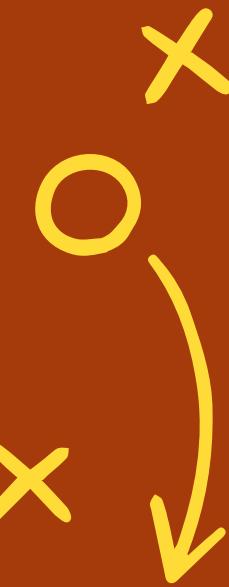


# ONE YEAR IN

LGBTQ+ AMERICANS  
UNDER THE TRUMP  
ADMINISTRATION



HUMAN  
RIGHTS  
CAMPAIGN®



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION®





## NOTE FROM KELLEY

In June 2023, the Human Rights Campaign did something we had never done in nearly 50 years. We declared a national state of emergency for LGBTQ+ Americans.

We didn't do it lightly. We did it because we saw what was coming. We saw the attacks on transgender children in Texas. We saw the "Don't Say Gay" laws spreading out of Florida. We saw extremist politicians testing how far they could push—banning books, stripping protections, making life unlivable for LGBTQ+ families one bill at a time. And we knew: if we didn't sound the alarm, no one would.

Some people listened. Too many didn't.

When Donald Trump was elected again, I felt that familiar weight settle in my chest. As president of the Human Rights Campaign, I knew what was coming. And like so many of you, it was personal for me—when Trump was sworn into office, I was pregnant with my second child, carrying the future in my body while watching the present unravel.

One year later, the state of emergency we warned about is no longer a warning. It is our daily reality.

And let me be clear about something: Donald Trump didn't start this fire. He poured gasoline on it. For more than a decade, red-state legislatures have been workshopping cruelty, refining it, seeing what they could get away with. What Trump has done is take their playbook and nationalize it. Project 2025 wasn't innovation—it was amplification. The attacks that used to come from statehouses now come from the White House, backed by the full power of the federal government.

The result is devastating. Funding for LGBTQ+ health research—slashed. Protections we fought decades to secure—ripped away. And everywhere I go, I meet people who are hurting in ways that break my heart.

But here's what makes me angry: They don't even want you to know how bad it is.

The CDC has stopped collecting data on LGBTQ+ Americans. The Census Bureau has stopped counting us. The Department of Labor has stopped tracking us. Think about that. They are erasing us from the record—not because we don't exist, but because they don't want evidence of what they're doing to us. If they don't count the harm, they don't have to answer for it.

Well, we refuse to be erased. And we refuse to be silent.

HRC has been in the business of counting what matters for decades. When no one else would measure equality, we built the tools ourselves—the Corporate Equality Index holding employers accountable, the Municipal Equality Index scoring cities on how they treat us, the Healthcare Equality Index pushing hospitals to do better. These aren't just reports. They are how we drive change where we live, work, and learn.

So when the federal government abandoned its responsibility to document our lives, we stepped into the breach. The Annual LGBTQ+ Community Survey—now in its 18th year—reached more than 14,000 Americans to ask the questions this administration refuses to ask. This report is the most comprehensive picture of LGBTQ+ America that exists at this moment. Because if they won't tell the truth about us, we will tell it ourselves.

And I haven't just been reading the data. I've been living it.

This past year, the American Dreams Tour took me across this country. In big cities and small towns, I sat in living rooms with parents who are terrified for their trans children. I listened to gay workers who've been told, in so many words, to go back in the closet if they want to keep their jobs. I worshipped with congregations who refuse to let hate have the last word. What I saw confirmed everything we feared. It also deepened something in me that I can only call resolve.

Because here's what I know: It is tough out there. I won't pretend otherwise. But I also know that we are still on the rise.

I think about what this movement has already survived. At the height of the AIDS epidemic, the government abandoned us and left us to die. We buried our friends. We cared for our sick. And we fought until we forced this country to respond. Today, HIV is no longer a death sentence—because we refused to accept one. We were told for decades that marriage equality was a fantasy, that America would never embrace our families. We organized anyway, changed hearts anyway, and won recognition at the highest court in the land. When we could be fired for being who we are, we pushed corporate America to lead—and today, more than 90 percent of Fortune 500 companies protect LGBTQ+ workers.

