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HOW DISCRIMINATION AND GOVERNMENT-SPONSORED EXCLUSION UNDERMINE ECONOMIC AND FINANCIAL SECURITY

Findings from the 2025 Annual LGBTQ+ Community Survey

Last updated: January 8, 2025

Growing Financial Insecurity Among LGBTQ+ Adults

Amid growing economic instability, LGBTQ+ people are facing disproportionate financial strain. **Four in ten (43.4%)** LGBTQ+ adults report being worse off financially than they were 12 months ago, a gap of roughly 13 percentage points compared with non-LGBTQ+ adults (**30.7%**). This represents a marked worsening in financial conditions for LGBTQ+ Americans at a time when many households are already under pressure.

This pattern reflects a troubling trajectory. HRC Foundation's *LGBTQ+ Financial Wellness Report*, based on 2023 data, found that 36.4% of LGBTQ+ adults were worse off financially than the year before, indicating that financial insecurity among LGBTQ+ people has intensified.

Furthermore, **over one-third (35.9%)** of LGBTQ+ adults say policies put into place since January 2025 by the federal government have made it more difficult to find a job in the last 12 months.

Together, these findings underscore how LGBTQ+ Americans—who already face higher baseline rates of economic insecurity and poverty—are encountering mounting barriers to financial stability.

Discrimination in workplaces and financial institutions, coupled with policy environments that limit economic opportunity, continues to erode financial well-being and widen disparities in economic prosperity.

This analysis draws on data from the 2025 Annual LGBTQ+ Community Survey (ALCS), collected between September and October 2025 among U.S. adults ages 18 and older. The survey includes both LGBTQ+ respondents recruited through community-based channels and a parallel non-LGBTQ+ sample fielded by PSB Insights with demographic quotas. Analyses use weighted logistic regression models and predicted probabilities to estimate differences in financial wellness outcomes across groups.



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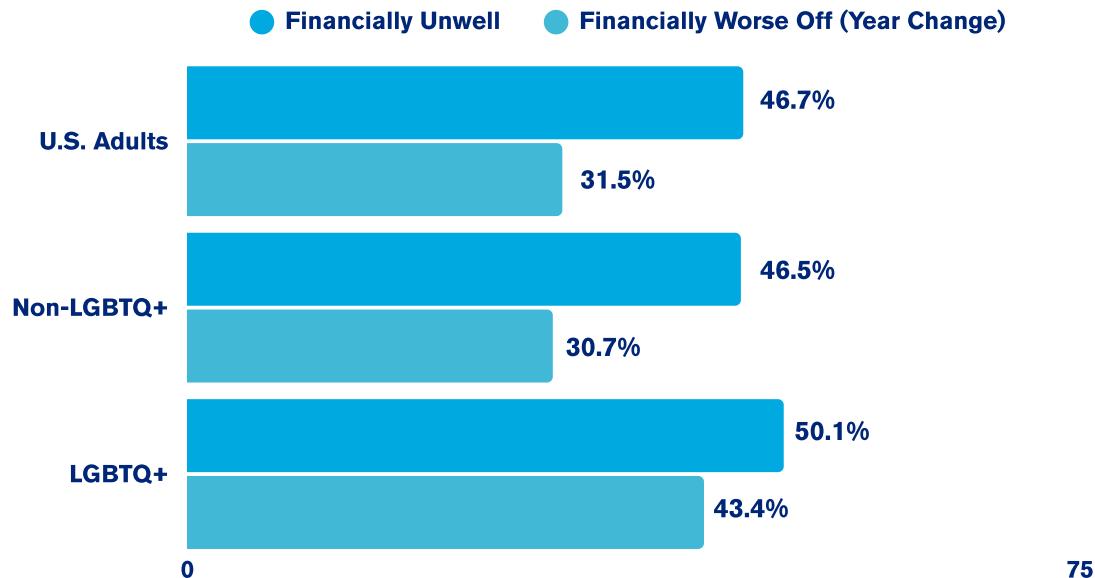


Financial (Un)wellness in the United States

The percentage reporting difficulty getting by or just getting by is **46.7%** among U.S. adults, with LGBTQ+ adults reporting substantively higher rates of financial unwellness. LGBTQ+ adults, however, are statistically significantly more likely than non-LGBTQ+ adults to say they are worse off financially compared to 12 months ago (**43.4%** vs. **30.7%**).

