS) found that **17%** of LGBTQ adults do not have any kind of health insurance, compared to **12%** of non-LGBTQ adults. Furthermore, **23%** of LGBTQ adults of color, **22%** of transgender adults, and **32%** of transgender adults of color have no form of health insurance.

Analysis of the 2020 Black LGBTQ Community Survey

Black LGBTQ people face substantial levels of discrimination while receiving healthcare. In the full [report](#) of the 2020 Black LGBTQ Community Survey, approximately **one-fifth (19%)** of Black LGBTQ adults reported racial discrimination in the last three years while receiving healthcare. Additional analysis by HRC Foundation shows that **15%** of Black LGBTQ adults experienced sexual orientation-based discrimination in the last three years while receiving healthcare. Furthermore, **30%** of Black transgender adults experienced gender identity-based discrimination in the last three years while receiving healthcare.



Black LGBTQ Millennials and Generation Z adults were **twice** as likely as Black LGBTQ Generation X adults and **three times** more likely than Black LGBTQ Baby Boomers to experience sexual orientation-based discrimination in the last three years while receiving healthcare. Furthermore, **33%** of Black transgender Millennials and Generation Z adults experienced gender identity-based discrimination in the last three years while receiving healthcare. These values are slightly higher than the **29%** of Black LGBTQ Generation X adults and **27%** of Black LGBTQ Baby Boomers who experienced gender identity-based discrimination in the last three years while receiving healthcare.

THE EVIDENCE:

DISCRIMINATION IN HOUSING



“Housing discrimination is real. For marginalized communities, it’s difficult for us to seek any kind of recourse without legal protection. In 2013, I was renting a property and had been there for two years. The landlord came in to do maintenance, and when he came in, he saw the transgender pride flags I had in my apartment, and asked about them. I shared my identity with him, and he immediately started talking about how being trans went against his personal values. Shortly after, he told me he was getting ready to sell the property, and told me I had to move out in two weeks. I did, but when my girlfriend went to go look at the property, to see if he would sell it to her, he told her instead that she could rent it. It was clear he kicked me out of my housing because I was trans — and it’s not like going home to my family was an option for me at that time, or ever. The Equality Act would make landlords understand that there are legal repercussions to d[i]scrimination, because right now they don’t fear that and can evict us at any opportunity.” — **Queen Hatcher-Johnson**

Prior Research on Discrimination Against LGBTQ People in Housing

Discrimination against LGBTQ people in housing remains a largely understudied topic. Available evidence about the experiences of same-sex couples suggests that LGBTQ people may be less likely to [receive mortgages](#) due to discrimination in lending. Furthermore, the best available [evidence](#) also shows that same-sex couples receive fewer responses to online inquiries about rental listings than couples of one man and one woman. Similar [research](#) found that same-sex people with names perceived as Black were among the most likely to face discrimination when inquiring about rentals online. High levels of discrimination may [contribute](#) to the documented lower homeownership rates and [higher rates](#) of lifetime homelessness among LGBTQ people.

Analysis of the 2020 Black LGBTQ Community Survey

Black LGBTQ people face significant levels of discrimination in housing. In the full [report](#) of the 2020 Black LGBTQ Community Survey, Black LGBTQ adults reported racial discrimination in the last three years while renting (**12%**) or during the homebuying process (**7%**). Additional analysis by the HRC Foundation combining discrimination in renting or the home buying process shows that nearly one-fifth (**18%**) of Black LGBTQ adults experienced sexual orientation-based discrimination in the last three years while trying to rent or purchase a home. Furthermore, **19%** of Black transgender adults experienced gender identity-based discrimination in the last three years while trying to rent or purchase a home.

