



Appendix I: Methodology

ABOUT THE DATA

Data come from United States respondents in the [2021 LGBTQ+ Community Survey](#), a nonprobability cross-section of more than 15,000 LGBTQ+ adults surveyed in May and June 2021. Research participants were recruited through CMI's proprietary [LGBTQ research panel](#) and through our partnerships with over 100 LGBTQ media, events, and organizations. The respondent pool is not fully representative of the "entire LGBTQ community." Instead, readers of this report should view results as a market study on LGBTQ community members who interact with LGBTQ media and organizations. Results do not reflect community members who are more closeted or do not interact much with LGBTQ community organizations. Bi+ people may be underrepresented in the survey. While some polling data suggests that bisexual people comprise a [majority](#) of the LGBTQ+ community, the data were only about one-third bisexual. This may be due to both recruitment strategy and measurement differences in sexual orientation.

ABOUT THE SAMPLE

For the purposes of this report, we restricted analyses to the **2,123** full-time private and public sector LGBTQ+ working women in the 2021 LGBTQ+ Community Survey (14% of the full sample from the LGBTQ+ community survey or 31% of full-time private and public sector LGBTQ+ workers). We defined "working women" as those who (1) were currently employed in a non-farm worker job (identified their "employment situation in the last week" as "employed in the public/private sector" as opposed to unemployed, retired, self-employed, family farm worker, or student ("mainly attend school.")); (2) were employed full time ("usually work" more than 35 hours a week at their main job); and (3) reported their wages. Respondents who were currently unemployed (N = 333), or who were retired (N = 807), a current student (N = 89), and/or working in a different setting, such as farm work, part time work, or being self-employed (N = 665), were not included. This mirrors the same definition of 'workers' utilized by the [Bureau of Labor Statistics](#) when computing wages in the broader US workforce.

OPERATIONALIZATION AND ESTIMATION

All wage estimates in this report represent individual earnings (aka those earned just by the respondent) before taxes and other deductions, and include any overtime pay, commissions, or tips usually received at the respondent's main job.

LGBTQ+ women were defined first by isolating the sample to any individual who identified as either a "woman" or "transgender woman" when asked "*When you think about your gender or gender identity, how do you identify? Please mark all that apply to you.*"

Sexual Identity The sample was further characterized into the following sexual identity groups based on their response to the question "*When you think about your sexual orientation, how do you identify. Please mark all that apply.*"

Sexual identity groups were non-mutually exclusive – that is, if a woman identified as both lesbian and bisexual, her wages will appear in each group:

Lesbian/gay women = women who selected "*lesbian*" and/or "*gay woman*" from the provided answer list to the sexual identity question, and/or wrote in any of the following identities, in response to selecting "*something else, please tell us*" and then writing in a response: "*sapphic*" "*dyke*" or "*wlw*" (*women loving women*)

Bisexual+ women = women who selected "*bisexual*" "*biromantic*" or "*bi+*" from the provided sexual identity answer prompts, or who wrote in a sexual identity that included bisexual (e.g. "*bisexual, homoromantic*")

Queer, pan, demi or omni (QPDO) women = women who selected “*queer*”, “*pansexual*”, “*panromantic*”, “*demisexual*” or “*demiromantic*” from the provided sexual identity answer prompts, and/or wrote in an identity that included omnisexual.

For the analyses stratified by sexual identity, we do not report for the 3% of women who did not identify using one of the labels listed above, as this group combined a range of identities (e.g. asexual, greysexual, homoflexible, heteroflexible, and more), which were too small to identify on their own. However, these women are included in the calculated wages for LGBTQ+ women overall and LGBTQ+ women across race/ethnicity.

Race/Ethnicity Race/ethnicity was self-reported by respondents. (“*When you think about your race or ethnicity, how do you identify?*”).

For the purpose of this analysis respondents who exclusively identified as “*Asian, South Asian, or of Asian descent*” and /or “*Native Hawaiian or Pacific Islander*” were combined into a single category, Asian (American), Native Hawaiian, or Pacific Islander (AANHPI).

Respondents who identified exclusively as “*Black, African American, or of African descent*”; “*White or Caucasian*”; or “*Latino, Latina, Latinx, or Hispanic*” were included as their respective racial/ethnic groups.

For the analyses stratified by race/ethnicity, we do not report for the 7% (n=66) of women who did not identify using one of the labels listed above, as this group combined a range of identities (e.g. Middle Eastern or North African descent; Native North American, American Indian, Alaska Native, First Nations, or Inuit; those who identified as two or more race/ethnicities; and those who selected “*something else*”) which were too small to identify on their own. However, these women are included in the calculated wage for LGBTQ+ women overall, and LGBTQ+ women across sexual identities.

