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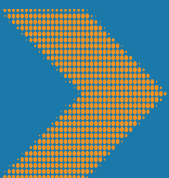
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Shine the Light Study



– 2024

Exploring the Experiences
of LGBTQIA+ Employees and
Job Seekers



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2024 SHINE THE LIGHT STUDY EXECUTIVE SUMMARY



The **2024 Shine the Light Study** examines the career and employment experiences of 914 LGBTQIA+ individuals, up from 580 respondents in 2023. The findings capture insights from LGBTQIA+ individuals across the non-profit, for-profit, and government sectors.

Now in its second year, the findings highlight both the progress and ongoing challenges in workplace inclusivity. More employees report positive support and comfort discussing discrimination with leadership, yet barriers remain in accessing gender-inclusive health care. By analyzing trends and demographics, the study provides insights for those striving to create fully LGBTQIA+-inclusive workplaces.

KEY FINDINGS

Bright Spots

- **Comfort Approaching Leadership:** Comfort discussing discrimination with leadership rose from 23% in 2023 to 30% in 2024, signaling growing trust in workplace cultures.
- **Positive Support at Work:** More than two-thirds of respondents agree or strongly agree they have experienced positive support for LGBTQIA+ employees at work.
- **Gender-Affirming Health Care:** 73% of respondents identified at least two inclusive health benefits offered by their employer, but many struggle to navigate these policies.

Areas for Attention

- **Out at Work:** 54% of transgender respondents who are not 'out' at work cited concerns about discrimination or harmful workplace behavior.
- **Discrimination Experiences:** 1 in 5 respondents reported experiencing discriminatory behavior; "Strongly agree" responses held steady from 20% in 2023 to 22% in 2024.
- **Job-Seeking Resources:** 90% of LGBTQIA+ job-seekers see value in resources like salary negotiation training (56%) and LGBTQIA+ career fairs (47%).

IMPORTANCE OF THIS STUDY

Amid increasing rollbacks of protections and funding cuts for research on LGBTQIA+ issues, it is critical to tell LGBTQIA+ stories through data. Recent changes have impacted diversity, equity, and inclusion (DEI) initiatives, as well as policy shifts related to non-discrimination protections, health-care access, and workplace rights for LGBTQIA+ individuals. It is always crucial to provide clear data to measure and inform change. The Shine The Light study, sheds light on the real challenges LGBTQIA+ workers face, shared from their own work-life experiences, and provides important steps employers can take to improve workforce inclusivity.

NEXT STEPS

For Employers: Generic diversity statements aren't enough — 58% of respondents say their workplace would benefit from LGBTQIA+-focused anti-discrimination training. Ensure workplace training covers bias, microaggressions, and interventions. Make gender-affirming healthcare easily accessible to employees.

For Employees: Advocate for stronger workplace policies, salary negotiation training (56% requested it), and LGBTQIA+ Employee Resource Groups (ERGs) — only 54% have one. If your workplace lacks support, connect with external networks and mentorship programs.

For Advocates: Prioritize ERG support and mentoring of LGBTQIA+ professionals. With 48% of respondents witnessing or experiencing discrimination, push for inclusive hiring practices and non-discrimination protections to ensure affirming workplaces.