None of that happened because we waited for permission. It happened because we showed up. It happened because every generation of this movement, when faced with forces that seemed insurmountable, chose to fight anyway. And won.

This is our generation's moment. The attacks are real—they are documented in these pages. But so is our power. This past year alone, HRC's membership grew by 500,000 people to 3.6 million. In the face of everything this administration has thrown at us, more Americans than ever are standing with us. That's not defeat. That's a movement rising.

When I look at my children and this community, I see more than just the risks of this moment—I see the responsibility and the possibility. I see a generation full of promise and potential worth fighting for. I see a community that has never surrendered its joy, its dignity, or its belief in a better tomorrow.

I believe—deeply—that we will meet this moment together. And I believe that, together, we will come through it stronger, more united, and victorious.

**Kelley Robinson**  
President of the Human Rights Campaign,  
Human Rights Campaign Foundation

## OVERVIEW

On Inauguration Day, President Donald Trump issued an executive order to remove gender identity from federal policy. It was the first of many actions the Trump Administration has taken in an effort to erase and silence LGBTQ+ Americans—while stripping away equal rights and protections for all.

Over the last 12 months, the Human Rights Campaign has been closely tracking the toll the Trump Administration's actions have taken on LGBTQ+ Americans.

- The Annual LGBTQ+ Community Survey—is the most comprehensive survey of LGBTQ+ Americans in this critical moment. Now in its 18th year, the survey reached nearly 15,000 adults including nearly 10,000 LGBTQ+ respondents—to document their experiences and sentiments since this administration took power. At a moment when the federal government has stopped collecting data on LGBTQ+ lives, this survey stands alone as a source of truth about our community.
- During the American Dreams Tour—which HRC launched last summer—we traveled across America to red, blue and purple states where our community is under attack. We convened local leaders, mobilized activists, and documented the on-the-ground realities that no data set can fully capture. The tour engaged more than 5,000 people in person and reached millions more through the media. It was a demonstration of presence, power, and purpose.

This report draws from our experience and research to illuminate the realities of life for LGBTQ+ Americans today and highlight where equality is most at risk. The evidence is clear: A year into the second Trump Administration, LGBTQ+ Americans are under siege—but undeterred in the fight for equality.

## SURVEY METHODOLOGY

The Annual LGBTQ+ Community Survey has been conducted for 18 years. The analysis included in this report is based on responses from nearly 15,000 U.S. adults aged 18 and older, including nearly 10,000 LGBTQ+ adults and 5,000 non-LGBTQ+ adults.

The survey leveraged Community Marketing Insight's (CMI) panel of LGBTQ+ Americans powered by the Human Rights Campaign Foundation team. For over 30 years, CMI has been trusted by corporations, government agencies, research institutions, and the media to ensure the LGBTQ+ community is well-represented in their work.

In the survey, LGBTQ+ Americans were asked about their experiences and sentiments since the start of the Trump Administration. A separate survey, commissioned by the HRC Foundation and conducted by PSB Insights, asked the same questions of non-LGBTQ+ Americans.



## VISIBILITY AND REPRESENTATION

### ONE YEAR IN, LGBTQ+ AMERICANS ARE GOING BACK IN THE CLOSET

For decades, visibility has been the most powerful strategy in the fight for LGBTQ+ equality. When people know that we are their children, their siblings, their neighbors and coworkers, the person in the next pew or the next desk—they treat us differently. The stranger becomes a sister. The issue becomes a person. Fear gives way to familiarity, and in time, opposition gives way to support. That is how we have won every major battle in this movement. Not through argument alone, but through relationship. Not by hiding who we are, but by being seen, being known, and being loved.

Before Trump took office, visibility and representation among LGBTQ+ Americans was as high as it had ever been. There was a historic number of openly LGBTQ+ members of Congress as well as CEOs. There were LGBTQ+ Grammy winners and Academy Award-winning films with LGBTQ+ storylines.