LGBTQ+ median weekly wages were directly computed by HRC Foundation analysts using data from the included sample of the LGBTQ+ Community Survey. Respondents were first asked to identify the easiest way for them to report earnings (weekly, biweekly, twice monthly, monthly, annually, or other), and then were asked to report how much they ‘usually’ and how much they usually earn in the reported time period (see below for full question text and response options). Earnings reported on a basis other than weekly are converted to a weekly equivalent, as detailed below. The term “usual” is determined by each respondent’s own understanding of the term.

Many respondents chose to report their earnings in a weekly amount. However, median weekly earnings were computed for respondents selecting biweekly, twice monthly, annually or other by converting the reported earnings to an annual amount and dividing by the number of weeks in the year. Biweekly and semi-monthly earnings were multiplied by half the number of weeks in a year to compute annual earnings, then divided by the number of weeks in a year to compute weekly earnings. Monthly earnings were multiplied by the number of months in the year then divided by the number of weeks in the year. Annual earnings were divided by the number of weeks in the year.

Median wages reflect the midpoint (e.g. 50th percentile) of the distribution of wages within each group as reported—in other words, this reflects the estimated wage where half of a given group earned less, and half earned more. Reported wages are not professed to be the true population median; instead they reflect our best estimate given the data we have available. To account for this, 95% confidence intervals around these estimates are included; they can be interpreted as the range of median wages, for a given group, for which we are 95% confident the true median wage falls.

All estimates were computed using STATA IC Version 17, and weighted using probability weights constructed by the HRC Foundation to ensure the sample demographics as closely as possible resembled that of the LGBTQ+ adult population. The Williams Institute’s [LGBT Data and Demographics data](#) were used for guiding demographic adjustments. These weights are not used in the original report released by CMI, thus may lead to differences in some estimates as previously reported by CMI.

Wages for working men in the United States come from estimates of the third quarter of 2021 (when the LGBTQ+ community survey was fielded) prepared by the [Bureau of Labor Statistics](#), using data from the Community Population Survey (CPS), a monthly survey conducted by BLS of over 60,000 households. Earnings data are assessed for “one-fourth of the CPS monthly sample and are limited to wage and salary workers (aged 16 and older). All self-employed workers, both incorporated and unincorporated, are excluded from CPS earnings estimates.” The methods employed by the BLS to compute median wages [are detailed elsewhere](#). For the purpose of the present analysis, BLS wage estimates from the third quarter of 2021 are used, as these were the closest in time to the period the LGBTQ+ Community Survey was fielded.

The wage gap between LGBTQ+ working women and US men was estimated by comparing the median wage for each LGBTQ+ group, to the median wage of full-time working men in the United States, estimated to be \$1,108 by the Bureau of Labor Statistics in the third quarter of 2021. A simple descriptive approach was used, determining the ratio of LGBTQ+ wages to that of the ‘typical’ worker. For example, to determine the wage gap between LGBTQ+ workers and all workers, we divided the median wage for LGBTQ+ working women (\$875) by that of working men in the United States (\$1,108), and multiplied this result (0.79) by 100% to determine the percentage (79%), and by 100 to determine the ‘cents on the dollar’ (79 cents).

The wage gap was then computed separately by sexual identity, race/ethnicity, and race/ethnicity within sexual identity, comparing resulting wages to that of the average US man.

Extra days of work were computed by subtracting the size of the wage gap (as a percentage) from 100%, and then multiplying this difference by 260, which is the number of work days in a given year (defined as 5 days a week for 52 weeks). For example, for all LGBTQ+ women, we multiplied .21 (100% - 79%) by 260 (=54.6 days) and rounded up, for a total of 55 additional work days into 2022 to meet the wages of a US man in 2021.

Equal Pay Day is the calendar date corresponding to the number of extra days of work an LGBTQ+ woman of a certain sexual identity and/or race/ethnicity had to work. For this calculation, only Monday through Friday were considered workdays, starting with the first Monday of the year (January 3, 2022, in this instance), and all potential vacation days were ignored. Following the above example, 55 extra work days of work translates to March 18th (or twelve extra 5-day work weeks in 2022).

