# UCLA

**Documenting Discrimination on the Basis of Sexual Orientation and Gender Identity in State Employment** 

## Title

Estimates of LGBT Public Employees

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#### Chapter 3: Estimates of LGBT Public Employees

According to data from the 2007 American Community Survey, over 6.2 million Americans are state employees. In every state, the state government is the largest employer.<sup>1</sup> On average, state governments have six times as many employees as the next largest employer in each state, and three times as many employees as the combined workforce of the next four largest employers in the state.

For example, the State of North Carolina government employs over a quarter million people. The next four employers in the state are Duke University, Nortel Networks, Wake Forest Baptist University Medical Center, and Duke University Hospital. Combined, these four employers employ just fewer than 40,000 people. Similarly, the State of Alabama employs over 113,000 people, while the next four largest employers in the state, Honda, UAB Hospital, UAB Healthfinder, and the Alabama Power Company employ approximately 22,000 people. Table 3-B summarizes these comparisons for each state.

Using data from the 2000 Census and the 2002 National Survey of Family Growth, in September 2009, the Williams Institute estimates that there are approximately 418,000 LGBT state government employees in the United States and 585,000 local government employees, totaling slightly more than 1 million state and local LGBT employees. There are just under 7 million LGBT private employees and just over 200,000 LGBT people working for the federal government.

<sup>&</sup>lt;sup>1</sup> According to www.careeronestop.org as of August 6, 2009

While no existing surveys provide precise estimates of the size of the LGBT workforce in the public and private sectors, estimates of the employment patterns of the LGBT population can be derived by extrapolating information from two nationally representative data sources. The National Survey of Family Growth, conducted in 2002, asked the sexual orientation of men and women aged 18-44 and found that 4.1% identified as gay, lesbian, or bisexual.<sup>2</sup> Applying the 4.1% figure to all adults implies that there are approximately 9 million LGBT adults in the United States. Note that because the National Survey of Family Growth does not ask questions about transgender status, it is not possible to estimate the size of the transgender population. As such, these numbers conservatively estimate the size of the LGBT workforce. Data from the US Census Bureau provides employment information about same-sex "unmarried partners". These are same-sex couples who identified one partner as either a "husband/wife" or an "unmarried partner". Data from the American Community Survey (2005-2007) provides a state-level distribution of individuals in same-sex couples by their type of employment: private or public (local, state, and federal).<sup>3</sup> Assuming that the estimated 9 million LGBT adults share similar employment patterns to and distribute across states in the same pattern as do same-sex couples, then an estimate can be made for the size of the LGBT workforce employed in the private sector along with those in local, state, and federal government employment. The results of these analyses are presented in Table 3-A.

These estimates help to explain why this report includes many documented examples of discrimination by state and local employers against LGBT people in California and New York,

<sup>&</sup>lt;sup>2</sup> Mosher, William D., Anjani Chandra, and Jo Jones, Division of Vital Statistics, CDC. 2005. "Sexual Behavior and Selected Health Measures: Men and Women 15–44 Years of Age, United States, 2002." Advance Data from Vital and Health Statistics 362.

<sup>&</sup>lt;sup>3</sup> Special analyses conducted by Gary J. Gates, PhD, Williams Institute, UCLA School of Law, using the United States Census American Community Survey (2005-2007) Public Use Microdata Sample files.

but fewer examples in states like Montana, North Dakota, and Wyoming. Over 30% of all estimated LGB state and local employees in the United States live in California and New York, while under one half of one percent live in Montana, North Dakota, and Wyoming combined.

Table 3-A. Estimated le	esbian, gay, bisexual, and	d transgender workforce			
	Private	Local	State	Local & State	Federal
Alabama	65,426	2,556	1,289	3,844	2,508
Alaska	12,476	4,360	1,650	6,010	444
Arizona	164,051	12,402	10,417	22,819	2,637
Arkansas	34,452	1,634	4,070	5,704	1,681
California	1,099,035	130,489	62,496	192,985	27,383
Colorado	155,046	13,873	6,476	20,349	3,889
Connecticut	88,928	5,988	3,477	9,464	879
Delaware	21,301	1,098	1,534	2,632	1,030
District of Columbia	44,124	976	999	1,975	9,009
Florida	530,009	31,052	20,705	51,758	12,412
Georgia	245,912	13,247	15,244	28,490	7,666
Hawaii	28,449	937	1,182	2,120	3,278
Idaho	15,193	254	1,750	2,003	576
Illinois	304,475	20,618	14,487	35,105	7,843
Indiana	141,662	9,503	10,253	19,756	1,462
lowa	48,265	931	2,030	2,961	61
Kansas	42,847	3,275	2,816	6,091	509
Kentucky	68,855	5,538	4,553	10,091	972
Louisiana	61,608	6,145	4,611	10,756	2,231
Maine	57,838	1,483	2,607	4,090	2,135
Maryland	134,441	10,505	7,888	18,393	25,023
Massachusetts	186,004	10,749	7,166	17,915	4,990