In addition, there was a new generation of Americans sharing the truth of who they are. In 2024, more than one in five members of Generation Z said they were part of the LGBTQ+ community. This unprecedented visibility meant possibility. No longer were LGBTQ+ Americans confined to the shadows—they were shaping conversations, corporations, and our nation.

Decades of polling, from Gallup and PRRI among others, has shown how increases in visibility tracks with growth in support for LGBTQ+ rights. These findings reaffirm what social scientific research has long concluded: When someone knows an LGBTQ+ person, it increases the odds that they will support LGBTQ+ equality.

Now, however, the Trump Administration threatens to undo this progress by erasing LGBTQ+ Americans from federal policy and American history—and driving fear that makes LGBTQ+ Americans feel unsafe and less free to be out.

#### Examples of Administration Actions

- The Trump Administration ordered all government entities, including the U.S. Census Bureau, to stop collecting data on LGBTQ+ Americans.
- The Federal Bureau of Investigation fired a veteran employee for displaying a pride flag on his desk.
- The Trump administration rescinded key federal nondiscrimination protections for LGBTQ+ people under health care and civil rights laws and directed agency leadership to exclude gender identity, weakening enforcement by DOJ, HHS, ED, and EEOC.

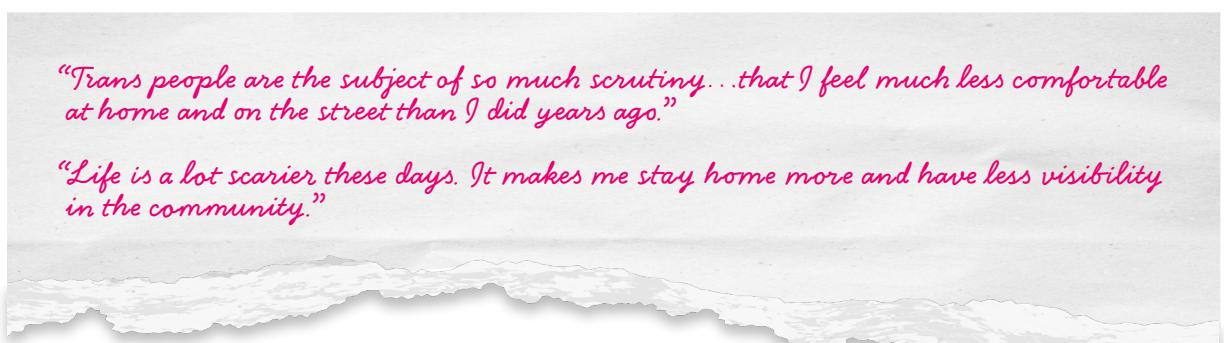
- The State Department required new passports to list a person's sex assigned at birth, rather than an "X" marker or their gender identity.
- The administration ordered the removal of LGBTQ+ representation from numerous government landmarks and property, including ordering the National Park Service to remove all references to transgender people from the Stonewall National Monument and directing the U.S. Navy to rename the USNS Harvey Milk.
- The Trump administration directed the Department of Defense and other federal agencies to bar transgender people from serving openly.

### Summary of Survey Findings

- *Acceptance is eroding:* One in five U.S. adults (21.6%) say acceptance of LGBTQ+ people has declined in the past year. Three in ten (29.7%) LGBTQ+ adults share this belief.
- *Outness is fading:* Nearly half (47.5%) of LGBTQ+ adults report being less out somewhere in their lives over the last 12 months. This retreat cuts across workplaces (26.5%), healthcare (25.4%), and public spaces (28.3%).
- *Visibility is slipping:* More than half of LGBTQ+ adults (51.1%) report being less visible than a year ago. 40.1% of LGBTQ+ parents with school-aged children report being less visible at schools, the highest of all measured environments.

### Bottom Line

Every American should have the freedom to be who they are—but the Trump Administration is forcing LGBTQ+ Americans back into the closet.