QUESTION TEXT

EMPLOYMENT STATUS: Thinking about your MAIN job, which of the following best describes your employment situation in the last week? (Randomize)

- Family farm worker
- Mainly attend school
- Unemployed
- Retired
- Self-employed
- I am employed in the public/private sector
- Prefer not to answer (anchor)

HOURS WORKED PER WEEK: How many hours do you usually work per week at your MAIN job?

- Less than 20 hours
- More than 20 hours, but less than 35 hours
- More than 35 hours
- Hours vary each week
- Prefer not to answer

INDIVIDUAL INCOME Q1 -PAY FREQUENCY: You just told us your household's income, now we want to ask you some specific questions about your own individual income.

For your MAIN job, which would be the easiest way for you to report or think about your total earnings BEFORE taxes or other deductions?

- Weekly
- Bi-weekly
- Twice monthly
- Monthly
- Annually

INDIVIDUAL INCOME Q2 -PAY AMOUNT: How much do you usually earn <<[weekly / bi-weekly / twice monthly / monthly / annually]>> at your MAIN job before taxes or deductions? Include any usual overtime pay, tips, or commissions you receive.

- Enter the dollar amount (do not include any bonuses): [__,__]
- Enter the dollar amount for any extra bonuses you usually receive in this same period. If you don't usually earn bonuses, enter a zero.

Appendix 2: Detailed Estimates of Median Weekly Earnings of LGBTQ+ Working Women, By Group

Variable	Usual Median Weekly Earnings ¹	95% Confidence Interval	Difference from typical adult working man (\$1,108) ²	Extra Days to Work into following year to earn male wages ³	2022 Equal Pay Date ⁴
LGBTQ+ Women⁵	\$875	[781, 969]	79%	55 days	March 18
RACE/ETHNICITY					
White LGBTQ+ Women	962	[913, 1011]	87%	34 days	February 17
Black LGBTQ+ Women	850	[722, 978]	77%	61 days	March 28
Latina LGBTQ+ Women	720	[519, 921]	65%	91 days	May 9
AANHPI LGBTQ+ Women	1000	[505, 1495]	90%	25 days	February 4
SEXUAL IDENTITY					
Lesbian or Gay Women	962	[864, 1060]	87%	34 days	February 17
Bi+ Women	750	[650, 850]	68%	84 days	April 28
Queer, pan, demi, and omnisexual women	896	[781, 1011]	81%	50 days	March 11
LESBIAN/GAY WOMEN BY RACE/ETHNICITY					
White Lesbian or Gay Women	1000	[919, 1081]	90%	25 days	February 4
Black Lesbian or Gay Women	950	[767, 1133]	86%	37 days	February 22
Latina Lesbian or Gay Women	720	[355, 1085]	65%	91 days	May 9
AANHPI Lesbian or Gay Women	1200	[454, 1946]	108%	–	–
BI+ WOMEN BY RACE/ETHNICITY					
White Bi+ Women	831	[722, 939]	75%	65 days	April 1
Black Bi+ Women	700	[547, 853]	63%	96 days	May 16
Latina Bi+ Women	550	[104, 996]	50%	131 days	July 4
AANHPI Bi+ Women	667	[111, 1223]	60%	103 days	May 25
QUEER, PAN, DEMI, AND OMNISEXUAL (QPDO) WOMEN BY RACE/ETHNICITY					
White QPDO women	962	[879, 1044]	87%	34 days	February 17
Black QPDO women	903	[697, 1111]	81%	48 days	March 9
Latina QPDO women	700	[418, 982]	63%	96 days	May 16
AANHPI QPDO women	1000	[536, 1474]	90%	25 days	February 4

AANHPI = Asian American/Native Hawaiian/Pacific Islander; QPDO= Queer, Pan, Demi, Omnisexual

¹ Rounded to the nearest whole number
² Among all male full-time (35 hours or more per week at a main job), private and public sector nonfarm workers, as reported by the Bureau of Labor Statistics for Q3 2021 (\$1,108); estimates current as of BLS report for April 15, 2022

³ Extra days are computed by multiplying the number of Wwork days in a year (260) by the size of the gap (100% subtract the difference between LGBTQ+ women of a certain group); for example, for LGBTQ+ women, you multiply 260 by 21% (100% - 79%), to derive 55.
⁴ The Equal Pay Date is the date that corresponds to the number of extra work days into the year an LGBTQ+ woman from a certain group would have to work, assuming a 5 day, Monday-Friday workweek, ignoring any potential vacation days, and starting with Monday, January 3rd, the first Monday of the calendar year.

⁵ "Women" includes both cisgender women and transgender respondents who identify their current gender identity as female/woman (e.g transgender woman)