

# LGBT PRIDE MONTH

**Did you know that discrimination, fear of discrimination, and concealing one's identity can have negative impacts on mental and physical health, productivity in the workplace, and job satisfaction?**

Although there are more than 9 million lesbian, gay, bisexual, and transgender (LGBT) adults in the U.S., there is still a negative stigma attached to identifying as LGBT.

A Williams Institute report shows that LGBT people regularly face discrimination in the workplace:

- Among lesbian, gay, and bisexual respondents, 27% faced discrimination based on their sexual orientation over a five-year period. Rates were higher for those who openly identified as LGBT, with 38% facing either harassment or job loss.
- Only 25% of LGB respondents were out to all of their coworkers.
- As recently as 2011, 78% of transgender respondents had faced some form of workplace harassment or mistreatment based on their gender identity. Similarly high results were found in state-specific studies in California in 2009 (70%) and in Utah in 2010 (67%).
- Gay men consistently earn significantly less than heterosexual men.
- The transgender population is unemployed at twice the rate of the general population, and when employed has incomes far below the national average.

There are still 32 states without fully inclusive protections to prohibit discrimination based on sexual orientation and gender identity. In addition, some individuals in the LGBT community have families that are not accepting of their sexual orientation or gender identity, and in extreme cases are even disowned. This lack of support may contribute to an increased vulnerability around mental health issues.

According to the National Institute of Mental Health (NIMH), an estimated 26% of adults 18 and older, or 1 in 4 Americans, experience a mental illness in any given year. Research has found that in the LGBT community, there is a higher risk of depression, anxiety, and substance use disorders. These disparities are most likely related to the societal stigma, prejudice, and discrimination that LGBT groups face on a regular basis from family members, peers, co-workers and classmates. These statistics emphasize the vital importance of access to affirming, supportive, and culturally appropriate mental health services. If you or someone you love needs support, please call your EAP today to speak with a licensed mental health counselor.

## Employee Assistance Program

**800-451-1834**

### Sources:

- [http://williamsinstitute.law.ucla.edu/datablog/just-the-facts-data-overview\\_2015/](http://williamsinstitute.law.ucla.edu/datablog/just-the-facts-data-overview_2015/)
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- Omoto, A.M, Kurtzman, H.S., (Eds.) (2006). *Sexual orientation and mental health: Examining identity and development in lesbian, gay and bisexual people*. Washington, DC: APA Books.
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- *Healthy People 2010 Companion Document for Lesbian, Gay, Bisexual and Transgender (LGBT) Health* published by the Gay and Lesbian Medical Association and the National Coalition for LGBT Health in 2001