Michigan	158,533	12,300	8,036	20,336	3,567
Minnesota	126,071	11,641	9,953	21,595	3,133
Mississippi	17,160	1,242	1,743	2,986	167
Missouri	130,068	10,739	7,250	17,989	2,862
Montana	14,882	1,766	1,292	3,058	-
Nebraska	25,029	2,019	1,437	3,456	518
Nevada	61,277	3,692	2,326	6,018	705
New Hampshire	44,977	5,779	1,672	7,451	71
New Jersey	193,781	16,345	13,961	30,306	2,315
New Mexico	61,996	8,132	5,671	13,803	5,174
New York	512,939	57,440	34,750	92,190	8,413
North Carolina	167,317	13,003	10,224	23,226	1,996
North Dakota	256	109	-	109	148
Ohio	232,043	24,172	15,827	39,999	4,466
Oklahoma	48,340	3,178	7,791	10,970	3,796
Oregon	114,018	13,597	11,271	24,868	2,511
Pennsylvania	248,510	16,268	8,146	24,413	6,294
Rhode Island	29,938	2,941	1,495	4,436	663
South Carolina	78,842	3,130	6,351	9,481	1,858
South Dakota	4,251	1,021	380	1,401	-
Tennessee	105,327	3,968	4,073	8,041	3,210
Texas	483,181	39,923	25,864	65,787	7,927
Utah	45,545	2,495	7,730	10,224	1,130
Vermont	22,248	844	870	1,714	267
Virginia	149,006	13,645	4,379	18,024	17,328
Washington	206,324	14,402	21,150	35,552	6,166

West Virginia	18,472	2,873	818	3,692	1,436
Wisconsin	93,984	9,943	15,582	25,525	1,359
Wyoming	4,014	645	-	645	-
TOTAL	6,948,729	584,866	417,740	1,002,606	206,098

State	Total State Employees 2007 <sup>4</sup>	2nd Largest Employer in State⁵	Number of Employees	3rd Largest Employer in State	Number of Employees	4th Largest Employer in State	Number of Employees	5th Largest Employer in State	Number of Employees	Ratio of State Employees to Employees of Next 4 Employers
						UAB		Alabama		
				UAB		Healthfinde		Power		
Alabama	113,356	Honda	6,000	Hospital	6,000	r	5,520	Company	5,000	5
		Anchorag								
		e								
		Internatio						US Army		
		nal		Fort		Uni Sea		National		
Alaska	28,822	Airport	9000	Wainwright	6,100	Inc.	5,000	Guard	4,000	1
		Phoenix								
		Sky								
		Harbor								
		Internatio				General		Pulte		
		nal				Dynamics		Building		
Arizona	120,242	Airport	9,618	Intel Corp	8,000	C4 Systems	7,000	Systems	6,000	4
				Baptist						
				Health				O K		
		Wal-Mart		Medical		Baptist		Industries		
Arkansas	85,857	Stores	13,300	Center	10,001	Health	7,500	Inc	5,500	2

 Table 3-B.
 Number of State Employees Compared to Next Largest Employers (by number of employees) in State

 <sup>&</sup>lt;sup>4</sup> Data from 2007 American Community Survey, analysis by the Williams Institute at UCLA School of Law, September 5, 2009.
 <sup>5</sup> Data for the next four largest employers from www.careeronestop.org as of August 6, 2009.