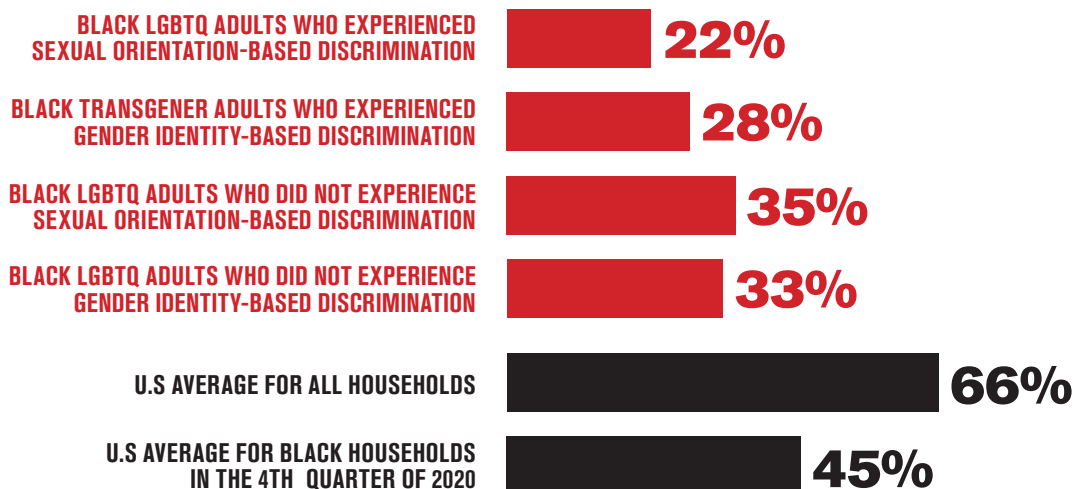
Black LGBTQ Millennials and Generation Z adults were **79%** more likely than Black LGBTQ Generation X adults and **163%** more likely than Black LGBTQ Baby Boomers to have experienced sexual orientation-based housing discrimination. Likewise, **20%** of Black transgender Millennials and Generation Z adults experienced gender-identity based housing discrimination in the last three years.

Black LGBTQ adults who experienced sexual orientation- or gender identity-based discrimination in the homebuying process had significantly lower homeownership rates. The homeownership rate was **22%** among Black LGBTQ adults who experienced discrimination while trying to purchase a home in the last three years. The rate was **28%** for Black transgender adults who experienced gender identity-based discrimination while trying to purchase a home in the last three years. The homeownership rate was **35%** among Black LGBTQ adults who did not experience sexual orientation-based discrimination while trying to purchase a home. The rate was **33%** for Black transgender adults who did not experience gender identity-based discrimination while trying to purchase a home. All of these rates were well below the U.S. homeownership rates of **66%** for all households and **45%** for Black households in the fourth quarter of 2020.

HRC Foundation's analysis also found that Black LGBTQ people were more likely to rent than own a home, especially when they experienced discrimination in the home buying process. Approximately **77%** of Black LGBTQ adults who experienced sexual orientation-based discrimination in the last three years while trying to buy a home are currently renting, compared to a rate of **65%** among Black LGBTQ adults who did not experience such discrimination. Similarly, **71%** of Black transgender adults who experienced gender identity-based discrimination in the last three years while trying to buy a home are currently renting.

Black LGBTQ adults who experienced discrimination in the renting or homebuying process were more likely to experience homelessness in their lifetime. The lifetime homelessness rate was **40%** among Black LGBTQ adults who experienced sexual orientation-based discrimination in the last three years as they attempted to rent or purchase a home, and **68%** among Black transgender adults who experienced gender identity-based discrimination. These values are much higher than the estimated national [lifetime homelessness rates](#) in the United States of **6%** for all adults, **17%** for Black adults, and **14%** for Black LGBTQ adults.

HOMEOWNERSHIP RATES FOR:



THE EVIDENCE:

DISCRIMINATION IN PUBLIC ACCOMMODATIONS

Prior Research on Discrimination Against LGBTQ People in Public Accommodations

Survey [research](#) suggests that discrimination in public spaces, locations such as stores, public transit and public restrooms, is a reality for a majority of the LGBTQ community. Discrimination in public accommodations can [particularly impact](#) LGBTQ people who do not live in metropolitan or urban areas by making it very difficult or impossible to access certain public services. Moreover, LGBTQ people may [avoid participating in public life](#) altogether due to fears of discrimination in public spaces.

Analysis of the 2020 Black LGBTQ Community Survey

Black LGBTQ people face significant levels of discrimination in places of public accommodation. In the full [report](#) of the 2020 Black LGBTQ Community Survey, a majority (**51%**) of Black LGBTQ adults reported racial discrimination in public accommodations in the last three years. Additional analysis by HRC Foundation found that roughly **24%** of Black LGBTQ adults had experienced sexual orientation-based discrimination as a customer in a store, bar or restaurant in the last three years. Furthermore, **46%** of Black transgender adults experienced gender identity-based discrimination as a customer in a store, bar or restaurant in the last three years.

Roughly **26%** of Black LGBTQ Millennials and Generation Z adults have experienced discrimination as a customer at a store, bar or restaurant in the last three years, a rate that is statistically significant and higher than those of Black LGBTQ Baby Boomers (**18%**) or Generation X (**20%**) adults. Furthermore, **48%** of Black transgender Millennials and Generation Z adults experienced gender-identity based discrimination as a customer in a store, bar or restaurant in the last three years.