## HEALTH AND WELL-BEING

### ONE YEAR IN, LGBTQ+ AMERICANS' HEALTH IS DECLINING

The health of LGBTQ+ Americans had improved dramatically before January 20, 2025. Studies have shown that, as a result of the Affordable Care Act, more LGBTQ+ Americans had insurance coverage—and with expanded access to treatment and prevention, HIV was no longer a death sentence for LGBTQ+ Americans. Mental, community-based, and gender-affirming care were also being recognized as essential to public health.

The impact has extended well beyond the LGBTQ+ community. As the number of uninsured people has declined, emergency rooms have experienced less strain. As HIV transmission has declined, our nation has come closer to ending the epidemic. Investments in health equity, meanwhile, have led to better health outcomes for all Americans.

But today, healthcare costs are at an all-time high—and so is discrimination in healthcare for LGBTQ+ Americans. The Trump administration has mounted a deliberate assault on the pillars of that progress, undermining proven public health investments and placing the lives and well-being of vulnerable Americans at risk nationwide.

#### Examples of Administration Actions

- The Trump administration ordered cuts to federal HIV prevention and treatment programs, including suspending U.S. support for domestic and global HIV services, and also directed federal agencies to eliminate coverage and funding for gender-affirming care for transgender people.
- The Trump Administration cut \$800 million in research into LGBTQ+ health—as well as more than 200 federal grants for HIV research.
- The Trump Administration shut down the suicide prevention lifeline dedicated to LGBTQ+ youth.
- The Centers for Medicare & Medicaid Services (CMS) issued proposed rules that, taken together, aim to put best-practice, medically necessary health care for trans youth nearly entirely out of reach in this country. Already over the last year, more than 20 hospitals have slowed or stopped care for transgender youth.
- The Trump administration cut off access to gender affirming care for all federal employees.

## Summary of Survey Findings

- *Discrimination has an impact:* For LGBTQ+ adults, discrimination in healthcare doubles the odds of being in fair or poor health. 32.7% of LGBTQ+ adults who have experienced such discrimination say their health has worsened over the last year.
- *Access to HIV care is uneven:* Recent data suggests a rise in new HIV cases for the first time in years, at a time when coordinated attacks on our health care system have made our community more vulnerable than ever. Among LGBTQ+ adults, those on Medicare or Medicaid are more than twice as likely to report barriers to HIV prevention or treatment. More than 40% of those earning less than \$75,000 report the same. After decades of progress toward ending the epidemic, this administration is allowing HIV to spread again. People who should be on PrEP can't get it. People who need treatment are losing access. This is not a policy failure—it is a policy choice. People will die because of it.
- *Trans and non-binary Americans are hardest hit:* Two-thirds of transgender and non-binary adults experience difficulty accessing healthcare due to the policy conditions of the Trump Administration. Trans people are being denied care. They are being turned away from emergency rooms. They are being forced to choose between their safety and their health. Many are giving up altogether—opting out of insurance they can't afford and won't protect them, avoiding doctors who have made clear they are not welcome. This is not an access problem. It is an abandonment

## Bottom Line

LGBTQ+ health is integral to the nation's health. This administration is not just neglecting LGBTQ+ Americans—it is actively dismantling the systems that kept us alive. The consequences will be measured in lives lost.

*“I heard from someone... who told me that they are no longer able to accept new patients for clinical trials for HIV.”*

*“There are so many barriers to health care... specifically to access to health care. Do I have insurance?.. And understanding when I go to the doctor and know what to ask.”*



## ECONOMIC PROSPERITY

### ONE YEAR IN, LGBTQ+ AMERICANS FACE MORE HOSTILE WORKPLACES

LGBTQ+ Americans are vital to the United States economy. LGBTQ+-owned businesses contribute \$1.7 trillion to the U.S. economy—and LGBTQ+ consumers have \$1.4 trillion in annual spending power. An OECD report projected that by 2050 the contributions of LGBTQ+ Americans could increase the country's GDP by nearly 3%.