		32nd		D1		Cintas The		Nestle		
~		Naval	10.051	Riverside		Uniform	• • • • • •	Confection	• • • • • •	_
California	630,562	Station	42,951	City Council	39,001	People	28,000	& Snacks	20,000	5
		Allstate								
		Insurance		Lockheed		Peterson				
		Corporati		Martin Space		Air Force		Alpine		
Colorado	93,848	on	17,000	Systems	10,000	Base	9,286	Access Inc	7,500	2
		Foxwoods								
		Resort				Pratt &		Yale		
Connecticut	69,690	Casino	11,000	Aetna Inc.	10,000	Whitney	9,000	University	9,000	2
		Christiana				Christina				
		Health				Health		Mountaire		
		Care		US 436		System		Farms-		
		System		Military		(Wilmingto		Delaware		
Delaware	29,417	(Newark)	7,000	Airlift Wing	7,000	n)	3,800	Inc	3,310	1
								Baptist		
				Florida		Orlando		Health		
		Pensacola		Hospital		Regional		South		
Florida	251,358	NAS	15,000	Orlando	14,000	Healthcare	14,000	Florida	10,000	5
		Fort				Robins Air		Emory		
Georgia	211,100	Bennning	32,000	Fort Stewart	20,000	Force Base	19,000	University	15,001	2
		Queen's		Tripler Army				Bank of		
		Medical		Medical		Bank of		Hawaii		
Hawaii	63,001	Center	3,500	Center	2,826	Hawaii	2,500	Corp	2,100	6
								St. Luke's		
		Micron				Mountain		Regional		
		Technolog		US Air Force		Home Air		Medical		
Idaho	37,924	у	10,000	Base	5,231	Force Base	5,000	Center	4,533	2
		Abbott						Allstate		
		Laboratori		MR Refund		Allstate		Insurance		
Illinois	211,985	es	18,000	CPA	15,000	Corp	13,000	Co.	13,000	4

Indiana	102,735	Delphi Electronic s & Safety	8,000	Peyton Manning Children's Hospital	7,000	St. Vincent Hospital	7,000	Clarian Health Partners Inc	6,500	4
Iowa	79,170	Principal Financial Group	10,000	Rockwell Collins Inc	7,000	Blank Children's Hospital	6,000	Mercy Medical Center	5,600	3
Kansas	80,775	Spirit Aero Systems	21,000	Fort Riley	12,500	Van Enterprises	6,000	Via Christi St. Joseph Hospital	5,000	2
Kentucky	123,790	Fort Campbell City Offices	23,227	Norton Psychiatric Center	10,000	Cincinatti Internationa l Airport	7,050	Army National Guard	7,000	3
Louisiana	118,541	Ochsner Clinic Foundatio n	10,000	Northrop Grumman Ship Systems	6,000	Tulane University	5,000	W K Pierremont Health Center	4,001	5
Maine	24,414	Children's Miracle Network	6,000	Maine Medical Center	5,000	Maine General Health Medical Center	3,200	Eastern Maine Medical Center	2,800	1
	121,145	US Goddard Space Flight Center	15,000	Godard Space Flight Center	11,000	National Aeronautics Space ADM	9,600	Northrop Grumman Electronic Systems	9,500	3
Maryland Mass.	118,892	Massachu setts General Hospital	14,000	Brigham & Women's Hospital	10,000	Techical Futures Inc	9,000	Laboratory for Nuclear Science	8,540	3

		Rehabilita								
		tion		General				Spectrum		
		Institute		Motors		Detroit		Health		
		of		Technical		Receiving		Rehabilitati		
Michigan	173,314	Michigan	19,000	Center	17,096	Hospital	16,400	on & Sports	15,000	3
				Fairview						
				University				Fairview		
		3M		Medical		Ameriprise		University		
Minnesota	100,143	Company	12,200	Center	8,000	Financial	7,000	Medical	7,000	3
		Northrop		Blair E.				Beau		
		Grumman		Batson		Nissan		Rivage		
		Ship		Hospital-		North		Risort &		
Mississippi	96,566	Systems	10,000	Child	8,000	America	6,300	Casino	4,000	3
		Barnes-						ABM		
		Jewish		St. John's		St. Louis		Industries		
Missouri	130,819	Hospital	9,000	Hospital	8,000	University	7,500	Inc.	7,000	4
						Malmstrom				
		Aageson		Heart Center-		Air Force		St. Vincent		
Montana	28,875	Farm	3,000	St. Vincent	3,000	Base	3,000	Healthcare	2,400	3
				Mutual of						
				Omaha		BryanLGH				
		First Data		Insurance		Medical				
Nebraska	46,985	Corp	7,000	Company	5,233	Center	5,000	Cabela's	4,675	2
						MGM				
		Bellagio		US Air Force		Grand Las		Pulte		
Nevada	37,190	Hotel	10,000	Base	9,185	Vegas	9,000	Homes	8,000	1
		Dartmout								
		h								
		Hitchcock						UA Local		
New		Medical		Gang of		Dartmouth		788 Marine		
Hampshire	23,288	Center	6,000	Printers	4,500	College	3,500	Pipefitter	3,500	1
				Sanofi-				Hackensack		
		Virtua		Aventis US		Continental		Medical		
New Jersey	175,735	Health	70,001	LLC	11,000	Airlines	8,000	Center	7,999	2