Overall, **53%** of Black LGBTQ adults who experienced sexual orientation-based discrimination in a store, bar or restaurant in the last three years said they were worse financially than they were a year ago. Similarly, **48%** of Black transgender adults who experienced gender identity-based discrimination in a store, bar or restaurant in the last three years said they were worse financially than they were a year ago.

24%

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OF BLACK TRANSGENDER ADULTS
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A CALL TO ACTION

The data analyzed in this report shows that discrimination against Black LGBTQ people is a real and ongoing threat to their lives and livelihoods. The discrimination that Black LGBTQ people face is a function of the stigma, lack of legal protections, erasure of Black LGBTQ identities, bias, rejection and violence the community faces in daily life. These challenges, which are often rooted in inaccurate beliefs and politically-motivated attacks, erect barriers in virtually every facet of Black LGBTQ people's lives, denying them the equal opportunity to succeed and be accepted for who they are.

State and federal officials have many tools at their disposal to begin addressing systemic racism head on, including reshaping state budgets and creating task forces to promote genuine equity for Black and LGBTQ communities across a range of issues — from policing to employment, housing, education and more.

- **Eliminate stigma and violence against Black and LGBTQ people.** Stigma against Black LGBTQ people can take many forms, including a lack of acceptance by friends and family, a hostile political climate, negative stereotypes and a lack of representation of Black LGBTQ people in positions of power in politics, pop culture, and the media. At times, representation that does exist in pop culture and media can reinforce existing stigma and bias by upholding false stereotypes about Black LGBTQ people and their identities. All of these factors lead to the dehumanization of Black LGBTQ people and increase the discrimination they face. Reject anti-Black, racist, homophobic and transphobic language and have conversations with people around you who may need to learn more.
- **Create and advocate for entities that will work to eliminate racism, homophobia and transphobia.** Addressing issues as pervasive and complex as systemic racism, homophobia or transphobia, the disparities they create, and the compounding effects of multiple intersecting identities requires thorough study and innovative thinking. One innovative approach states can take is creating an Equity Task Force that brings together members of the state human rights commission, the General Assembly, the Governor's office, the Attorney General's office, and state agencies to study and identify racial disparities, review state policies and services for effectiveness in reducing disparities, identify unmet community needs, and formulate services and policies that further equity and well-being for Black residents and all communities of color, including Black LGBTQ residents.
- **Support laws and policies that prohibit discrimination against people for their race, sexual orientation, gender identity, age or any other marginalized identity.** Too often, Black LGBTQ people lack explicit or complete protections from discrimination on the basis of their race, sexual orientation, gender identity and many other identities they may hold. True equity cannot be achieved without the baseline of robust enforceable non-discrimination laws and policies. State officials must ensure that every state department has an enumerated non-discrimination policy that expressly prohibits discrimination against Black LGBTQ individuals, as well as all people of color. These policies should cover employment, as well as state services, programs, and facilities. State legislators should enact robust statewide non-discrimination protections exceeding existing federal

protections that explicitly include race and ethnicity as well as sexual orientation and gender identity (among other protected characteristics) in all areas of life, including employment, housing, and public spaces. These non-discrimination laws must also meaningfully provide recourse. We cannot ensure Black LGBTQ people feel safe in their jobs, in public spaces and in their daily lives without these non-discrimination protections.

- **Communities must be inclusive of and allow for the leadership of Black LGBTQ people in education, work, healthcare and all parts of society. Black LGBTQ people, who morally have the right to access their communities and spaces, yet they may not see themselves in their communities.** We need to ensure that communities have access to training and resources to create environments where Black LGBTQ people feel like they can belong, connect and thrive. We must also support Black LGBTQ people in leadership positions and center Black LGBTQ voices and experiences. Increased leadership and representation of Black LGBTQ people, in all parts of daily life and society, allows them to share their stories and experiences authentically to wider audiences. This increases acceptance in society as more and more people can recognize Black LGBTQ people as important leaders and part of their communities. By including Black LGBTQ people in all aspects of society, we can work to eliminate marginalization and discrimination.

METHODOLOGY

Data come from the 2020 Black LGBTQ Community Survey. The Survey was administered by Community Marketing & Insights, an LGBTQ-Owned and -Operated research company. A total of 1,815 Black LGBTQ adults in the United States completed a 15-minute online survey between September 21 and October 30, 2020. The study models sexual orientation- and gender identity-based discrimination prevalence and impact on outcomes using ordinary least squares regression and marginal effects at represented values. Statistical significance testing used heteroskedastic-consistent standard error estimation. Similar measures of employment and housing discrimination that were broken out in the original report of 2020 Black LGBTQ Community Survey were combined in this analysis for power-maximization. Models include controls for racial discrimination, age, and other key demographic, social and economic characteristics.

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