Before Trump took office, corporate America understood the value proposition: Supporting LGBTQ+ employees and targeting LGBTQ+ consumers would boost bottom lines for businesses and strengthen the broader economy. The number of corporations that earned 100% on the Human Rights Campaign Foundation's Corporate Equality Index went from 13 at its start more than 20 years ago to 765 in 2025.

Today, the Trump Administration is threatening businesses—as well as higher education institutions, hospitals, and government agencies—to abandon diversity, equity, and inclusion efforts or risk retribution. As a result, institutions are caving and stigma and hostility are increasing as LGBTQ+ workers consider leaving their jobs and productivity declines.

#### Examples of Administration Actions

- The President issued an executive order to end DEI policies and programs throughout the federal government.
- The President issued another executive order that empowered the Attorney General to craft a “strategic enforcement plan” targeting DEI efforts in the private sector.
- The EEOC (Equal Employment Opportunity Commission) dropped cases that involved discrimination against transgender employees.

#### Summary of Survey Findings

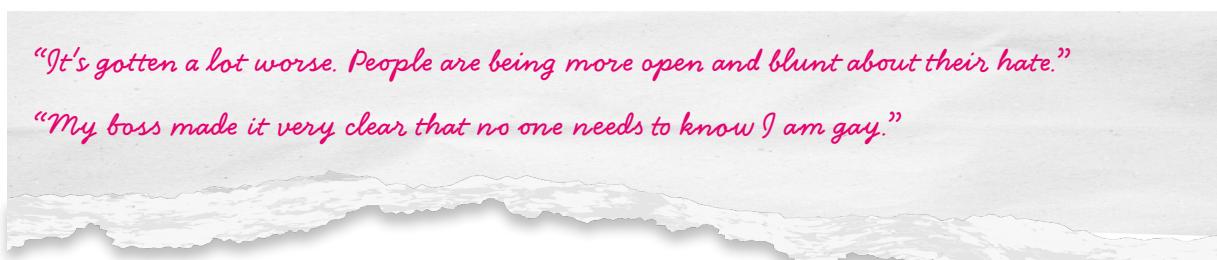
The data reveal a clear and consistent pattern: when employers roll back DEI efforts, LGBTQ+ workers experience more stigma and bias, which in turn creates more hostile workplaces that undermine worker safety. These hostile environments increase the likelihood that workers will disengage or leave—driving down productivity and increasing turnover.

- *DEI efforts are being scaled back:* Four in ten workers (39.1%) report that their employer made at least one DEI-related change in the past year. Workers at organizations that scaled back DEI practices were more than twice as likely to report experiencing stigma, bias, and discrimination compared to workers at organizations that maintained DEI practices (54.2% versus 24.9%).

- *Stigma is increasing:* Workers in organizations where DEI-related practices are ended or scaled back are 3.6 times more likely to report stigma or bias at work. 57.4% of LGBTQ+ workers with employers that ended or scaled back DEI reported experiencing stigma and bias at work.
- *LGBTQ+ workers are less safe at work:* Workers who report stigma are nine times more likely than non-LGBTQ+ workers to describe their workplace as hostile in the last 12 months, putting both employers and employees at risk. 59.5% of LGBTQ+ workers who experience stigma and bias at work say their workplace is more hostile.
- *SNAP cuts are leaving LGBTQ+ families hungry:* The President made cuts and mandated stoppages to nutrition assistance programs, impacting nearly 2.1 million LGBTQ+ Americans. LGBTQ+ people are more likely to rely on SNAP benefits than the general population—particularly LGBTQ+ people of color, transgender individuals, and those raising children. These cuts mean families are choosing between paying rent and buying groceries. They mean seniors are skipping meals. They mean children are going to school hungry. This is not an abstraction. This is people we know going without food.

#### Bottom Line

America is the land of opportunity—but the Trump Administration is making workplaces increasingly hostile toward LGBTQ+ Americans and hurting our economy.