		Los Alamos								
		National				Lovelace				
New Mexico	63,918	Laborator	7,200	Presbyterian Hospital	7,000	Medical Group	5,000	Intel Corp.	3,600	3
New Mexico	05,918	у	7,200	Hospital	7,000	Gloup	5,000	inter Corp.	5,000	
New York	384,657	Lincoln Hospital	35,000	Harris Corp.	20,000	Merrill Lynch & Co. Inc.	15,000	Catholic Health Services	13,500	5
North Carolina	261,774	Duke University	10,000	Nortel Networks	10,000	Wake Forest University Baptist Medical Center	10,000	Duke University Hospital	8,648	7
North Dakota	24,749	Meritcare	6,400	Merit Care Health System	4,300	Altru Clinics	3,200	Children's Hospital Meritcare	3,000	1
Ohio	181,805	Procter & Gamble	15,000	Arcelormittal	12,000	Cleveland Clinic Foundation	10,000	Honda of America Manufactur ing Inc.	10,000	4
Oklahoma	112,709	Tinker Air Force Base	22,000	Integris Baptist Medical Center	10,000	Blue Baron Energy	7,500	St. Francis Health System	7,000	2
Oregon	81,351	Harry & David	6,700	Intel Corp	6,300	Parkinson's Disease Association	6,000	Hewlett- Packard	5,500	3
Pennsylvani a	196,420	Federal Governme nt General Services	20,000	Philadelphia International Airport	20,000	Motorola Inc.	12,000	Highmark Inc.	11,746	3

						Women &				
						Infants		Air		
		Rhode				Hospital of		National		
Rhode		Island				Rhode		Guard- 143		
Island	21,260	Hospital	6,000	Met Life	3,200	Island	2,750	Airlift	2,500	1
	21,200		0,000	inter Line	2,200	1014110	2,700		2,000	
		US		a l				<b>CI.11</b>		
<i>a</i>		Departme		Computer		Chest Pain		Children's		
South	100 (70	nt of	14.000	Sciences	11.000	Center of	7 500	Hospital-	7 500	2
Carolina	133,673	Energy	14,000	Corp	11,000	Greenville	7,500	Greenville	7,500	3
		Avera				Sanford		Citibank		
South		McKenna		Ellsworth Air		Medical		South		
Dakota	18,835	n Hospital	4,600	Force Base	4,500	Center	4,000	Dakota	3,200	1
		Vanderbilt								
		Eskind		Vanderbilt		Eastman				
		Diabetes		University		Chemical		Alluvion		
Tennessee	110,012	Clinic	20,000	Medical	18,000	Co.	8,000	Securities	7,000	2
		Alcon				Lockheed		Electronic		
		Manufact				Martin		Data		
Texas	490,284	uring	35,000	Dell Inc.	21,000	Corp	10,500	Systems	10,500	6
		Army						•		
		National								
		Guard		Discover		Intermounta		C R		
		Headquart		Financial		in Medical		England		
Utah	67,076	ers	4,000	Services	4,000	Center	4,000	Inc.	3,301	4
		Fletcher		Allen	· · · · · ·				· · · · ·	
		Allen		Fletcher				Killington		
		Health		Health Care-		Killington		Resort		
Vermont	15,666	Care	5,000	Pediatrics	5,000	Resort	2,197	Villages	2,000	1
v er mont	15,000		5,000	1 culatiles	5,000	Resolt	2,177	-	2,000	1
		Northrop						Inova		
		Grumman						Fairfax		
		Newport		VCU Health		Philip		Hospital-		
Virginia	160,593	News	16,335	System	7,001	Morris	6,500	Children	6,000	4
						Boeing				
		Seattle				Employee		Tacoma		
		Tacoma		Microsoft		Tennis		General		
Washington	182,897	Airport	21,000	Corp.	20,000	Club	10,000	Hospital	8,500	3

West	51 196	Charlesto n Area Medical	4 200	EDI	3 000	Charleston Area Medical	2,600	Mountainee r Race Track & Beaert	2,500	4
Virginia	51,186	Center	4,200	FBI	3,000	Center	2,600	Resort	2,500	4
Wisconsin	106,441	Kohler Co	8,152	Gundersen Lutheran Inc	6,000	Columbia St. Mary's	5,000	General Mitchell Internationa l Airport	5,000	4
						United				
		Cheyenne				Medical				
		Regional		US Air		Center		Wyoming		
		Medical		National		Home		Medical		
Wyoming	15,784	Center	1,800	Guard	1,500	Health	1,400	Center	1,200	3
Total	6,210,629		710,184		489,474		380,303		335,654	3