LGBTQ+ Adults More Likely to Report Negative Changes in Finances in the Last Year

% of U.S. Adults Reporting Financial Unwellness and Change in Financial Wellness
(Compared to 12 Months Ago)



The Role of Discrimination in Financial Security

In this analysis, discrimination reflects respondents' self-reported experiences of unfair treatment either at work or when interacting with a financial institution in the past 12 months. The substantive impact of such reported discrimination, however, is considerably larger for LGBTQ+ adults compared to non-LGBTQ+ adults. More than **six in ten (62.2%)** LGBTQ+ adults who experienced discrimination reported that they were financially unwell, compared with **47.1%** of non-LGBTQ+ adults.

The magnitude of the association between discrimination and financial insecurity is likely conservative, as the models control for employment status, recent job loss, and income—factors that are themselves strongly related to financial well-being and often shaped by experiences of discrimination. Even after accounting for key economic factors, the differences remain meaningful, reflecting how discrimination shapes financial security through its downstream effects on employment, income, and economic stability.



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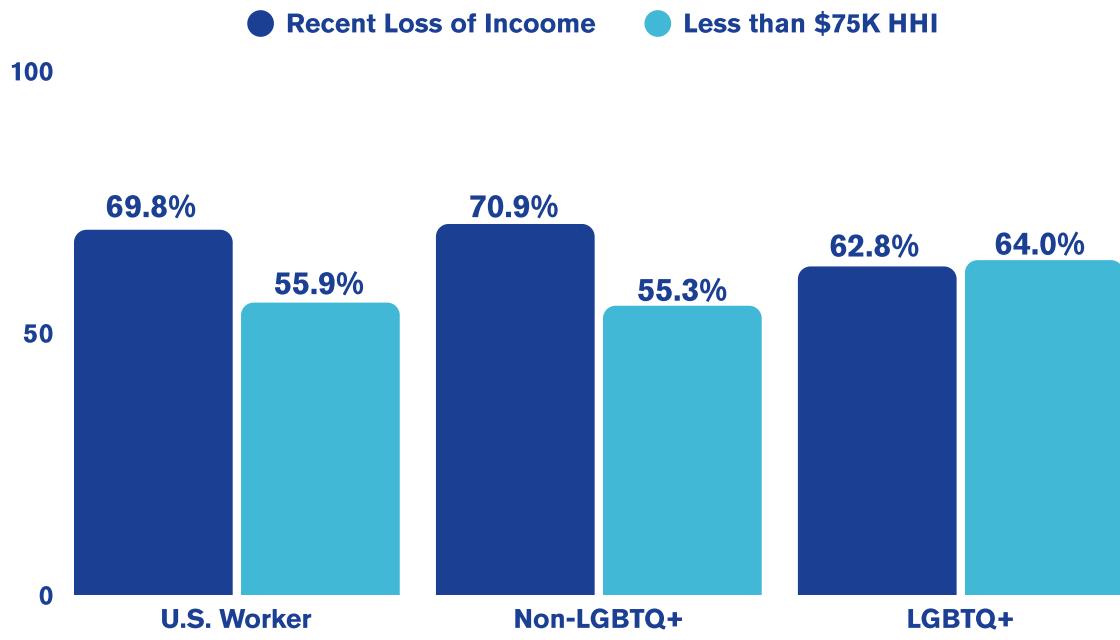
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Loss of Income and Low Household Income Are Strongly Associated with Financial Strain
% of U.S. Adults Reporting Financial Unwellness by Recent Loss of Employment Income and Household Income



Financial (Un)wellness by Recent Loss of Income and Household Income

Recent loss of employment income and lower household income are strongly associated with financial strain among U.S. adults. Among U.S. workers overall, nearly **seven in ten (69.8%)** who experienced a recent loss of employment income (e.g., job loss) reported being financially strained, as well as **55.9%** of those with household income below \$75,000.

A similar pattern appears among non-LGBTQ+ adults, for whom recent income loss is associated with especially high levels of financial strain (**70.9%**), exceeding the share reporting strain among LGBTQ+ adults reporting recent loss of employment income (**62.8%**).

Among LGBTQ+ adults, however, reported financial unwellness is elevated among those with household incomes below \$75,000 annually (which is near the U.S. median). Roughly **two-thirds (64.0%)** of LGBTQ+ adults with household incomes below \$75,000 said they were not doing well financially compared to **55.3%** of non-LGBTQ+ adults.

The substantively higher impact of recent loss of employment income among non-LGBTQ+ adults likely reflects differences in labor-market characteristics. Among LGBTQ+ adults, higher baseline economic vulnerability appears to blunt the relative effect of income shocks, as financial strain is already elevated across their economic conditions.



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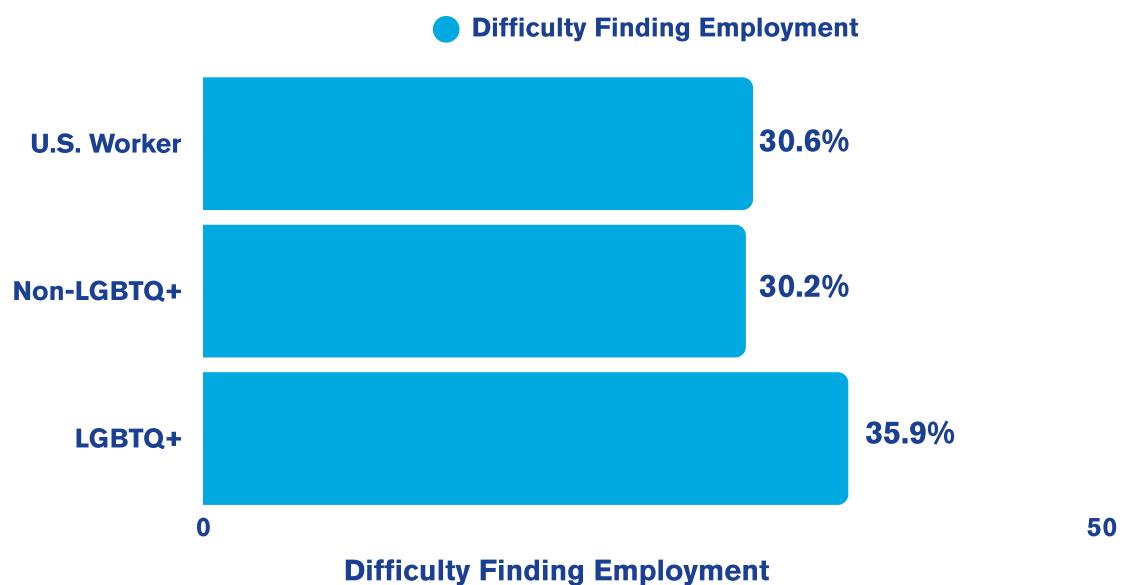
Government-Sponsored Discrimination and Exclusion

Respondents were presented with the following contextual statement to establish a shared frame of reference:

"Since January 2025, the federal government has introduced new policies relating to healthcare access, education, research funding, public health programs, the workplace, and diversity initiatives. The following questions ask about your awareness of and experiences with these policies, as well as any impacts they may have had on you."

They were then asked whether these policies had made it easier or more difficult to acquire a job or employment in the last 12 months.

LGBTQ+ Adults More Likely to Find Difficulty Getting a Job Amidst Federal Policy Environment % of Workers Saying Difficult to Find Employment in Last 12 Months Due to Federal Policy



Toughly **three in ten (30.6%)** U.S. workers reported difficulty finding employment in the past 12 months due to the federal policy environment. Reported difficulty was statistically higher among non-LGBTQ+ workers (**35.9%**), while **30.2%** of LGBTQ+ workers reported similar challenges. These findings indicate that perceived policy-related barriers to employment are widespread across the workforce, affecting substantial shares of workers, especially LGBTQ+ workers.



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Bottom Line

Financial insecurity in the United States remains widespread, and the data show that discrimination and policy environments play a meaningful role in shaping economic outcomes. Across the workforce, experiences of discrimination and exclusionary policy contexts are associated with higher financial strain, greater difficulty finding or maintaining employment, and worsening financial conditions over time.

While these dynamics affect workers broadly, LGBTQ+ adults face compounded impacts, reflecting higher baseline economic vulnerability and fewer buffers against income shocks and labor-market barriers. Together, these findings underscore that financial wellness is not solely determined by individual effort or market conditions. It is also shaped by structural factors that influence access to employment, income stability, and economic opportunity.



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Methodology

The Human Rights Campaign Foundation's 2025 Annual LGBTQ+ Community Survey (ALCS) provides robust data on the experiences, attitudes, and well-being of LGBTQ+ adults in the United States. The 2025 ALCS version included a supplemental comparison sample of non-LGBTQ+ adults.

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Data were collected online from September 29 to October 27, 2025, among U.S. adults aged 18 and older. The LGBTQ+ sample, which includes nearly 10,000 LGBTQ+ adults, was drawn through the HRC Foundation's Community Marketing & Insights research panel of LGBTQ+ adults as well as from participants recruited from community organizations, while the non-LGBTQ+ sample (approximately N = 5,000) was fielded by PSB Insights during the same period. To ensure demographic representativeness, PSB used quotas for respondents' race, age, geography, education, and gender.

Post-survey weighting was applied to correct for non-probability sampling bias and align the dataset with external benchmarks. Estimates are predicted probabilities from logistic regression with robust standard errors controlling for race/ethnicity, education, and age.

See the [report methodology here](#).

See the [complete ALCS methodology and data quality report here](#).

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