In 2024, according to the Center for American Progress, LGBTQ+ households earned 85 cents for every dollar made by non-LGBTQ+ households—more than \$12,000 less per year. For transgender households, it is closer to a \$25,000 loss per year—enough to cover 12 months or more of childcare.

Indeed, the wage gap has been compounded by high costs in food, housing, and healthcare. It is no wonder, then, that the Williams Institute found that LGBTQ+ Americans experience higher rates of homelessness and lower rates of homeownership: The affordability crisis is disproportionately impacting the LGBTQ+ community.

The actions of the Trump Administration—to cut vital public services in order to give wealthy individuals and corporations a tax break—have compounded the financial insecurity of LGBTQ+ Americans. The waning job market—along with rising discrimination in the workplace—has made it more difficult for LGBTQ+ Americans to secure employment.

Amid economic uncertainty, the financial security of LGBTQ+ Americans is equally uncertain.

### Examples of Administration Actions

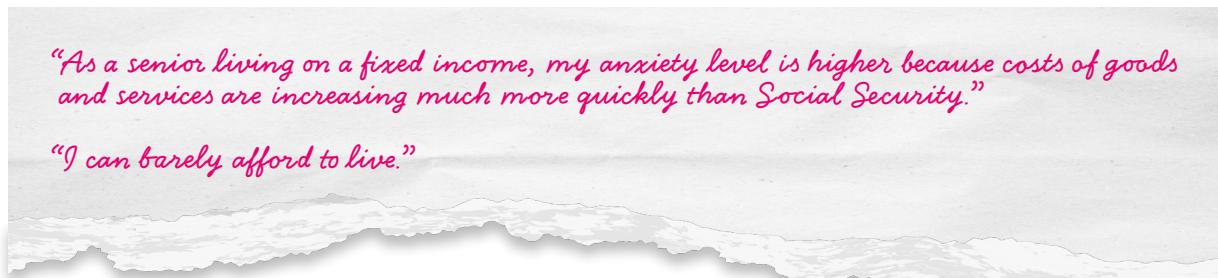
- The President made cuts and mandated stoppages of nutrition assistance—impacting nearly 2.1 million LGBTQ+ Americans.
- The President made cuts to Medicaid, which covers 40% of people living with HIV.

### Summary of Survey Findings

- *Financial security is declining:* LGBTQ+ adults are nearly twice as likely as non-LGBTQ+ adults to say their financial situation worsened over the past 12 months.
- *Discrimination is destabilizing:* Among LGBTQ+ adults, those who experienced discrimination were nearly twice as likely to report being financially unwell.
- *Lower-income means higher vulnerability:* LGBTQ+ adults and families earning below \$75,000 per year are five times as likely to say they are financially insecure than those earning \$75,000 or more. Those who recently lost a job or experienced a loss of household income are twice as likely.
- *Employment barriers are significant:* Among all adults, those who reported discrimination were nearly twice as likely to report that current policies made it harder to find a job. For LGBTQ+ Americans, the effect triples.

### Bottom Line

Americans everywhere are struggling as costs rise, jobs disappear, and services are cut. The actions of the Trump Administration are making it challenging for LGBTQ+ Americans to get ahead.



## TOUR HIGHLIGHTS

The stories HRC heard on the American Dreams Tour align with the survey findings—and bring them to life.



### COLUMBUS, OHIO

During a meeting at City Hall, local leaders discussed how to protect LGBTQ+ Americans given White House and Ohio state house actions. After the conversation, Columbus City Council President Shannon G. Hardin, the city's first openly gay official, reflected on one story they heard:

*"We heard stories from the father of a trans young person who is studying abroad right now but is coming back to OSU this fall. They don't know what floor they will be assigned to when they go back [to campus]. Even though they present as a male, will they be forced to go to a women's bathroom? This father had to think about his son in this way."*



### LAS VEGAS, NEVADA

In Las Vegas, we visited The Center of Southern Nevada's new mobile health unit, which provides testing for HIV/AIDS, among other vital services. In an op-ed with HRC President Kelley Robinson, The Center's Chief Clinical Official, Leana Ramirez, described the current reality in Las Vegas:

*"In Clark County, there has been a 20% increase in people experiencing homelessness, which has a detrimental impact on a person's ability to remain in HIV care, a reality closely linked to poorer retention in care and lower rates of viral suppression among people with unstable housing."*





## WASHINGTON, DC

At HRC's Equality Convention and National Gala, attendees from across the country shared their vision of the American dream.

Terry said:

*"I want people around me to be able to express themselves honestly, to be themselves, and to do what makes them happy. So to me that's what the American Dream is."*

Julie and John said:

*"The American Dream is that everyone should have that opportunity to have love and blessing from someone close to them for being who you are."*

Digital Creator RaeShanda Lias said:

*"Queer joy is unstoppable. We've been here since the beginning of time and we'll be here afterwards."*



## DALLAS, TEXAS

The tour stopped in Dallas just after state legislators advanced a bill that would deny transgender and non-binary people the ability to safely access public facilities. State-level actions underpinned many of the conversations we had. Texas State Representative Venton Jones said:

*"I know it's hard right now... everything is so polarizing in our politics, and the people that we serve don't care. They want food on their table. They want money in their pockets. They want their kids to be able to get a good education. And that's what we really need to be able to focus on as lawmakers."*



## ATLANTA, GEORGIA

Faith leaders are an important part of the LGBTQ+ movement, as service providers and moral authorities. In Atlanta, Bishop O.C. Allen, III welcomed us to The Vision Church. Flanked by the church's choir, the bishop gave a fiery sermon:

*"We are here today because we are resilient. They can take and try to touch laws and legislation and policy, but there's one thing they've never been able to take, and that's my joy."*



## NASHVILLE, TENNESSEE

In Nashville, we spent time with young leaders as part of HRC's HBCU Dream Out Loud Day. Nevaeh, a student at Fisk University, described what the American Dream means to her:

*"The American Dream is living in a world where you're comfortable. You should be able to wake up every day being comfortable in your skin, in the life that you live."*

The American Dreams Tour engaged more than 5,000 people in person—and millions more heard our stories in the press and online.

## CONCLUSION

In the face of the Trump Administration's cowardice, the courage of LGBTQ+ Americans can be witnessed across the country. Teenagers in Michigan have created safe spaces where none existed. Mothers in Tennessee are fighting to ensure their LGBTQ+ children have access to the affirming care they deserve. Transgender women in Iowa are leading mutual aid programs in the wake of federal budget cuts.

The harm that has been done cannot match the hope we have—or our commitment to the fight for a better future. Today, LGBTQ+ Americans are resolute:

*"As hostilities towards us rise, I have become even more out and proud."*

*"I am part of an accepting and affirming faith community... I'm lucky to be able to build my life with supportive people."*

*"I appreciate the young people who are taking the lead in demanding changes. They are our hope."*

*"I do my best to stand proudly in the world."*

This moment demands that all of us stand proud.



## HERE'S HOW YOU CAN BE PART OF THE MOVEMENT:

**Learn the facts.** This report exists because the truth matters. Share it. Talk about it. Use it to educate your family, your coworkers, your community. When misinformation spreads, counter it with data. When someone asks what's really happening to LGBTQ+ Americans, you now have the answer.

**Tell your story.** Visibility is how we win. If you are LGBTQ+, your story has power. If you are an ally, your voice matters too. Person to person, neighbor to neighbor, we change minds by making the abstract personal. The Human Rights Campaign has set a goal of lifting up [one million voices for equality](#). Add yours.

**Join us.** This year, HRC's membership grew to 3.6 million people—the largest it has ever been. That growth happened because people like you decided that this moment required action. When you join HRC, you become part of a movement that is organizing in every state, educating communities across the country, and building the power we need to protect LGBTQ+ lives. [Join HRC today.](#)

One year in, LGBTQ+ Americans and our allies remain committed to securing a future in which everyone has the freedom to be who they are. That future doesn't build itself. It takes all of us— informed, visible, and united.





HUMAN  
RIGHTS  
CAMPAIGN®



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION®