



Melissa S. Green

MARCH 2012

 **identity**

Anchorage LGBT Discrimination Survey

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ANCHORAGE LGBT DISCRIMINATION SURVEY: FINAL REPORT

by
Melissa S. Green

Prepared for the Alaska LGBT Community Survey Task Force and its partner organizations:

Identity, Inc.
Alaskan AIDS Assistance Association (Four A's)
Alaskans Together for Equality
American Civil Liberties Union of Alaska
Equality Works

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Melissa S. Green
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Anchorage, Alaska

GLOSSARY OF TERMS

Several terms in this report may not be familiar to all readers. This glossary is based in part on the glossary included in *Injustice at Every Turn: A Report of the National Transgender Discrimination Survey* (Grant, et al., 2011).

Cisgender refers to non-transgender individuals: persons whose gender identity — that is, their internal sense of being male or female — matches their sex assigned at birth. It derives from *cis*, the Latin prefix for on the same side, complementing *trans*, the prefix for across or over. This term is used throughout the report to refer to non-transgender people, including the non-transgender gay, lesbian, and bisexual respondents to the Anchorage LGBT Discrimination Survey.

Coming out refers to the recognition and acceptance of one’s sexual orientation as lesbian, gay, or bisexual; or the recognition and acceptance of one’s gender identity as transgender or transsexual. It is also commonly used to refer to the disclosure of one’s sexual orientation or gender identity to another person — for example, to come out to one’s parent, friend, coworker, or boss. To be out to someone means that the other person is aware of one’s sexual orientation or gender identity.

Female-to-male (FTM) describes transgender persons whose birth certificates assigned them the gender of female, but who identify and live, or hope to live, as a male.

Gender expression refers to how a person presents or expresses his or her gender identity to others, often through manner, clothing, hairstyles, voice or body characteristics.

Gender identity refers to an individual’s internal sense of gender — for example, as being male or female.

Gender non-conforming refers to individuals whose gender expression differs from societal expectations related to gender.

Genderqueer is a term of gender identity used by people who identify as neither entirely male nor female, as a combination of both, or who present in a non-gendered way.

Intersex is a term used for people who have differences of sex development, such as being born with external genitalia, chromosomes, or internal reproductive systems that are not generally associated with usual medical definitions of male or female.

LGB is an abbreviation of lesbian, gay, and bisexual. In this report it is most widely used to distinguish research studies which have only included lesbian, gay, and bisexual respondents from those which also include transgender respondents (i.e., LGBT studies).

LGBT is an abbreviation of lesbian, gay, bisexual, and transgender. It may also appear with the letters in different order, most commonly as *GLBT*.

Male-to-female (MTF) describes transgender persons whose birth certificates assigned them the gender of male, but who identify and live, or hope to live, as a female.

Queer is a term used to by some within the lesbian, gay, bisexual, and transgender (LGBT) community to refer to the LGBT community and/or its members; it is also a term used by some to describe their sexual orientation. It is still considered by some to be a derogatory term.

Sexual orientation describes a person’s attraction to members of the same gender and/or different

gender, and is usually defined to include lesbian, gay, bisexual, or heterosexual. It may also include queer and asexual, among others.

Transgender describes the state of one's gender identity — that is, one's self-identification as woman, man, neither or both — not matching one's "assigned sex" — that is, one's identification by others (including on original birth certificate) as male, female, or intersex based on usual medical definitions of male or female. Transgender does not imply any specific sexual orientation: transgender people may, like cisgender people, identify as heterosexual, homosexual, bisexual, queer, asexual, etc. Transgender people may or may not desire to transition gender, and may or may not desire medical changes to their bodies as part of this process.

Transition describes the period during which a transgender or transsexual person begins to live in accordance with their gender identity as male or female, as opposed to living according to the sex assigned at birth. Transitioning may include medical changes to one's body through hormones or surgery, legally changing one's name, or changing identification documents such as driver's license, Social Security record, and birth certificate to reflect one's gender identity.

Transsexual describes those people whose gender identity is different from their assigned sex at birth and who live in a gender different from their birth sex, or desire to do so. Many or most transsexual people alter or desire to alter their bodies medically through hormones or surgery in order to align themselves physically with their gender identity.

EXECUTIVE SUMMARY

The Anchorage LGBT Discrimination Survey came about as a result of a perceived need for quantifiable data on the incidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) individuals in the Municipality of Anchorage. It represents the first effort since the late 1980s to compile rigorous data about the incidence of sexual orientation bias and discrimination in Anchorage — and the first effort ever to document Anchorage or Alaska-specific data about discrimination and bias on the basis of gender identity and expression.

The Anchorage LGBT Discrimination Survey was conducted in January through March, 2011. Its key findings on the violence, intimidation, and discrimination experienced in the Municipality of Anchorage by its 268 lesbian, gay, bisexual, and transgender respondents were previously reported in the preliminary report (Green, 2011).

In addition to those key findings, also reproduced below as part of this executive summary, this final report includes:

- Detailed tables upon which the charts included in the preliminary report were based.
- A complete methodology including detailed discussion of sampling selection. Probability (random) sampling of LGBT populations is difficult and prohibitively expensive due to several challenges, which are explained. This survey used nonprobability sampling, which is the most common type used for LGBT populations.
- Complete demographic data for the survey population with, in some cases, comparison with 2010 U.S. Census Bureau data from the American Community Survey for total population of the Municipality of Anchorage.
- Expanded discussion of major findings from the prior Alaska studies *One in Ten* and *Identity Reports*; comparisons with those national LGBT studies of anti-LGBT discrimination which are based on probability sampling; and comparison with an extensive national nonprobability transgender discrimination study (over 6000 respondents) covering all 50 states, Washington, DC, and several U.S. territories. Though the present survey is based on nonprobability sampling, its results are similar in many respects to national data, and also demonstrates that sexual orientation and gender identity discrimination are as common Alaska and Anchorage as in the rest of the United States.
- Comparisons with recent data on experience of racism in Anchorage from the Anchorage Community Survey 2009 (Chamard, forthcoming). Experiences of racism are common in Anchorage, especially among blacks, Alaska Natives/American Indians, and Pacific Islanders. Sexual orientation/gender identity bias and discrimination is experienced by LGBT people at comparable levels.
- Examination of case processing data for actual discrimination complaints filed with Anchorage Equal Rights Commission (2002–2009) and Alaska State Commission for Human Rights (2006–2010).
- Findings from national studies conducted by The Williams Institute at UCLA School of Law on the rates of employment discrimination complaints based on sexual orientation/gender identity as compared with complaints for sex discrimination and race/color discrimination in states where sexual orientation and/or gender identity discrimination are prohibited. Typically for those states, complaints to state human rights agencies of employment discrimination on

the basis of sexual orientation or gender identity are made at only a slightly lower rate per 10,000 LGBT employees as are complaints of sex discrimination per 10,000 female workers; complaints of discrimination on the basis of race/color tend to be higher than either sexual orientation/gender identity or sex discrimination.

- (8) Respondent comments (edited for respondent confidentiality).

Key findings of the Anchorage LGBT Discrimination Survey

Recent discrimination

- The 50 respondents who have lived in Anchorage less than five years reported experiencing discrimination/bias in Anchorage at only slightly lower rates than the survey sample as a whole, in spite of a much shorter span of time in Anchorage within which to accumulate experiences of discrimination. There were only a few types of discrimination/bias that this population did not report having experienced while in Anchorage, such as discrimination in child custody proceedings.

Violence, intimidation, harassment, and bullying

- Verbal abuse/namecalling was by far the most frequently experienced form of anti-gay/anti-trans bias reported by respondents. 76.5% of the total study sample of 268 respondents and 68.0% of the subsample of 50 respondents who have lived in Anchorage for less than five years have experienced verbal abuse/namecalling at least once while in Anchorage.
 - Experiences of various forms of harassment, intimidation, and bullying were fairly common. Of the total sample of 268 respondents, 42.5% had been threatened with physical violence, 32.8% had been followed or chased, and 29.9% had experienced property damage attributed to anti-LGBT bias. 18.3% had experienced actual physical violence in Anchorage because of their sexual orientation, gender identity, or gender presentation, and 6% had been sexually assaulted.
 - Harassment and bullying were also common on the job and in rented housing. Of the total sample of 268 respondents, 44% had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs. 18.7% had been harassed by their landlord or other tenants.
 - 41% of the total sample had been bullied or harassed by other students in Anchorage schools and educational institutions. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school. These figures are especially remarkable given that many respondents had never attended school or college in Anchorage, indicating that rates at which LGBT students experience bullying and harassment in educational settings is probably higher.
 - 13.4% of the total sample reported being harassed or verbally abused by medical providers. 8.6% of the total sample reported being harassed or verbally abused at least once by Anchorage police, and 7.5% said they had been stopped at least once by Anchorage police because of their sexual orientation or gender identity, without other justification for the stop.
-

- In general, non-transgender gay and bisexual men tended to report experiencing violence, intimidation, harassment, and bullying at higher rates than non-transgender lesbian and bisexual women.
- Transgender respondents reported higher rates of being followed or chased (44% for trans; 31.7% for non-trans) and of experiencing actual physical violence (24% for trans; 17.7% for non-trans).

Employment

- The second most common issue reported by respondents (after verbal abuse/harassment) was hiding their sexual orientation, gender identity, or gender transition in order to avoid job discrimination. 73.1% of the total sample and 62% of the respondents who had lived in Anchorage less than five years reported hiding in this way at least once to avoid job discrimination in Anchorage.
- As previously noted, 44% of the total sample had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs.
- 20.9% of the total sample said they had been turned down for a job when otherwise qualified because of sexual orientation or gender identity/presentation, and 17.5% reported being denied a promotion at least one time.
- 14.6% reported being actually fired from a job at least once in Anchorage because of sexual orientation or gender identity/presentation.
- 4.5% of all respondents reported being unable to use gender-appropriate restrooms at work, and 4.1% said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.
- Non-transgender lesbian and bisexual women reported higher rates than non-transgender gay and bisexual men of having hidden their sexual orientation or gender identity/presentation at least once to avoid employment discrimination (75.7% for women; 70.6% for men); of being harassed on-the-job (44.9% for women; 41.2% for men); and of being actually forced to leave a position because of harassment (18.7% for women; 11.0% for men).
- Transgender respondents reported higher rates than non-transgender respondents of almost all types of employment discrimination evaluated in the survey. In particular, a higher percentage of transgender respondents experienced reported harassment by employers and coworkers (56.0% for trans; 42.8% for non-trans). Nearly a third of transgender respondents (32.%) were unable to use gender-appropriate bathrooms at work, and over a third (36.0%) said they had delayed gender transition to avoid job discrimination.

Housing/shelter

- As previously noted, 18.7% of the 268 respondents in the study reported having been harassed by Anchorage landlords or other tenants because of their sexual orientation or gender identity/presentation.

- Transgender respondents reported harassment from landlords and other tenants at a rate over twice that reported by non-transgender respondents (36.0% for trans; 16.9% for non-trans).
- 10.1% of the total sample said they had been denied a lease at least once when otherwise qualified.
- 8.2% of the total sample reported being evicted or forced to move at least once because of sexual orientation or gender identity/presentation.
- 1.5% of the total sample reported being denied access to shelter at least once.

School/education

- As previously noted, 41% of the total sample had been bullied or harassed by other students in an Anchorage educational setting. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school.
- 10.1% of the total sample said they had been denied participation in extracurricular activities because of sexual orientation or gender identity/presentation.
- 1.9% reported being denied admission at least once to an Anchorage school or an academic program when otherwise qualified.
- 1.1% were denied financial aid at least once. 0.7% reported being denied campus housing because of sexual orientation or gender identity/presentation.
- Non-transgender gay and bisexual men reported higher rates of almost all types of school/education discrimination than non-transgender lesbians and bisexual women. In particular, non-transgender males had a higher rate of reporting bullying and harassment from other students (47.0% of men; 32.7% of women) and of actually having to leave school because of harassment (9.6% for men; 0.9% for women).
- Transgender and non-transgender respondents showed similar rates of being bullied or harassed by other students (40.0% of trans; 41.2% of non-trans); however, transgender respondents reported discrimination at higher rates than non-transgender respondents in all other categories of education discrimination evaluated in the survey. Nearly one-quarter (24.0%) of transgender respondents reported having been bullied or harassed at least once by Anchorage teachers, compared with 13.2 percent of non-transgender respondents; and this group reported over twice as high a rate of being denied participation in extracurricular activities (20.0% of trans; 9.1% of non-trans).

Child custody/relationships

- 4.5% of the total sample of 268 respondents reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding.
 - 3.0% of all respondents had contact with their minor children restricted by a former spouse because of sexual orientation or gender identity/presentation.
 - 0.7% of all respondents reported that custody of their children was restricted by a court because of sexual orientation or gender identity/presentation.
-

- Within the total sample of 268 respondents, a higher proportion of non-transgender lesbians and bisexual women than non-transgender gay or bisexual men reported that their sexual orientation or gender identity/presentation being used against them in a child custody proceeding (7.5% of women; 2.9% of men). Only one transgender respondent in the study (4.0%) reported an incident of discrimination in child custody/relationships while in Anchorage (contact with children restricted by a former spouse).
- These findings are based on the total study population of 268 respondents; but non-parents cannot, of course, experience issues related to child custody. A more accurate picture of child custody issues can be gained by noting that only 63 (23.7%) of the total study population reported having children, including 18 non-transgender male respondents, 26 non-transgender female respondents, and 9 transgender respondents. Thus, the rates at which LGBT respondents who are actually parents reported discrimination in child custody proceedings are higher. This issue will be discussed in greater depth in the final report.
- None of the 50 respondents who had lived less than five years in Anchorage reported having experienced issues with child custody proceedings while in Anchorage.

Public services

- As previously mentioned, 13.4% of the total sample reported being harassed or verbally abused by medical providers. This was the most frequently experienced form of public services discrimination reported. Respondents also reported three other forms of discrimination from Anchorage medical providers: 4.9% were denied non-emergency medical care; 4.1% were denied transition-related care; and 0.7% were denied emergency medical care at least once.
- The second most frequently reported form of public services discrimination was being denied service in a restaurant or bar: 13.1% of the total sample reported experiencing this at least once in Anchorage because of their sexual orientation or gender identity/presentation. 3.4% were denied a room in an Anchorage hotel or motel at least once; 6.0% were denied use of a public restroom; 10 (3.7%) were denied a loan or line of credit when otherwise qualified.
- As previously noted, 8.6% of the total sample reported having been harassed or verbally abused by Anchorage police — the third most frequently reported form of public services discrimination. 7.5% reported being stopped by Anchorage police at least once because of their sexual orientation or gender identity, with no other justification for the stop — the fifth most frequently reported form of public services discrimination. In other government services, 1.9% of all respondents were denied gender-appropriate driver's licenses from the Alaska Division of Motor Vehicles; 4.1% were denied services by a local government agency; and 1 respondent (0.4%) was denied a ride or forcibly removed from a People Mover bus.
- The fourth most frequently reported form of public services discrimination was being denied membership or access to a gym or fitness club, with 8.2% of the total sample reporting having experienced this form of discrimination. 3.7% were denied use of a changing room at a gym or fitness club.
- For every type of public services discrimination included in the survey, without exception, a higher proportion of transgender respondents than non-transgender respondents reported

experiencing discrimination. In particular, 44% of transgender respondents reported having at least once been denied use of a public restroom while in Anchorage, compared with just 2.1% of non-transgender respondents. Over one-third of transgender respondents — 36.0% — had been harassed or verbally abused by medical providers, more than three times the percentage reported by non-transgender respondents (11.1%). Over a quarter of transgender respondents — 28.0% — reported being denied use of a changing room at a gym or fitness club, compared with only 1.2 percent of non-transgender respondents.

- Two categories of public services discrimination are fairly specific to transgender persons: transition-related care and gender-appropriate driver’s licenses. 40% of transgender respondents reported being denied transition-related care by an Anchorage medical provider, and 16% had been denied the appropriate gender marker on their driver’s license.

Relationship status

- More than three-quarters of respondents (77.2%) stated that their legal status under Alaska law was single, never married; only 4.5% were legally married under Alaska law. In contrast, 58.2% said that they were in committed relationships with intimate partners — relationships which are unrecognized in law except in limited contexts, such as with domestic partner benefits for same-sex partners of State of Alaska employees or “financially interdependent partner” benefits in the University of Alaska system.
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METHODOLOGY

The Anchorage LGBT Discrimination Survey had its origin in a meeting on September 9, 2010 between Melissa S. Green, Barbara Soule, and Shelby Carpenter. It was decided to create a Community Survey Task Force to develop and conduct a statewide survey of Alaska lesbian, gay, bisexual, and transgender community by revising and updating the survey questionnaire used in *One in Ten: A Profile of Alaska's Lesbian & Gay Community* (Identity, 1986). *One in Ten* surveyed 734 lesbian, gay, and bisexual Alaskans on a wide range of questions in areas including relationships, parenthood, religion, physical and emotional health, health providers, alcohol and drug usage, AIDS awareness, coming out, experience of discrimination, politics, leisure, needs, and attitudes. The survey was intended to be a survey of the LGBT community conducted by the LGBT community as a collaborative project involving LGBT individuals and organizations throughout Alaska, as well as other stakeholders committed to the welfare and equality of LGBT Alaskans, with the “community” nature of the work balanced by a credible, reliable research design following solid social science practices.

The first meeting of the Community Survey Task Force was held on September 27, 2010. Task force members were joined by Dr. Brad A. Myrstol and Khristy Parker of the Justice Center at University of Alaska Anchorage, who consulted at this and other meetings on research design. It must be emphasized, however, that final decisionmaking on all aspects of the research design and survey instrument was made by members of the Community Survey Task Force.

It was decided at this meeting to conduct two surveys: the Anchorage Discrimination Survey (later renamed the Anchorage LGBT Discrimination Survey), which would focus on the experience of sexual orientation and gender identity discrimination within the Municipality of Anchorage, and a later, more expansive Alaska LGBT Community Statewide Survey, which would include questions on experience of discrimination but would also consider a wide array of other questions of concern to the Alaska LGBT community. (At this writing, it is uncertain if and when the second survey will be conducted.)

Members of the Community Survey Task Force continued to meet through the last months of 2010 on research design, including design of the survey instrument and sample selection. Additionally, members met with Anchorage-based LGBT organizations to enlist support and assistance with the survey. As both *One in Ten* and its research complement *Identity Reports: Sexual Orientation Bias in Alaska* (Green & Brause, 1989) had been conducted under the auspices of Identity, Inc., it was agreed that the Anchorage LGBT Discrimination Survey data would become the property of Identity and that Identity would hold copyright in its reports.

The Anchorage LGBT Discrimination Survey was primarily a volunteer effort, with some financial support from the ACLU of Alaska to assist with costs associated with survey administration and distribution during January through March 2011.

Survey instrument

The survey instrument for the Anchorage LGBT Discrimination Survey is in part based on portions of the survey questionnaire used in 1985 for the *One in Ten* survey on demographic characteristics of the survey population and on experience of violence, harassment, and discrimination.

However, *One in Ten* focused on sexual orientation. To ensure the Anchorage LGBT Discrimination Survey would be fully transgender inclusive, researchers conducted two transgender focus groups, one at Identity, Inc.'s annual Alaska Pride Conference on October 9, 2010, and another at the conference room of the Alaskan AIDS Assistance Association on October 13, 2010. Researchers also obtained the survey questionnaire for the National Transgender Discrimination Survey, which had

been conducted earlier that year by the National Center for Transgender Equality and the National Gay and Lesbian Task Force; its executive summary and final report were published in 2011 (Grant, et al., 2011).

Criteria considered in design of the survey instrument included clarity, readability, comparability with One in Ten data, and transgender inclusivity. Also considered were cost and complexity, which especially had an effect on the number of questions included in the questionnaires. It was felt that too many questions could have a negative impact on response rate and could also make the survey itself more expensive to administer, especially for printed copies of the questionnaire.

The questionnaire was designed in three parts. The first part asked respondents questions about how often (none, once, twice, or three or more times) they had experienced various types of violence, intimidation, or discrimination, while in Anchorage, because of their sexual orientation. The second part asked how often they had experienced violence, intimidation, or discrimination in Anchorage because of their gender identity or presentation. The array of questions asked here was nearly identical to the “sexual orientation” array, except for a few questions about issues which uniquely face transgender people. The third part asked respondents a variety of demographic questions, including the three key questions needed to evaluate whether they were part of the intended study population: the sex assigned them on their original birth certificates; their current gender identity; and their sexual orientation.

The final questionnaire was created in two formats: a printed version for “pen and paper” completion, and a Survey Monkey version for on-line completion. A copy of the paper version of the questionnaire is included in Appendix D.

Sample selection

A sample in a research study refers to a subset of a larger population that is being studied. Sampling methodologies are generally one of two types: probability sampling (also referred to as random sampling) and non-probability sampling.

Probability sampling

Probability sampling means that “every person in the population has a known nonzero probability of being included in the sample” (Meyer & Wilson, 2009). One of the great advantages of probability sampling is that results can be generalized to population from which the sample is drawn. The disadvantage of probability sampling for any LGBT population is its expense, due to several challenges.

Among the major obstacles in is in defining who should in the first place be identified as LGBT . For example, identifying the sexual orientation of a given survey’s respondents as lesbian, gay, bisexual, or heterosexual may be based on self-identity, sexual behavior, sexual attraction, relationships within a household, or a combination of these (SMART, 2009; Meyer & Wilson, 2009; Gates, 2011). Identifying respondents as transgender is similarly complex — typically according to respondent self-identification as transgender, but the definition of transgender in a study may also depend upon various other aspects of gender expression or gender nonconformity.

Another major obstacle is that few surveys of general populations ask about sexual orientation or gender identity. As stated by Meyer and Wilson in a 2009 discussion of sampling of lesbian, gay, and bisexual populations — a statement which also goes for transgender populations:

[E]ven if researchers agreed on a population definition, they cannot find descriptive statistics about the characteristics of this populations (e.g., its racial and educational demographics) because the

LGB population has never been enumerated.... The U.S. Census, which provides a description of the U.S. population and a benchmark for most population sampling, does not include information on sexual orientation. With no proper description of the LGB population, researchers cannot evaluate whether a sample is representative of the population — a great handicap for determining generalizability and assessing a study's results.

Of those few studies of general populations that do ask about sexual orientation, few are representative of the population as a whole (Gates, 2008). The same can be said about surveys of general populations with reference to gender identity and expression.

Survey methodology can also have a bearing both on estimates of LGBT populations and upon LGBT respondents' willingness to report or respond honestly in surveys (Gates, 2011) due to stigmatization and fear of potential discrimination — issues which can also affect the ability of researchers to identify representative samples of LGBT populations (Sullivan & Losberg, 2003).

Gates (2011) estimates that 3.5 percent of adults in the United States self-identify as lesbian, gay, or bisexual (with substantially more who do not self-identify as LGB but nevertheless report having same-sex sexual experiences as adults), and that 0.3 percent self-identify as transgender. If these percentages hold true for the Municipality of Anchorage, of its 2010 population — estimated by the American Community Survey (U.S. Census Bureau, 2011) as 293,227 (including children under 18, about 26% of the population) — perhaps 10,263 Anchorage residents may (or may grow up to) self-identify as lesbian, gay, or bisexual, and another 880 may self-identify as transgender. Given the issues identified above, however, it is impossible to be certain.

In any case, because LGBT individuals, however defined, are a minority of the population, collecting a probability sample across the entire population would be prohibitively expensive (Meyer & Wilson, 2009), particularly for a volunteer research effort which had only minimal financial backing.

Nonprobability sampling

As described by Meyer and Wilson (2009),

Nonprobability sampling refers to any sampling technique which the probability of a person being selected into the sample is unknown. This means that in nonprobability sampling, some people of the desired population may not be included in the sample, and other people may be overrepresented.

Because the probabilities of inclusion in the sample are unknown, so is the extent of over- or underrepresentation of some demographics in the sample, leading to potential biases. For some types of research, such as political opinion polling or estimating the prevalence of disease, probability sampling is essential; but, as Meyer and Wilson state, “nonprobability samples are a good alternative when estimating population prevalence is not a research focus.” Nonprobability sampling has been used widely in LGBT studies.

Sample selection for the Anchorage LGBT Discrimination Survey

The Anchorage LGBT Discrimination Survey used a combination of two types of nonprobability sampling used commonly in studies of LGBT populations: snowball sampling, a form of community venues sampling in which respondents within the LGBT community were invited to participate and were asked in turn to recruit additional study participants from within their own social networks; and web-based sampling, in which the web (Internet) was used both for recruitment of study participants, and to deliver survey questionnaires to respondents.

Distribution and collection

Data collection for the Anchorage LGBT Discrimination Survey was originally planned to take place from January through February 2011; researchers later decided to extend data collection through March 2011. Survey respondents had an option to complete the survey questionnaire using either a paper copy of the questionnaire or online using Survey Monkey. In order to control against individuals completing more than one survey and to ensure that only members of the intended study population participated — i.e., persons who identified themselves as gay, lesbian, bisexual, and/or transgender — personal identification numbers (PINs) were used. Respondents could obtain a PIN in one of two ways: (1) pre-printed coupon booklets with randomly assigned PIN numbers were distributed to project volunteers, who made use of their existing social networks within the LGBT community to distribute individual PINs; or (2) persons wishing to participate in the study could obtain a PIN by calling and requesting one from the project manager, whose name and phone number were included in advertisements. Paper copies of the survey questionnaire could be obtained from the same people, or respondents could visit the website for the Survey Monkey version of the survey instrument and complete the questionnaire electronically.

Study participants were recruited through existing social networks of project volunteers and mailing lists of LGBT organizations. The study's website was widely publicized in Anchorage LGBT and mainstream media and via targeted ads on Facebook.

Data cleaning

Data cleaning is the process of eliminating questionnaires which do not belong in the study and of recoding written responses into categories when appropriate.

Valid surveys

The first task of data cleaning was to determine which completed questionnaires could be included in the analysis. A number of survey questionnaires were discarded for various reasons, as showing in Table 1. Many of the discards appeared to have problems originating in problems with Survey Monkey itself, a problem which researchers became aware of even as the survey was still in progress. Researchers discovered that surveys would register as completed even if respondents had not completed all questions or all pages of the questionnaire, or had closed their browser before the questionnaire was complete. In many cases, respondents seemed unaware that they had not completed all questions. These problems led to the loss of an estimated 31 respondents from the dataset (those who completed questions about experience of discrimination, but failed to answer demographic questions).

Wide advertising during data collection made it possible for people who were not part of the study population to complete a questionnaire online with self-invented (invalid) PINs. However, only questionnaires with valid PINs were included in the final dataset. Data was also reviewed to remove the few non-LGBT respondents who had somehow obtained PINs, as well as respondents who had not answered one or more of the three essential questions necessary to determine that they were eligible participants in the study: (1) the sex assigned them on their original birth certificates; (2) their current gender identity; and (3) their sexual orientation.

A total of 391 questionnaires were submitted, 360 of which were submitted using Survey Monkey. The other 31 were completed using a paper copy of the survey questionnaire; all of these were valid. Of the surveys completed using Survey Monkey, 237 were considered valid, with valid PINs

Table 1. Survey Questionnaires and Study Sample

Included in study sample		
237	valid PIN	Completed using Survey Monkey
31	valid PIN	Completed using paper copy of survey instrument
268	valid surveys	
Excluded from study sample (all from Survey Monkey)		
31	valid PIN	respondent failed to answer demographic questions which could indicate whether or not they were LGBT
14	valid PIN	duplicated PIN of a valid, complete survey; survey itself incomplete.
9	valid PIN	respondent identified self as non-transgender and heterosexual
17	valid PIN	only PIN was filled out; survey was otherwise blank
52	invalid PIN	
123	invalid surveys	
391	total surveys	

and sufficient information to confirm that the respondent was LGBT and therefore a member of the intended study population. In total, there were 268 valid surveys included in the final dataset.

The remaining 123 surveys included 31 with valid PINs, but whose respondents failed to answer demographic questions which could confirm whether they were LGBT and hence members of the intended study population. Most of these surveys were otherwise complete. Researchers believe that most or all of these surveys were filled out by members of the study population who were unaware that they had only partially completed the survey because of problems with the Survey Monkey implementation of the questionnaire. 14 with valid PINs, but surveys were incomplete and the PINs duplicated the PINs of valid, completed surveys. Researchers believe that these surveys resulted from respondents accidentally closing their browsers before the survey was complete, realizing their errors, and returning to make a second (this time successful) attempt to complete the survey. 9 with valid PINs, but respondents identify themselves in demographic questions and/or comments as being heterosexual and non-transgender, hence not members of the intended study population. Comments from three of these respondents indicated that they had been discriminated against because they were inaccurately assumed to be gay or bisexual, or because they were known to support LGBT equality. 17 with valid PINs, but only the PIN was filled out; surveys were otherwise completely blank. 52 with invalid PINs. Most of these surveys were otherwise blank; a few included comments indicating that respondents had gone through the survey out of curiosity about what questions were being asked. “Other” answers

Several survey questions included as an option the answer of “Other” with a request for explanation. For example, participants were asked “Which of the following best describes your current living situation?” with the possible answers “I own my own home,” “I rent a house/apartment/room,” or “Other (please specify).” In these cases, “Other” answers were recoded by sorting the various “Other” answers into new categories. For example, several respondents specified their “Other” living situation as variations on “live with my parents,” “live with grandmother,” and so on; these were sorted into a new category, “Live with parent(s) or other relative(s).”

Recoding when necessary

In a few instances, respondent comments indicated that a respondent had misinterpreted a question or otherwise answered it “incorrectly.” For example, one respondent, a gay male, missed the word “gay” in the sexual orientation item “Lesbian/gay/same-gender attraction” (the more common

ordering would put “gay” before “lesbian”) and felt no choice but to select “queer” as his sexual orientation — an uncomfortable choice for him, as he stated in a comment. Another respondent who viewed her relationship with her partner as being a marriage, despite Alaska law prohibiting same-sex marriage, commented to the effect that she had given her marital status as “Married.” In cases like these, responses were recoded.

Data analysis

After data cleaning was completed, statistical analysis on the final dataset of 268 questionnaires was conducted using SPSS, and statistical tables upon which to base the analysis were prepared.

As previously described, the questionnaire included two arrays of questions about their experiences of discrimination, the first focusing on sexual orientation discrimination and the second on gender identity or presentation. It became apparent as we began working with the data that respondents — for example, lesbians with a “butch” or “masculine” gender presentation, or gay men with an “effeminate” gender presentation — were sometimes unclear about whether to classify and experience of discrimination as sexual orientation discrimination, as gender presentation discrimination, or both. This led to the possibility that some respondents might have recorded the same instance(s) of discrimination in both sections, essentially resulting in some experiences of discrimination being possibly counted twice. If this was so, answers about the frequency of occurrence of each type of discrimination (none, once, twice, or three or more times) would not produce useful or reliable data.

Additionally, comments from some transgender respondents indicated personal histories of having identified in an earlier part of their life as lesbian or gay before realizing they were transgender. For example, one female-to-male (FTM) transgender respondent who identified his sexual orientation as “queer” began a comment by writing, “It was easier to hide my sexual orientation when I was a lesbian...” While representing a fairly typical life journey for some transgender people, his comment provided further evidence that we had miscalculated when we separated the discrimination questions into two arrays.

At the same time, many cisgender (non-transgender) gay, lesbian, and bisexual respondents simply concluded that, since they were not transgender, the questions on gender identity and presentation simply did not apply to them, and they skipped that part of the questionnaire entirely. As one cisgender gay male respondent commented,

My gender identity is the same as when I was born (I was born a boy, and I’m still a boy, and I see myself as a boy), so I don’t think this section applies to me.

Another important issue was that respondents had been asked about number of incidents of each type of discrimination, but they were not asked about recent discrimination.

In hindsight, we concluded that a better design for the survey would have been:

(1) To replace “how often have you experienced any of the following” with two questions: “have you ever experienced any of the following? — yes/no” and “have you ever experienced any of the following within the past five years? — yes/no.”

(2) Rather than dividing the discrimination questions into a sexual orientation array and a gender identity/presentation array, to simply ask “have you ever experienced any of the following because of you sexual orientation, gender identity, and/or gender presentation?”

While we couldn’t go back in time to change the questionnaire, it was possible to address these difficulties during data analysis. The similarity of questions between the sexual orientation and gender identity/presentation arrays made it possible to combine the variables, e.g., to combine the variable for “Physical violence because of sexual orientation” and the variable for “Physical violence because

of gender identity/gender presentation” into one new variable: “Physical violence because of sexual orientation or gender identity/gender presentation.” The few gender identity/gender presentation variables which were unique to that array simply remained as they were. Then, the entire dataset was reanalyzed. We dispensed with the our attempt to count how often a respondent had experienced each type of discrimination, and instead recorded if a given type of discrimination had been experienced at least once. This removed the issue of possible double-counting of the same instant.

In order to capture data on recent discrimination in Anchorage, which we defined as having taken place within the past five years, we conducted a secondary analysis based on the subsample of respondents (N=50) who had been residents of the Municipality of Anchorage for less than five years.

New statistical tables were then created, and form the basis of the tables and analysis throughout the report. However, tables based on the originally separate sexual orientation and gender identity/presentation variables can be found in Appendix B and Appendix C.

Respondent comments

Respondents were given an opportunity to comment in three places on the questionnaire: at the end of the “Sexual orientation discrimination” part, at the end of the “Gender identity discrimination part,” and at the very end of the questionnaire.

Not all respondents took the opportunity to make comments, but many did, often commenting about a number of topics in the same comment. We organized comments into topical areas and redacted sensitive information to protect respondent confidentiality. Comments are found in Appendix A to this report.

Limitations

As previously discussed, the Anchorage LGBT Discrimination Survey is a nonprobability survey. As such, it cannot claim to be statistically representative of the entire LGBT population of Anchorage, because some demographics which exist in the “real” LGBT population might be overrepresented, underrepresented, or missing entirely from our sample. In particular, the sampling strategy we used, based in large part on social networking within the LGBT community, was more likely to reach LGBT people who were active members of the Anchorage LGBT community, and less likely to reach LGBT people who were less involved in the LGBT community or who were otherwise not socially connected. Respondents were also recruited through publicizing the survey and its website in LGBT and mainstream media and through targeted ads on Facebook. Reliance on web-based sampling leaves out the approximately 27 percent of people who do not use the Internet (Meyer & Wilson, 2009).

Additionally, a survey that is specifically designed to gather data about experiences of discrimination is likely to be self-selecting to some extent. This issue was unconsciously recognized by several participants, such as the cisgender lesbian respondent who commented,

I hope I do not skew the results of this survey. If I am atypical it is alright to remove my data. I didn’t “come out” until I was 42 years old. I appear straight, am comfortable in straight or lesbian environments. I have been mostly single since my late 30s so have probably have not appeared to others as lesbian.

In fact, this respondent did not skew results: her experience was part of the results. But her comment, and others like it, illustrate the likelihood that some potential respondents may not have been motivated to participate if they didn’t perceive themselves as having experienced discrimination.

At this point a reminder is due: The essential purpose of the Anchorage LGBT Discrimination

Survey was to document experience of discrimination reported by LGBT individuals in the Municipality of Anchorage. This, it has done.

The survey result which found that 16.0 percent (N=43) of survey respondents reported being forced to leave jobs because of harassment based on their sexual orientations or gender identities cannot be extrapolated to claim that 16.0 percent of all LGBT employees in Anchorage have been forced to leave jobs because of harassment. But the result does show that 43 lesbian, gay, bisexual, and transgender workers in the Municipality of Anchorage understood themselves to have been the targets of on-the-job harassment which — had they been harassed at work because of their race, color, sex, or religion — would have been illegal under Anchorage’s municipal code. But of course, because these respondents were harassed for being LGBT, and discrimination against them is not illegal, they had no legal recourse to defend themselves.

In short, while results of this survey cannot be said to be representative of all LGBT people in Anchorage, they are, at the very least, representative of the 268 LGBT people who shared their experiences by participating.

FINDINGS

RESPONDENT CHARACTERISTICS

A total of 268 respondents was included in the final dataset. This section of the report describes their demographic and social characteristics, in some instances compared with 2010 population data from the American Community Survey (U.S. Census Bureau, 2010) for the total population of the Municipality of Anchorage.

Sex and gender identity

The final dataset of 268 respondents included 243 cisgender respondents and 25 transgender respondents (Table 2). Of the cisgender respondents, 136 were male and 107 were female. Transgender respondents included 14 male-to-female (MTF) respondents — individuals who had been designated *male* on their birth certificates, but who now identify and live as, or hope to live as, female; 10 female-to-male (FTM) respondents — individuals whose original birth certificates designated them as *female*, but who identified and/or lived as male; and one “other” respondent.

This last respondent marked both *male* and *female* on the survey questionnaire. There are at least three possible explanations for this: (1) the respondent might have made an error in completing the survey; (2) the respondent might have resisted being categorized by gender or sexual orientation (the same respondent also identified as *transgender — do not identify as exclusively male or female* and as *bisexual* in sexual orientation); or (3) the respondent might have been designated at birth as *intersex* — a term used for people who have differences of sex development, such as being born with external genitalia, chromosomes, or internal reproductive systems that are not generally associated with usual medical definitions of male or female.

Compared with the total population of the Municipality of Anchorage in 2010 (Table 3), women were underrepresented in the survey. Comparisons are difficult because the American Community Survey does not account for gender identity.

Table 2. Sex and Gender Identity of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	N	Percent
Cisgender	243	90.7 %
Male	136	50.7
Female	107	39.9
Transgender	25	9.3 %
Transgender — male-to-female (MTF)	14	5.2
Transgender — female-to-male (FTM)	10	3.7
Other	1	0.4
Total	268	

Table 3. Municipality of Anchorage Population by Sex, 2010 Census

	N	Percent
Male	148,566	50.7 %
Female	144,661	49.3
Total	293,227	

Source of data: American Community Survey, 2010 1-Year Data for Anchorage Municipality

Sexual orientation

Nearly three-quarters of the respondents (N=193; 72.3%) described themselves as being gay or lesbian (Table 4). About one in five respondents (N=53; 19.8%) were bisexual; 19 (7.1%) described themselves as queer. Two respondents (0.7%) said they were asexual. Only one respondent (0.4%)

Table 4. Sexual Orientation of Anchorage LGBT Discrimination Survey Respondents

Row percentages.

Gender identity	Sexual orientation										Total
	Gay or lesbian		Bisexual		Queer		Asexual		Heterosexual		
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	
Male	117	80.1 %	19	13.0 %	10	6.8 %	—	—	—	—	146
Cisgender	116	85.3	14	10.3	6	4.4	—	—	—	—	136
Transgender female-to-male (FTM)	1	10.0	5	50.0	4	40.0	—	—	—	—	10
Female	76	62.8 %	33	27.3 %	9	7.4 %	2	1.7 %	1	0.8 %	121
Cisgender	72	67.3	26	24.3	8	7.5	1	0.9	—	—	107
Transgender male-to-female (MTF)	4	28.6	7	50.0	1	7.1	1	7.1	1	7.1	14
Other	—	—	1	100.0	—	—	—	—	—	—	1
Total	193	72.0 %	53	19.8 %	19	7.1 %	2	0.7 %	1	0.4 %	268
Totals by gender alignment											
Cisgender	188	77.4 %	40	16.5 %	14	5.8 %	1	0.4 %	0	0.0 %	243
Transgender	5	20.0	13	52.0	5	20.0	1	4.0	1	4.0	25

— a male-to-female transgender respondent — described herself as heterosexual. (Cisgender heterosexuals were excluded from the study.)

Differences by sex and gender identity

Of cisgender respondents, a higher proportion of men (N=116; 85.3%) than women (N=72; 67.3%) identified themselves as gay/lesbian, while nearly a quarter of cisgender women (N=26; 24.3%) said they were bisexual, in comparison with only one in ten cisgender men (N=14; 10.3%) who self-identified as bisexual.

Over half the transgender respondents (N=13; 52.0%) described themselves as bisexual. One in five transgender respondents (N=5; 20.0%) said they were gay/lesbian, and another one in five (N=5; 20.0%) described their sexual orientation as queer. MTF respondents were more likely to describe themselves as gay/lesbian (N=4; 28.6%) than FTM respondents (N=1; 10.0%), whereas a higher proportion of FTM respondents (N=4; 40.0%) than MTF respondents (N=1; 7.1%) described their sexual orientation as queer.

Data presentation by gender identity

One of the important goals of this study was to obtain, for the first time, Anchorage-specific information on discrimination experienced by transgender people, including any differences in discrimination that transgender people experience in comparison with lesbian, gay, and bisexual (LGB) cisgender respondents. Thus, distinguishing the gender identities of respondents was deemed more crucial to analyzing the findings than distinguishing between their sexual orientations. Throughout the remainder of this report, findings are presented for the total sample of 268 respondents; by comparing cisgender and transgender respondents; and, among LGB cisgender respondents, by comparing male and female respondents.

Data analysis did not indicate large differences between MTF and FTM transgender respondents for most questions, so they are grouped together for purposes of discussion. It is important to note that these two categories are simplifications for the purpose of analysis, and do not always reflect the nuances of individual respondents' own perceptions of their gender identities.

Residence

The overriding majority of respondents (N=248; 92.9% of the 267 valid responses) were residents of the Municipality of Anchorage (MOA) at the time they took the survey (Table 5). The few who were not MOA residents (N=19; 7.1% of valid responses) included some respondents who had previously lived in Anchorage for some period of time; nonresidents who were living in Anchorage temporarily; and others who, while not residents, spent time in Anchorage for various reasons — for example, residents of the Matanuska-Susitna Borough who commuted for school or work.

Respondents who were residents (N=248; 92.9%) were asked how long they had lived in Anchorage. Of these, two failed to answer the question about the length of their residency. Of the remaining 246, about one in five (N=50; 20.3%) had been residents of the Municipality of Anchorage for less than five years, while nearly 30 percent (N=72; 29.3%) had lived within the bounds of the municipality for 25 years or more. The mean length of residence was 17.5 years, with length of residence ranging from 0.4 to 62.2 years.

The 50 respondents who had lived in Anchorage for less than five years were of particular interest. Responses to questions about discrimination from this subsample of respondents were analyzed separately to obtain data on the experience of recent discrimination — within the past five years — by LGBT individuals in Anchorage.

Respondents were asked to give the zip code where they currently lived. Three respondents did not answer this question. Of the 265 who did, 252 (95.1%) lived at zip codes within the Municipality of Anchorage, with most (N=229; 86.4%) living in Anchorage proper; 18 (6.8%) in Eagle River; 5 (1.9%) in Chugiak; and 3 (1.1%) in other locations within the municipality. (These locations are not named in order to maintain respondent confidentiality.) Seven respondents (2.6%) lived in Alaska outside the boundaries of the Municipality of Anchorage, and 6 (2.3%) lived outside Alaska altogether.

Note that some respondents who were not actual MOA residents reported living at Anchorage zip codes at the time of the survey. It is assumed these were nonresidents who were living in Anchorage temporarily for school, work, or other reasons.

Racial, ethnic, and Hispanic/Latino background

Of the 263 respondents who answered whether they identified as Hispanic or Latino, 16 (6.1%) said they were of Hispanic/Latino background (Table 6).

Of the 265 respondents who identified their race/ethnicity, over four-fifths (N=216; 81.5%) were white/Caucasian; 11 (4.2%) were black/African American; 10 (3.8%) were Alaska Native or American Indian; two (0.8%) were Asian; and two (0.8%) were Native Hawaiian or Pacific Islander. Twenty-four respondents (9.1%) were of “Other” race or ethnicity, including 20 (7.5%) who identified themselves as multiracial. *Hispanic/Latino* is not generally considered as a *race* or *ethnicity* in population studies, as people of Hispanic/Latino heritage are racially and ethnically diverse; however, 4 respondents (1.5%), when asked to specify their “Other” race/ethnicity, gave it as Hispanic/Latino.

Respondents who identified themselves as multiracial included:

- 8 of Alaska Native/American Indian and White/Caucasian descent;
- 6 of Asian and White/Caucasian descent;
- 3 multiracial (not specified further) descent;
- 2 of Alaska Native/American Indian, Black/African American, and White/Caucasian descent;
- 1 of Middle Eastern and White/Caucasian descent.

Table 5. Residence in Municipality of Anchorage of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender							
			Total		Male		Female		Transgender	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Residence										
<i>Question 3. Are you <u>currently</u> a resident of the Municipality of Anchorage?</i>										
Yes	248	92.9 %	226	93.4 %	127	93.4 %	99	93.4 %	22	88.0 %
No	19	7.1	16	6.6	9	6.6	7	6.6	3	12.0
Total valid	267		242		136		106		25	
Missing	1		1		0		1		0	
Total	268		243		136		107		25	
Years of residence										
<i>[If yes to Question 3:] How long have you lived in Anchorage?</i>										
Mean length of residence 17.5 years; range 0.4 to 62.2 years										
Less than 5 years	50	20.3 %	43	19.2 %	30	23.8 %	13	13.3 %	7	31.8 %
5 to less than 10	34	13.8	32	14.3	19	15.1	13	13.3	2	9.1
10 to less than 15	31	12.6	30	13.4	17	13.5	13	13.3	1	4.5
15 to less than 20	23	9.3	20	8.9	7	5.6	13	13.3	3	13.6
20 to less than 25	36	14.6	34	15.2	20	15.9	14	14.3	2	9.1
25 to less than 30	29	11.8	25	11.2	8	6.3	17	17.3	4	18.2
30 to less than 35	18	7.3	16	7.1	12	9.5	4	4.1	2	9.1
35 to less than 40	12	4.9	11	4.9	6	4.8	5	5.1	1	4.5
40 or more	13	5.3	13	5.8	7	5.6	6	6.1	0	0.0
Total valid	246		224		126		98		22	
Missing	2		2		1		1		0	
Total	248		226		127		99		22	
Zip code										
<i>Question 4. What is the ZIP or postal code where you <u>currently</u> live?</i>										
Anchorage 99501	43	16.2 %	39	16.2 %	28	20.7 %	11	10.4 %	4	16.7 %
Anchorage 99502	13	4.9	11	4.6	9	6.7	2	1.9	2	8.3
Anchorage 99503	15	5.7	15	6.2	11	8.1	4	3.8	0	0.0
Anchorage 99504	25	9.4	24	10.0	12	8.9	12	11.3	1	4.2
Anchorage 99507	19	7.2	18	7.5	11	8.1	7	6.6	1	4.2
Anchorage 99508	47	17.7	44	18.3	17	12.6	27	25.5	3	12.5
Anchorage 99514	2	0.8	2	0.8	1	0.7	1	0.9	0	0.0
Anchorage 99515	4	1.5	4	1.7	1	0.7	3	2.8	0	0.0
Anchorage 99516	9	3.4	8	3.3	4	3.0	4	3.8	1	4.2
Anchorage 99517	33	12.5	27	11.2	16	11.9	11	10.4	6	25.0
Anchorage 99518	14	5.3	13	5.4	8	5.9	5	4.7	1	4.2
Anchorage 99520	1	0.4	1	0.4	1	0.7	0	0.0	0	0.0
Anchorage 99521	1	0.4	1	0.4	0	0.0	1	0.9	0	0.0
Chugiak 99567	5	1.9	4	1.7	2	1.5	2	1.9	1	4.2
Eagle River 99577	18	6.8	16	6.6	8	5.9	8	7.5	2	8.3
Other MOA	3	1.1	3	1.2	1	0.7	2	1.9	0	0.0
Other Alaska	7	2.6	7	2.9	3	2.2	4	3.8	0	0.0
Outside Alaska	6	2.3	4	1.7	2	1.5	2	1.9	2	8.3
Total valid	265		241		135		106		24	
Missing	3		2		1		1		1	
Total	268		243		136		107		25	

Table 6. Racial and Ethnic Background of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hispanic/Latino background										
Question 8. Do you identify as Hispanic or Latino?										
Yes	16	6.1 %	15	6.3 %	9	6.7 %	6	5.7 %	1	4.2 %
No	247	93.9	224	93.7	125	93.3	99	94.3	23	95.8
Total valid	263		239		134		105		24	
Missing	5		4		2		2		1	
Total	268		243		136		107		25	
Race/ethnicity										
Question 9. Which of the following racial/ethnic categories best fits you?										
White/Caucasian	216	81.5 %	196	81.7 %	104	78.2 %	92	86.0 %	20	80.0 %
Multiracial	20	7.5	15	6.3	11	8.3	4	3.7	5	20.0
Black/African American	11	4.2	11	4.6	3	2.3	8	7.5	0	0.0
Alaska Native/American Indian	10	3.8	10	4.2	8	6.0	2	1.9	0	0.0
Hispanic/Latino	4	1.5	4	1.7	3	2.3	1	0.9	0	0.0
Asian	2	0.8	2	0.8	2	1.5	0	0.0	0	0.0
Native Hawaiian/Pacific Islander	2	0.8	2	0.8	2	1.5	0	0.0	0	0.0
Total valid	265		240		133		107		25	
Missing	3		3		3		0		0	
Total	268		243		136		107		25	

Note: Responses labeled *Missing* in each portion of the table indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for each question.

Table 7. Racial and Ethnic Background of Municipality of Anchorage Population, 2010 Census

Column percentages.

	Total		Male		Female	
	N	Percent	N	Percent	N	Percent
Hispanic/Latino background						
Hispanic or Latino	22,302	7.6 %	11,098	7.5 %	11,204	7.7 %
White alone, not Hispanic or Latino	183,478	62.6	95,472	64.3	88,006	60.8
Other races, not Hispanic of Latino	87,447	29.8	41,996	28.3	45,451	31.4
Total	293,227		148,566		144,661	
Race/ethnicity						
White alone	195,553	66.7 %	101,899	68.6 %	93,654	64.7 %
Asian alone	23,986	8.2	10,869	7.3	13,117	9.1
Two or more races	23,172	7.9	11,780	7.9	11,392	7.9
Alaska Native/American Indian alone	21,787	7.4	10,135	6.8	11,652	8.1
Black/African American alone	17,874	6.1	9,228	6.2	8,646	6.0
Native Hawaiian/Pacific Islander alone	6,388	2.2		[data not available]		[data not available]
Some other race	4,467	1.5		[data not available]		[data not available]
Total	293,227		148,566		144,661	

Source of data: American Community Survey, 2010 1-Year Data for Anchorage Municipality

A comparison with 2010 American Community Survey population statistics for the Municipality of Anchorage (Table 7) indicates that whites were overrepresented in the present survey, and most other races/ethnicities were underrepresented.

Age

Respondents ranged in age from 16 to 79 years old (as of January 1, 2011), with a mean age of 39.8 years (Table 8). Over a quarter of the respondents (N=75; 28.0%) were 50 years old or older, while not quite a third (N=84; 31.3%) were under 30, and 109 (40.1%) spanned the age range in be-

Table 8. Age of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Cisgender									
	Total (all)		Total		Male		Female		Transgender	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Age as of January 1, 2011										
<i>Question 10. What is your age as of January 2011?</i>										
Mean age 39.8 years; range 16 to 79 years										
Under 18 years old	3	1.1 %	3	1.2 %	1	0.7 %	2	1.9 %	0	0.0 %
18-21 years old	26	9.7	23	9.5	16	11.8	7	6.5	3	12.0
22-24 years old	22	8.2	19	7.8	11	8.1	8	7.5	3	12.0
25-29 years old	33	12.3	30	12.3	18	13.2	12	11.2	3	12.0
30-34 years old	31	11.6	29	11.9	15	11.0	14	13.1	2	8.0
35-39 years old	25	9.3	24	9.9	17	12.5	7	6.5	1	4.0
40-44 years old	27	10.1	25	10.3	16	11.8	9	8.4	2	8.0
45-49 years old	26	9.7	22	9.1	13	9.6	9	8.4	4	16.0
50-54 years old	31	11.6	28	11.5	14	10.3	14	13.1	3	12.0
55-59 years old	11	4.1	9	3.7	3	2.2	6	5.6	2	8.0
60-64 years old	21	7.8	20	8.2	9	6.6	11	10.3	1	4.0
65 years old or older	12	4.5	11	4.5	3	2.2	8	7.5	1	4.0
Total valid	268		243		136		107		25	

Table 9. Municipality of Anchorage Population by Age and Sex, 2010 Census

Column percentages.

	Total		Male		Female		Percent of adult population (18 years and older)		
	N	Percent	N	Percent	N	Percent	Total	Male	Female
Mean age	32.7 years		32.3 years		33.0 years		—	—	—
Under 18 years old	76,044	25.9 %	38,661	26.0 %	37,383	25.8 %	—	—	—
18-21 years old	19,994	6.8	10,410	7.0	9,584	6.6	9.2 %	9.5 %	8.9 %
22 to 24 years old	13,990	4.8	7,491	5.0	6,499	4.5	6.4	6.8	6.1
25 to 29 years old	24,222	8.3	12,657	8.5	11,565	8.0	11.2	11.5	10.8
30 to 34 years old	20,368	6.9	10,503	7.1	9,865	6.8	9.4	9.6	9.2
35 to 39 years old	18,314	6.2	9,468	6.4	8,846	6.1	8.4	8.6	8.2
40 to 44 years old	20,840	7.1	10,555	7.1	10,285	7.1	9.6	9.6	9.6
45 to 49 years old	22,995	7.8	11,435	7.7	11,560	8.0	10.6	10.4	10.8
50 to 54 years old	21,980	7.5	10,704	7.2	11,276	7.8	10.1	9.7	10.5
55 to 59 years old	19,398	6.6	10,759	7.2	8,639	6.0	8.9	9.8	8.1
60-64 years old	14,608	5.0	7,085	4.8	7,523	5.2	6.7	6.4	7.0
65 years old or older	20,474	7.0	8,838	5.9	11,636	8.0	9.4	8.0	10.8
Total	293,227		148,566		144,661		217,183	109,905	107,278

Source of data: American Community Survey, 2010 1-Year Data for Anchorage Municipality

tween. Only 3 respondents (1.1%) were under age 18 at the time of the survey.

Ages of Municipality of Anchorage residents from the 2010 American Community Survey are shown in Table 9. We made no effort to survey LGBT youth in Anchorage because of state laws requiring parental consent for survey participation in the schools, which could create difficulties for youth who were not out to their families. For ease of comparison, Table 9 also calculates percentages within the adult (18 or older) population.

Housing and homelessness

Respondents who owned their own home (N=111; 41.4%) were barely outnumbered by those who rented a house, apartment, or room (N=119; 44.4%) (Table 10). The remaining 38 respondents (14.2%) fell into the “other” category and were asked to specify their living situation. Twenty-two respondents (8.2%) said they lived with parent(s) or other relative(s). Six (2.2%) lived with a partner who owned the home; 2 (0.2%) lived in campus or other shared housing; 5 (0.7%) said they were homeless; and 3 (1.1%) had some other living situation.

Forty-one respondents (15.3%) said they had at some time in their life been forced to move with no place to go. Of these, over a third (N=14; 35.0% of valid responses) had been forced to move with no place to go within the 12 months immediately prior to completing the survey. Periods of time

Table 10. Housing and Homelessness of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Housing										
<i>Question 11. Which of the following best describes your <u>current</u> living situation?</i>										
I own my own home.	111	41.4 %	105	43.2 %	52	38.2 %	53	49.5 %	6	24.0 %
I rent a house/apartment/room.	119	44.4	105	43.2	69	50.7	36	33.6	14	56.0
<u>Other (please specify)</u>										
Live with parent(s) or other relative	22	8.2 %	20	8.2 %	8	5.9 %	12	11.2 %	2	8.0 %
Live with partner	6	2.2	4	1.6	2	1.5	2	1.9	2	8.0
Campus or shared housing	2	0.7	2	0.8	1	0.7	1	0.9	0	0.0
Homeless	5	1.9	4	1.6	3	2.2	1	0.9	1	4.0
Other	3	1.1	3	1.2	1	0.7	2	1.9	0	0.0
Total valid	268		243		136		107		25	
Forced to move with no place to go										
<i>Question 12. Have you <u>ever</u> been forced to move, with no place to go?</i>										
Yes	41	15.3 %	36	14.8 %	17	12.5 %	19	17.8 %	5	20.0 %
No	227	84.7	207	85.2	119	87.5	88	82.2	20	80.0
Total valid	268		243		136		107		25	
Forced to move in last 12 months with no place to go										
<i>[If yes to Question 12:] Question 12a. In the <u>past 12 months</u>, have you been forced to move, with no place to go?</i>										
Yes	14	35.0 %	13	37.1 %	9	56.3 %	4	21.1 %	1	20.0 %
No	26	65.0	22	62.9	7	43.8	15	78.9	4	80.0
Total valid	40		35		16		19		5	
Missing	1		1		1		0		0	
Total	41		36		17		19		5	

Note: Responses labeled *Missing* in each portion of the table indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for each question.

without a place to live ranged from 0 to 180 days, with the mean period of homelessness for these respondents being 15 days.

Differences by sex and gender identity

Nearly half of cisgender female respondents (N=53; 49.5%) owned their own home, compared with just 38.2 percent (N=52) of cisgender men. Only a quarter of transgender respondents (N=6; 24.0%) owned their own home.

Higher percentages of transgender respondents (N=5; 20.0%) and cisgender female respondents (N=19; 17.8%) than cisgender males (N=17; 12.5%) reported having *ever* been forced to move with no place to go. However, of those cisgender males who reported this experience, over half reported having this experience in the past year (N=9; 56.3%).

Legal marital status and intimate relationships

By the wording of Article I, Section 25 of the Alaska Constitution — added as an amendment through a 1998 referendum vote — “To be valid or recognized in this State, a marriage may exist only between one man and one woman.” Over three-quarters of respondents (N=207; 77.2%) had a legal marital status under Alaska law of *single, never married* (Table 11). Twelve respondents (4.5%) were married; 45 (16.8%) were divorced; and 4 respondents (1.5%) were widowed. It must be remembered that bisexual participants who may be married to partners of the opposite sex are included in this study.

In contrast, nearly 6 in 10 respondents (N=156; 58.2%) at the time of survey completion were in committed relationships with an intimate partner. Of these, over three-quarters (N=131; 84.0%) shared a residence with their intimate partner.

Marital status of Municipality of Anchorage residents aged 15 years or older is shown in Table 12.

Differences by sex and gender identity

A higher proportion of cisgender men (N=118; 86.8%) than cisgender women (N=76; 57.0%) or transgender respondents (N=13; 57.0%) reported being *Single, never married* as recognized by Alaska law; correspondingly, a lower proportion of cisgender men (N=17; 12.5%) than cisgender women (N=23; 21.5%) or transgender respondents (N=5; 20.0%) had a legal status of *Divorced*. More transgender respondents — both in raw numbers and in percentages (N=7; 28.0%) — were recognized by Alaska law as being *Married* than cisgender men (N=1; 0.7%) and women (N=4; 3.7%) combined. Four cisgender female respondents (37.0%) reported their legal marital status as *Widowed* — the only respondents with this marital status.

There were far fewer differences by sex and gender identity with respect to intimate relationships. Of cisgender respondents, men (N=78; 57.4%) and women (N=65; 60.7%) reported being in a relationship with an intimate partner at about the same rate. A slightly lower proportion of transgender respondents (N=13; 52.0%) had intimate partners.

Partner’s primary sexual identity

Of cisgender respondents with an intimate partner, almost all the men (N=74; 94.9%) and over three-quarters of the women (N=50; 78.1%) had a partner whose gender identity matched their own. Of the cisgender female respondents with an intimate partner, two (3.1%) had an intimate partner who was female-to-male (FTM) transgender, and two (3.1%) had a partner who was transgender and did not identify as exclusively male or female.

Table 11. Relationships of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender								Transgender	
			Total		Male		Female					
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent		
Marital status by Alaska law												
<i>Question 13. What is your current marital status, as defined by Alaska law?</i>												
Single, never married	207	77.2 %	194	79.8 %	118	86.8 %	76	71.0 %	13	52.0 %		
Married	12	4.5	5	2.1	1	0.7	4	3.7	7	28.0		
Divorced	45	16.8	40	16.5	17	12.5	23	21.5	5	20.0		
Widowed	4	1.5	4	1.6	0	0.0	4	3.7	0	0.0		
Total valid	268		243		136		107		25			
Relationship with intimate partner												
<i>Question 14. Are you currently in a committed relationship with an intimate partner?</i>												
Yes	156	58.2 %	143	58.8 %	78	57.4 %	65	60.7 %	13	52.0 %		
No	112	41.8	100	41.2	58	42.6	42	39.3	12	48.0		
Total valid	268		243		136		107		25			
Share residence with intimate partner	156		143		78		65		13			
<i>[If yes to Question 14:] Question 14a. Do you currently share a residence with your intimate partner?</i>												
Yes	131	84.0 %	119	83.2 %	65	83.3 %	54	83.1 %	12	92.3 %		
No	25	16.0	24	16.8	13	16.7	11	16.9	1	7.7		
Total valid	156		143		78		65		13			
Partner's primary gender identity												
<i>[If yes to Question 14:] Question 14b. What is your partner's primary gender identity?</i>												
Male	84	54.2 %	83	58.5 %	74	94.9 %	9	14.1 %	1	7.7 %		
Female	66	42.6	54	38.0	4	5.1	50	78.1	12	92.3		
Other	1	0.6	1	0.7	0	0.0	1	1.6	0	0.0		
Transgender — female-to-male (FTM)	2	1.3	2	1.4	0	0.0	2	3.1	0	0.0		
Transgender — do not identify as exclusively male or female	2	1.3	2	1.4	0	0.0	2	3.1	0	0.0		
Total valid	155		142		78		64		13			
Missing	1		1		0		1		0			
Total	156		143		78		65		13			

Note: Responses labeled *Missing* in each portion of the table indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for each question.

Just over half of the transgender respondents (N=13; 52.0%) had an intimate partner. Of these, all but one had a female intimate partner; one male-to-female (MTF) transgender respondent had a male partner.

Table 12. Marital Status for Municipality of Anchorage Population 15 Years or Older, 2010 Census

Column percentages.

	Total		Male		Female	
	N	Percent	N	Percent	N	Percent
Never married	72,589	31.5 %	41,640	35.7 %	30,949	27.3 %
Married	116,720	50.7	59,804	51.2	56,916	50.1
Divorced	32,477	14.1	13,373	11.4	19,104	16.8
Widowed	8,542	3.7	1,978	1.7	6,564	5.8
Total valid	230,328		116,795		113,533	

Source of data: American Community Survey, 2010 1-Year Data for Anchorage Municipality

Parenthood and children

Just under a quarter of respondents (N=63; 23.7% of valid responses) reported being a parent or guardian of one or more children (Table 13).

Of respondents with children, one-third (N=20; 33.3% of valid responses) had one child; another third (N=20; 33.3%) had two children. Thirteen parents (21.7%) had three children; 5 (8.3%) had four children; and two respondents (3.3%) reported having five or more children. The number of children respondents reported having ranged from 1 to 7 children, with a mean of 2.3 children.

Of respondents with children, over a third (N=23; 36.5%) said that at least one child was currently attending school in Anchorage.

Respondents were not asked the ages of their children. It's likely that some children reported by respondents may be above school age.

Differences by sex and gender identity

Higher proportions of both cisgender female (N=36; 34.0%) and transgender respondents (N=9; 36.0%) reported being parents than did cisgender male respondents, of whom only 18 (13.3%) reporting having children.

All but one of the 9 transgender respondents who were parents were male-to-female (MTF) transgender, with one female-to-male transgender parent.

Table 13. Parenthood and Children of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Parenthood										
<i>Question 15. Are you the parent or guardian of one or more children?</i>										
Yes	63	23.7 %	54	22.4 %	18	13.3 %	36	34.0 %	9	36.0 %
No	203	76.3	187	77.6	117	86.7	70	66.0	16	64.0
Total valid	266		241		135		106		25	
Missing	2		2		1		1		0	
Total	268		243		136		107		25	
Number of children										
<i>[If yes to Question 15:] Question 15a. How many children do you have?</i>										
Mean number 2.3 children; range 1 to 7 children										
One child	20	33.3 %	17	32.7 %	7	41.2 %	10	28.6 %	3	37.5 %
Two children	20	33.3	17	32.7	5	29.4	12	34.3	3	37.5
Three children	13	21.7	11	21.2	2	11.8	9	25.7	2	25.0
Four children	5	8.3	5	9.6	2	11.8	3	8.6	0	0.0
Five or more children	2	3.3	2	3.8	1	5.9	1	2.9	0	0.0
Total valid	60		52		17		35		8	
Missing	3		2		1		1		1	
Total	63		54		18		36		9	
Children in Anchorage schools										
<i>[If yes to Question 15:] Question 15b. Do any of your children currently attend school in Anchorage?</i>										
Yes	23	36.5 %	19	35.2 %	4	22.2 %	15	41.7 %	4	44.4 %
No	40	63.5	35	64.8	14	77.8	21	58.3	5	55.6
Total valid	63		54		18		36		9	

Note: Responses labeled *Missing* in each portion of the table indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for each question.

Education

Over half the respondents (N=147; 55.1% of valid responses) had completed a four-year college degree or more, with 70 (26.2%) having earned graduate or professional degrees and another 77 (28.8%) having completed bachelor’s degrees (Table 14). Ninety-nine additional respondents (37.1%) had some college, with 18 of those respondents (6.7%) having earned associate’s (two-year) degrees. Eighteen respondents (6.7%) reported their highest level of educational attainment as a high school diploma or GED. Only 3 respondents (1.1%) had not completed high school. Of these, 2 were under 18 years old; the third respondent who had not finished high school was in his forties.

Survey respondents overall showed higher levels of educational attainment when compared with the total Municipality of Anchorage population (Table 15).

Differences by sex and gender identity

Cisgender female respondents reported obtaining graduate or professional degrees in high proportions (N=38; 35.8%) than both cisgender male (N=27; 19.9%) and transgender respondents (N=5; 20.0%).

Table 14. Educational Attainment of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

Educational attainment	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
<i>Question 16. What is the highest level of formal education you have completed?</i>										
Less than high school	3	1.1 %	2	0.8 %	0	0.0 %	2	1.9 %	1	4.0 %
High school or GED	18	6.7	17	7.0	11	8.1	6	5.7	1	4.0
Some college no degree	81	30.3	72	29.8	50	36.8	22	20.8	9	36.0
Associate's degree	18	6.7	17	7.0	10	7.4	7	6.6	1	4.0
Bachelor's degree	77	28.8	69	28.5	38	27.9	31	29.2	8	32.0
Graduate or professional degree	70	26.2	65	26.9	27	19.9	38	35.8	5	20.0
Total valid	267		242		136		106		25	
Missing	1		1		0		1		0	
Total	268		243		136		107		25	

Note: Responses labeled *Missing* indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for the question.

Table 15. Educational Attainment of Municipality of Anchorage Population 18 Years or Older, 2010 Census

Column percentages.

Educational attainment	Total		Male		Female	
	N	Percent	N	Percent	N	Percent
Less than high school	18,820	8.7 %	9,764	8.9 %	9,056	8.4 %
High school graduate, GED, or alternative	50,032	23.0	26,788	24.4	23,244	21.7
Some college no degree	67,485	31.1	33,712	30.7	33,773	31.5
Associate's degree	17,593	8.1	8,319	7.6	9,274	8.6
Bachelor's degree	42,487	19.6	20,287	18.5	22,200	20.7
Graduate or professional degree	20,766	9.6	11,035	10.0	9,731	9.1
Total valid	217,183		109,905		107,278	

Source of data: American Community Survey, 2010 1-Year Data for Anchorage Municipality

Employment

Nearly three-quarters of respondents (N=193; 72.3% of valid responses) were employed, with 164 (61.4%) working full-time and 29 (10.9%) with part-time employment (Table 16). Fourteen respondents (5.2%) were in school only. (Note that respondents were asked their *primary* employment status. Written comments from some employed respondents indicated that they were also attending school or college.)

Seventeen respondents (6.4%) were retired. Thirty-one respondents (11.6%) were unemployed, with 25 (9.4%) looking for work and 6 (2.2%) not looking for work. Ten respondents (3.7%) were not currently working due to disability or for medical reasons. Two respondents (0.7%) had some other employment status.

Differences by sex and gender identity

Among cisgender respondents, a higher proportion of men (68.4%) than women (59.4%) were employed full-time, whereas a higher proportion of women (12.3%) than men (7.4%) worked part-time. Almost twice the rate of cisgender men (10.3%) than women (5.7%) were unemployed looking for work.

Differences by gender identity were much greater. While 74.0 percent of cisgender respondents were employed either full-time or part-time, only 56.0 percent of transgender respondents were working, and not quite one-third of transgender respondents (32.0%) were working full-time — half the rate of cisgender respondents. One in five transgender respondents (20.0%) were unemployed looking for work, over double the rate for unemployed looking for work of cisgender respondents (8.3%).

Table 16. Employment Status of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender								Transgender	
			Total		Male		Female					
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent		
Employment status												
<i>Question 17. What is the your primary employment status?</i>												
Employed full-time	164	61.4 %	156	64.5 %	93	68.4 %	63	59.4 %	8	32.0 %		
Employed part-time	29	10.9	23	9.5	10	7.4	13	12.3	6	24.0		
In school only	14	5.2	12	5.0	7	5.1	5	4.7	2	8.0		
Retired	17	6.4	16	6.6	8	5.9	8	7.5	1	4.0		
Unemployed, looking	25	9.4	20	8.3	14	10.3	6	5.7	5	20.0		
Unemployed, not looking	6	2.2	5	2.1	2	1.5	3	2.8	1	4.0		
Disabled or medical	10	3.7	9	3.7	2	1.5	7	6.6	1	4.0		
Other	2	0.7	1	0.4	0	0.0	1	0.9	1	4.0		
Total valid	267		242		136		106		25			
Missing	1		1		0		1		0			
Total	268		243		136		107		25			

Note: Responses labeled *Missing* indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for the question.

Military service

Forty-one respondents (15.4% of valid responses) reported having served in the U.S. armed forces (Table 17). Levels of military service were comparable to those of the total Municipality of Anchorage population (Table 18). Note that MOA figures are for civilians who are veterans, whereas some survey respondents may still be serving members of the military.

Differences by sex and gender identity

Both cisgender male respondents (N=28; 20.6%) and transgender respondents (N=7; 29.2%) had higher rates of military service than cisgender female respondents (N=6; 5.7%). Of the transgender respondents, 5 of those who had served in the military were male-to-female (MTF) and 2 were female-to-male (FTM).

Table 17. Military Service of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Military service										
<i>Question 18. Have you ever served in the U.S. armed forces?</i>										
Yes	41	15.4 %	34	14.0 %	28	20.6 %	6	5.7 %	7	29.2 %
No	225	84.6	208	86.0	108	79.4	100	94.3	17	70.8
Total valid	266		242		136		106		24	
<i>Missing</i>	2		1		0		1		1	
Total	268		243		136		107		25	

Note: Responses labeled *Missing* indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for the question.

Table 18. Veteran Status of Municipality of Anchorage Civilian Population 18 Years or Older, 2010 Census

Column percentages.

Veteran status	Total		Male		Female	
	N	Percent	N	Percent	N	Percent
Veteran	32,429	15.7 %	26,802	26.8 %	5,627	5.3 %
Nonveteran	173,956	84.3	73,346	73.2	100,610	94.7
Total valid	206,385		100,148		106,237	

Source of data: American Community Survey, 2010 1-Year Data for Anchorage Municipality

Income

Over half the respondents (N=140; 53.4% of valid responses) reported household incomes of less than \$60,000 in 2010 (Table 19), compared with 40.5 percent of household in the Municipality of Anchorage overall having household incomes of less than \$60,000. Eighty-nine respondents (34.0%) reported household incomes of at least \$60,000 but less than \$120,000, and 33 respondents (12.6%) reported 2010 earnings for their households of \$120,000 or more.

Among these were 42 respondents (16.0%) with a household income of less than \$13,530 — putting them below the federal poverty level for Alaska for one-person households. Federal poverty guidelines for Alaska in 2010 are displayed in Table 20. Guidelines are based on the number of persons in the household coupled with total household income. Depending on the number of persons living in respondent households, it's possible that additional respondents to the Anchorage LGBT Discrimination Survey also met federal poverty guidelines.

Overall, survey respondents were more highly represented in lower income brackets, and were underrepresented in high income brackets, as compared with the total MOA population. Note that for most higher income brackets, the American Community Survey has different categorizations than the present survey.

Differences by sex and gender identity

Of cisgender respondents, one in five female respondents (N=21; 20.2%) reported household earnings below the federal poverty level for single-person households (less than \$13,530), compared with just 11.3 percent (N=15) of male respondents. Overall, however, cisgender male respondents dominated the lower income brackets, with 54.1 percent of men and 48.1 percent of women reporting household incomes below \$60,000; and 30.8 percent of men and 49.0 percent of women having household incomes at least \$60,000 but less than \$120,000. A slightly higher proportion of men than women were found in the higher income brackets, with 15.0 percent of male respondents and 12.5 percent of female respondents reporting household incomes of \$120,000 or more.

Transgender respondents reported far lower levels of household income. Nearly three-quarters (N=18; 72.0%) had household incomes of less than \$60,000, and nearly a quarter (N=6; 24.0%) were below federal poverty levels for single-person households (less than \$13,530), a rate slightly higher than for cisgender women. Just 28.0 percent of transgender respondents (N=7) had household earnings over \$60,000 in 2010; none reported household incomes over \$120,000.

Table 19. Household Income of Anchorage LGBT Discrimination Survey Respondents

Column percentages.

	Total (all)		Cisgender						Transgender	
			Total		Male		Female			
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Household income										
<i>Question 19. Please provide your best estimate of the total income earned last year (2010) for your entire household.</i>										
Less than \$13,530	42	16.0 %	36	15.2 %	15	11.3 %	21	20.2 %	6	24.0 %
At least \$13,530 but less than \$20,000	18	6.9	17	7.2	11	8.3	6	5.8	1	4.0
At least \$20,000 but less than \$40,000	37	14.1	30	12.7	17	12.8	13	12.5	7	28.0
At least \$40,000 but less than \$60,000	43	16.4	39	16.5	29	21.8	10	9.6	4	16.0
At least \$60,000 but less than \$100,000	66	25.2	62	26.2	29	21.8	33	31.7	4	16.0
At least \$100,000 but less than \$120,000	23	8.8	20	8.4	12	9.0	8	7.7	3	12.0
At least \$120,000 but less than \$140,000	4	1.5	4	1.7	2	1.5	2	1.9	—	—
At least \$140,000 but less than \$200,000	21	8.0	21	8.9	14	10.5	7	6.7	—	—
\$200,000 or more	8	3.1	8	3.4	4	3.0	4	3.8	—	—
Total valid	262		237		133		104		25	
Missing	6		6		3		3		0	
Total	268		243		136		107		25	

Note: Responses labeled *Missing* indicate respondents who did not answer a particular question; *missing* responses are not considered to be valid and are excluded from percentage calculations for the question.

Table 20. Household Income for Municipality of Anchorage Population, 2010 Census

Household income	N	Percent
Less than \$10,000	3,768	3.6 %
At least \$10,000 but less than \$20,000	7,604	7.2
At least \$20,000 but less than \$40,000	16,154	15.4
At least \$40,000 but less than \$60,000	15,055	14.3
At least \$60,000 but less than \$100,000	26,466	25.2
At least \$100,000 but less than \$125,000	11,802	11.2
At least \$125,000 but less than \$150,000	7,783	7.4
At least \$150,000 but less than \$200,000	8,133	7.7
\$200,000 or more	8,228	7.8
Total households	104,993	

Source of data: American Community Survey, 2010 1-Year Data for Anchorage Municipality

Table 21. Federal Poverty Guidelines for Alaska, 2010

Persons in family	Poverty guideline
1	\$13,530
2	\$18,210
3	\$22,890
4	\$27,570
5	\$32,250
6	\$36,930
7	\$41,610
8	\$46,290

For families with more than 8 persons, add \$4,680 for each additional person.

Source: U.S. Department of Health and Human Services, August 2010, <http://aspe.hhs.gov/poverty/10poverty.shtml>

DISCRIMINATION

This section of the report presents data on reported experience by respondents of violence, intimidation, and discrimination in Anchorage because of sexual orientation, gender identity, or gender presentation. Tables and figures show data for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

Violence/intimidation

Table 22 and Figures 1 and 2 show types of violence and intimidation that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation.

Over three-quarters of survey respondents (N=205; 76.5%) reported at least one incident of being verbal abuse or namecalling — by far the most frequently experienced form of anti-gay/anti-trans bias reported by respondents. Verbal abuse was also the form of bias most frequently reported to have been experienced multiple times, with over 119 respondents (44.7%) reporting having been verbally abused three or more times in Anchorage because of sexual orientation (Table B1 in Appendix B) and 46 (N=18.5%) experiencing three or more incidents of verbal abuse because of gender identity or presentation (Table C1 in Appendix C).

Over forty percent of respondents (N=114; 42.5%) reported at least one incident in Anchorage of being threatened with physical violence, and nearly one-third (N=88; 32.8%) reported being followed or chased. Almost as many (N=80; 29.9%) reported at least one incident of property damage

Table 22. Experience of Violence/Intimidation of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of violence/intimidation in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

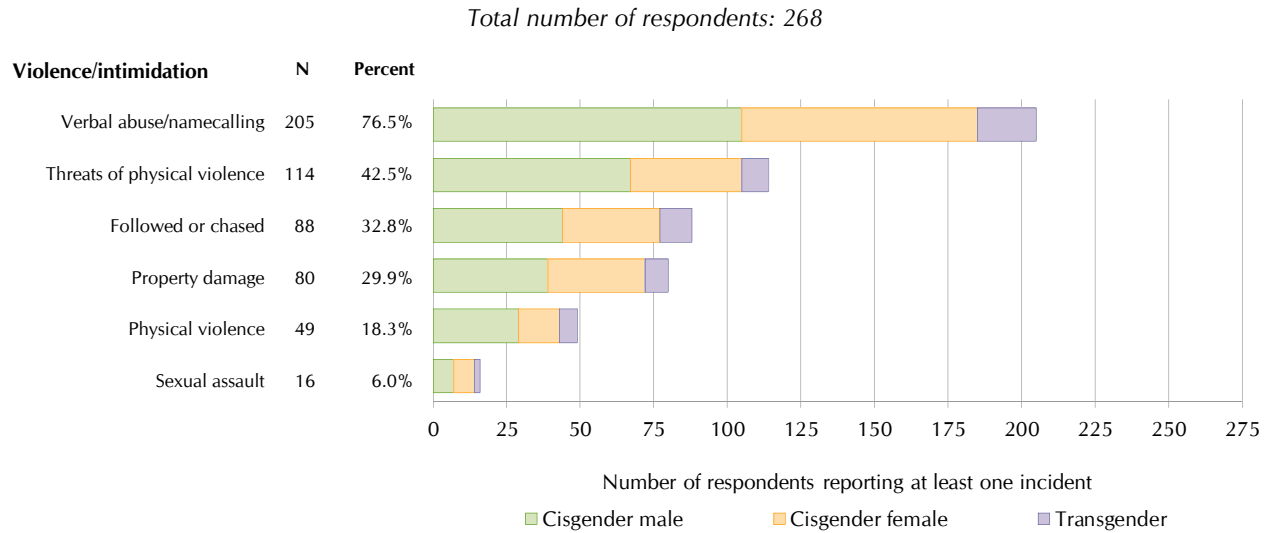
Column percentages.

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

	Cisgender									
	Total (all) N = 268		Total N = 243		Male N = 136		Female N = 107		Transgender N = 25	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
All respondents										
Verbal abuse/namecalling	205	76.5 %	185	76.1 %	105	77.2 %	80	74.8 %	20	80.0 %
Threats of physical violence	114	42.5	105	43.2	67	49.3	38	35.5	9	36.0
Followed or chased	88	32.8	77	31.7	44	32.4	33	30.8	11	44.0
Property damage	80	29.9	72	29.6	39	28.7	33	30.8	8	32.0
Physical violence	49	18.3	43	17.7	29	21.3	14	13.1	6	24.0
Sexual assault	16	6.0	14	5.8	7	5.1	7	6.5	2	8.0
Respondents resident in Anchorage for less than five years										
	N = 50		N = 43		N = 30		N = 13		N = 7	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Verbal abuse/namecalling	34	68.0 %	27	62.8 %	19	63.3 %	8	61.5 %	7	100.0 %
Threats of physical violence	19	38.0	16	37.2	11	36.7	5	38.5	3	42.9
Followed or chased	13	26.0	10	23.3	6	20.0	4	30.8	3	42.9
Property damage	9	18.0	6	14.0	4	13.3	2	15.4	3	42.9
Physical violence	8	16.0	5	11.6	4	13.3	1	7.7	3	42.9
Sexual assault	3	6.0	2	4.7	1	3.3	1	7.7	1	14.3

Figure 1. Experience of Violence/Intimidation for All Respondents

Number of respondents who experienced one or more incidents of violence/intimidation in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



because of sexual orientation or gender identity/presentation.

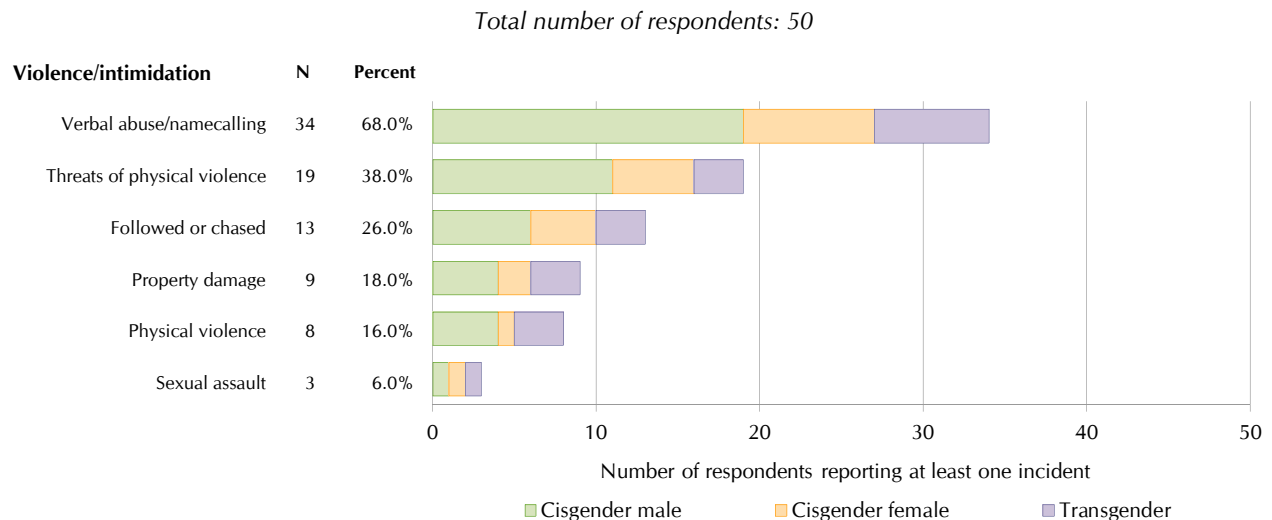
Actual physical violence was reported by 49 respondents (18.3%), and 16 respondents (6.0%) reported having been sexually assaulted at least once because of sexual orientation or gender identity/presentation.

Differences by sex and gender identity

Higher proportions of cisgender gay and bisexual men than cisgender lesbians and bisexual women reported threats of physical violence (49.3% for men; 35.5% for women) and actual physical violence (21.3% and 13.1%, respectively), while cisgender men and women at comparable levels

Figure 2. Experience of Violence/Intimidation for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of violence/intimidation in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



reported having been sexually assaulted because of sexual orientation or gender identity/presentation (5.1% for men; 6.5% for women).

A higher percentage of transgender respondents than cisgender respondents experienced verbal abuse (80.0% and 76.1% respectively), but a lower proportion reported threats of violence (36.0% for transgender 43.2% for cisgender). However, a higher proportion of transgender respondents reported being followed or chased (44.0% for transgender; 31.7% for cisgender) and experiencing actual physical violence (24.0% for transgender; 17.7% for cisgender).

Respondents resident in Anchorage for less than five years

Of the 50 respondents who had been resident in Anchorage for less than five years, over two-thirds (N=34; 68.0%) had been verbally abused or called names at least once while in Anchorage. Nineteen (38.0%) had been threatened with physical violence, 13 (26.0%) had been followed or chased; and 8 (16.0%) had experienced actual physical violence because of their sexual orientation, gender identity, or gender presentation. Three respondents (6.0%) resident less than five years had been sexually assaulted while in Anchorage. Nine of these respondents (18.0%) reported at least one incident of property damage because of their sexual orientation, gender identity, or gender presentation.

Employment

Table 23 and Figure 3 and 4 show types of employment discrimination that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

Nearly three-quarters of survey respondents (N=196; 73.1%) reported hiding their sexual orientation, gender identity, or gender transition in order to avoid employment discrimination. Forty-four percent (N=118) reported having been harassed by their employer or coworkers, with 16 percent (N=43) being actually forced to leave a position because of harassment.

About one in five of respondents (N=56; 20.9%) said they had been turned down for a job when otherwise qualified because of sexual orientation or gender identity/presentation, while 47 respondents (17.5%) reported being denied a promotion at least once. As previously noted, 43 respondents (16%) said they were forced to leave jobs because of harassment; 39 respondents (14.6%) reported being actually fired from a job at least once because of sexual orientation or gender identity/presentation.

Twelve respondents (4.5%) reported being unable to use gender-appropriate restrooms at work, and 11 respondents (4.1%) said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.

Table 23. Experience of Discrimination in Employment of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

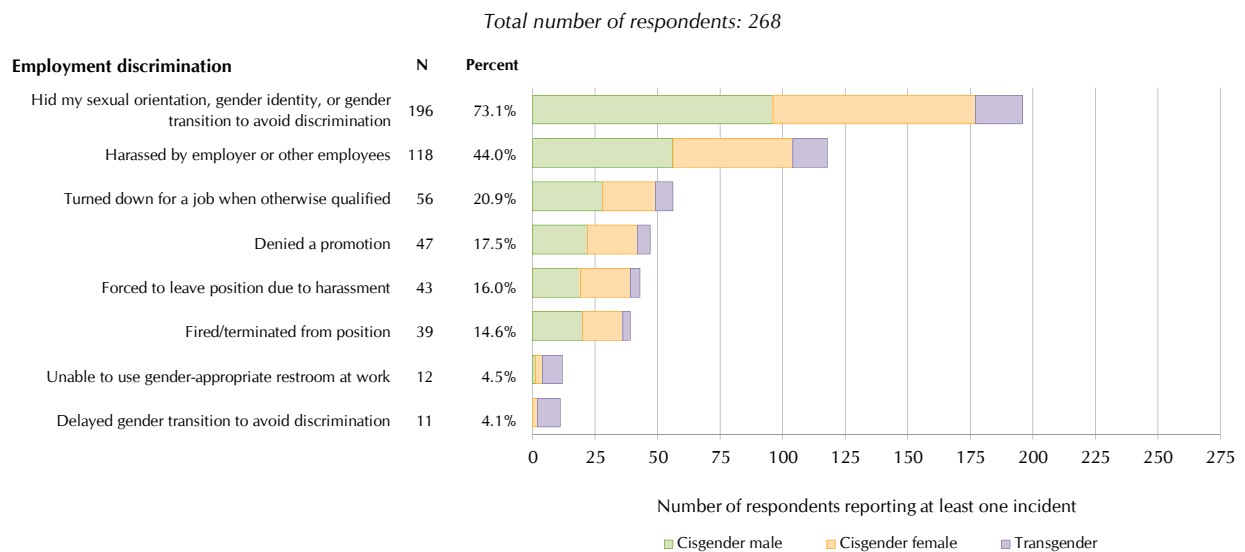
Column percentages.

While in Anchorage, how often have you experienced any of the following because of your sexual orientation ?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation ?

	Cisgender									
	Total (all)		Total		Male		Female		Transgender	
	N = 268		N = 243		N = 136		N = 107		N = 25	
<i>All respondents</i>	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hid my sexual orientation, gender identity, or gender transition to avoid discrimination	196	73.1 %	177	72.8 %	96	70.6 %	81	75.7 %	19	76.0 %
Harassed by employer or other employees	118	44.0	104	42.8	56	41.2	48	44.9	14	56.0
Turned down for a job when otherwise qualified	56	20.9	49	20.2	28	20.6	21	19.6	7	28.0
Denied a promotion	47	17.5	42	17.3	22	16.2	20	18.7	5	20.0
Forced to leave position due to harassment	43	16.0	39	16.0	19	14.0	20	18.7	4	16.0
Fired/terminated from position	39	14.6	36	14.8	20	14.7	16	15.0	3	12.0
Unable to use gender-appropriate restroom at work	12	4.5	4	1.6	1	0.7	3	2.8	8	32.0
Delayed gender transition to avoid discrimination	11	4.1	2	0.8	0	0.0	2	1.9	9	36.0
<i>Respondents resident in Anchorage for less than five years</i>	N = 50		N = 43		N = 30		N = 13		N = 7	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hid my sexual orientation, gender identity, or gender transition to avoid discrimination	31	62.0 %	25	58.1 %	16	53.3 %	9	69.2 %	6	85.7 %
Harassed by employer or other employees	19	38.0	16	37.2	9	30.0	7	53.8	3	42.9
Turned down for a job when otherwise qualified	7	14.0	4	9.3	2	6.7	2	15.4	3	42.9
Denied a promotion	5	10.0	3	7.0	1	3.3	2	15.4	2	28.6
Forced to leave position due to harassment	5	10.0	4	9.3	2	6.7	2	15.4	1	14.3
Fired/terminated from position	5	10.0	5	11.6	2	6.7	3	23.1	0	0.0
Unable to use gender-appropriate restroom at work	4	8.0	2	4.7	0	0.0	2	15.4	2	28.6
Delayed gender transition to avoid discrimination	4	8.0	2	4.7	0	0.0	2	15.4	2	28.6

Figure 3. Experience of Employment Discrimination for All Respondents

Number of respondents who experienced one or more incidents of employment discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



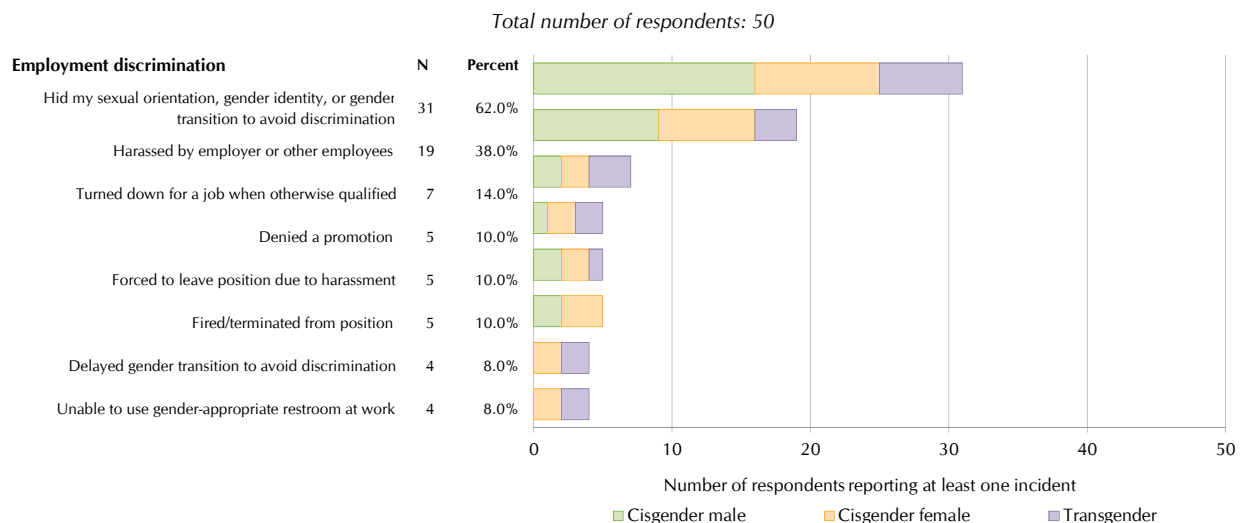
Differences by sex and gender identity

Higher percentages of cisgender lesbian and bisexual women than cisgender gay and bisexual men reported having hidden their sexual orientation or gender identity/presentation at least once to avoid employment discrimination (75.7% for women; 70.6% for men); of being harassed on-the-job (44.9% for women; 41.2% for men); and of being actually forced to leave a position because of harassment (18.7% for women; 11.0% for men).

Higher percentages of transgender respondents than cisgender respondents experience discrimination for nearly all types of employment discrimination evaluated in the survey. In particular, trans-

Figure 4. Experience of Employment Discrimination for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of employment discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



gender respondents experienced high rates of harassment by employers and co-workers (56.0% for transgender; 42.8% for cisgender). Nearly a third of transgender respondents (32.%) were unable to use gender-appropriate bathrooms at work, and over a third (36.0%) said they had delayed gender transition to avoid job discrimination.

Respondents resident in Anchorage for less than five years

As with the full study sample, respondents who had been resident in Anchorage for less than five years reported high rates of hiding their sexual orientation, gender identity, or gender transition in order to avoid employment discrimination, with nearly two-thirds (N=31; 62.0%) of the 50 respondents in this subsample reporting taking this measure. Over a third of these respondents (N=19; 38.0%) reported having been harassed by their employer or other employees, and 5 (10.0%) reported having been forced to actually leave a job because of harassment.

Seven of these respondents (N=14.0%) reported being turned down for a job when otherwise qualified; 5 (10.0%) said they were denied a promotion; and 5 (10.0%) had been actually fired from a job in Anchorage at least once because of sexual orientation or gender identity/presentation.

Four of these respondents (8.0%) reported being unable to use gender-appropriate restrooms at work, and 4 (8.0%) said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.

Housing/shelter

Table 24 and Figures 5 and 6 show types of housing discrimination that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

Nearly one in five respondents (N=50; 18.7%) reported having been harassed by Anchorage landlords or other tenants because of sexual orientation or gender identity/presentation. About one in ten (N=27; 10.1%) said they denied a lease at least once when otherwise qualified. Twenty-two respondents (8.2%) were evicted or forced to move at least once because of sexual orientation or gender identity/presentation, and four respondents (1.5%) reported being denied access to shelter at least once.

Differences by sex and gender identity

Cisgender gay and bisexual men experienced harassment from landlords or other tenants in higher proportions than did cisgender lesbians and bisexual women (18.4% for men; 15.0% for women). However, the proportions of transgender respondents who experienced harassment from landlords and other tenants were over twice the proportions of cisgender respondents who experienced such harassment (36.0% for transgender; 16.9% for cisgender).

Respondents resident in Anchorage for less than five years

Of the 50 respondents who had been resident in Anchorage for less than five years, nearly one in five (N=9; 18.0%) had been harassed by Anchorage landlords or other tenants because of sexual orientation or gender identity/presentation. Three (6.0%) had been denied a lease when otherwise

Table 24. Experience of Discrimination in Housing/Shelter of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

	Cisgender									
	Total (all)		Total		Male		Female		Transgender	
	N = 268		N = 243		N = 136		N = 107		N = 25	
<i>All respondents</i>	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Harassed by landlord or other tenants	50	18.7 %	41	16.9 %	25	18.4 %	16	15.0 %	9	36.0 %
Denied a lease when otherwise qualified	27	10.1	24	9.9	12	8.8	12	11.2	3	12.0
Forced to move/evicted	22	8.2	19	7.8	10	7.4	9	8.4	3	12.0
Denied access to shelter	4	1.5	4	1.6	2	1.5	2	1.9	0	0.0
<i>Respondents resident in Anchorage for less than five years</i>	N = 50		N = 43		N = 30		N = 13		N = 7	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Harassed by landlord or other tenants	9	18.0 %	7	16.3 %	5	16.7 %	2	15.4 %	2	28.6 %
Denied a lease when otherwise qualified	3	6.0	2	4.7	1	3.3	1	7.7	1	14.3
Forced to move/evicted	4	8.0	4	9.3	3	10.0	1	7.7	0	0.0
Denied access to shelter	1	2.0	1	2.3	0	0.0	1	7.7	0	0.0

qualified. Four of these respondents (8.0%) said they had been forced to move or were evicted at least once because of sexual orientation or gender identity/presentation, and 1 (2.0%) had been denied access to shelter at least once.

Figure 5. Experience of Housing Discrimination for All Respondents

Number of respondents who experienced one or more incidents of housing discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

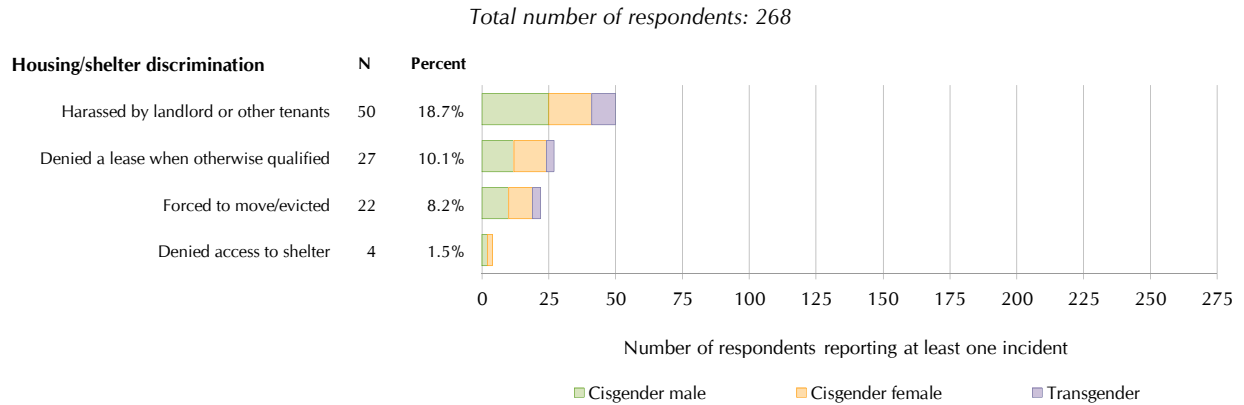


Figure 6. Experience of Housing Discrimination for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of housing discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

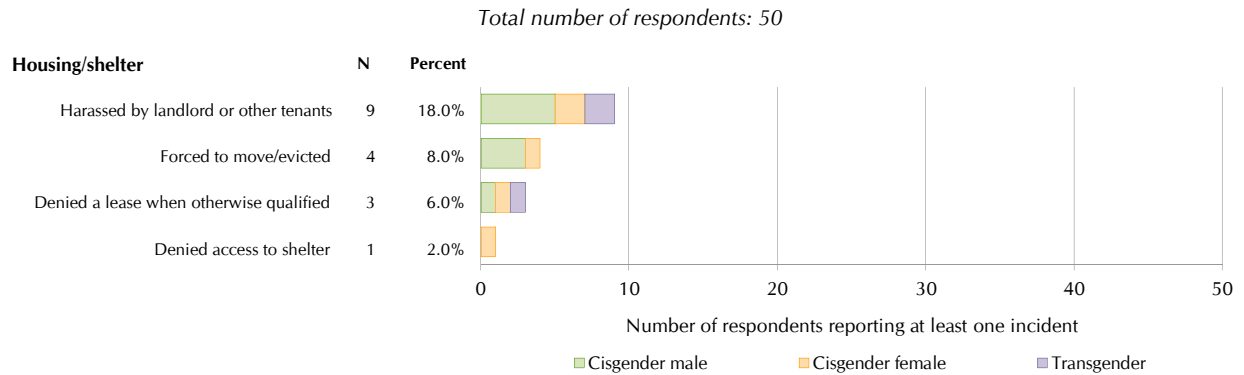
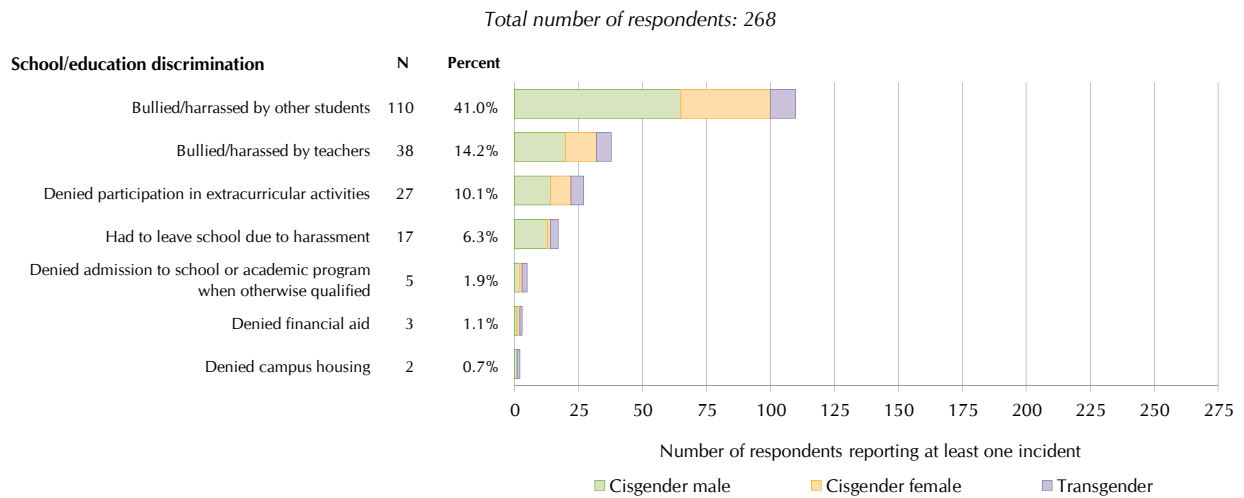


Figure 7. Experience of Discrimination in Education for All Respondents

Number of respondents who experienced one or more incidents of discrimination in education in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



harassment from other students (47.0% for men; 32.7% for women) and of actually having to leave school because of harassment (9.6% for men; 0.9% for women).

Transgender and cisgender respondents reported being bullied or harassed by other students in similar proportions (40.0% for transgender; 41.2% for cisgender); however, higher proportions of transgender respondents than cisgender respondents reported discrimination for all other categories of education discrimination evaluated in the survey. Nearly one-quarter (24.0%) of transgender respondents reported having been bullied or harassed at least once by Anchorage teachers, compared with 13.2 percent on cisgender respondents; and showed over twice as high a rate of having being denied participation in extracurricular activities (20.0% of transgender; 9.1% of cisgender).

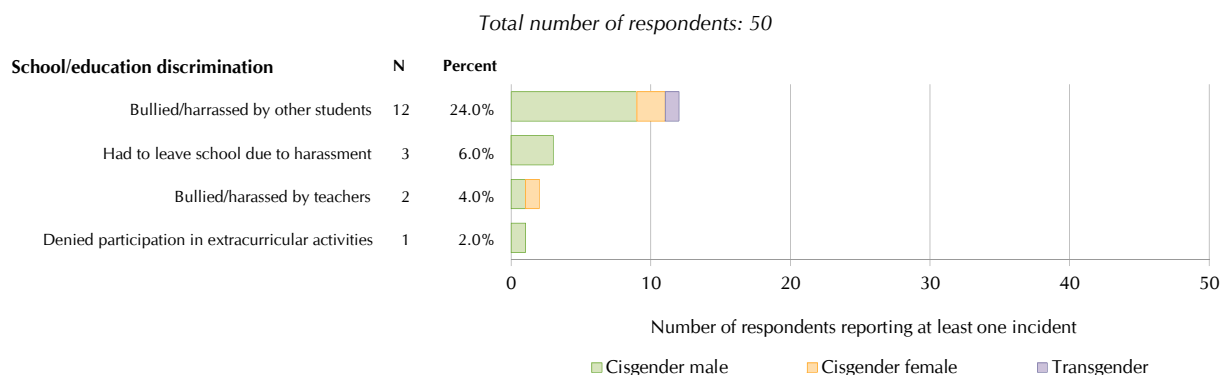
Respondents resident in Anchorage for less than five years

Of the 50 respondents who had been resident in Anchorage for less than five years, nearly one-quarter (N=12; 24.0%) had been bullied or harassed by other students in Anchorage schools; 2

Figure 8. Experience of Discrimination in Education for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of discrimination in education in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Note: No respondents in this sample reported discrimination in child custody while in Anchorage.



of these respondents (4.0%) had been bullied or harassed by Anchorage teachers because of sexual orientation or gender identity/presentation. Three of these respondents (6.0%) had been forced to leave school because of harassment they experienced. One respondent in this subsample (2.0%) reported being denied participation in extracurricular activities because of sexual orientation or gender identity/presentation.

None of the 50 respondents who had lived less than five years in Anchorage reported any incidents of having been denied admission to an academic program, denied financial aid, or denied campus housing.

Child custody/relationships

Table 26 and Figure 9 show forms of discrimination in child custody that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 63 respondents who had identified themselves as the parent or guardian of at least one child. None of the 50 respondents who had been resident in Anchorage for less than five years reported experiencing discrimination in child custody issues while in Anchorage.

Of the total respondent sample, 12 respondents (4.5%) reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding. Eight respondents (3.0%) had contact with their minor children restricted by a former spouse because of sexual orientation or gender identity/presentation, and two respondents (0.7%) reported that custody of their children was restricted by a court because of sexual orientation or gender identity/presentation.

Differences by sex and gender identity

Within the total sample of 268 respondents, a higher proportion of cisgender lesbians and bisexual women than cisgender gay or bisexual men reported their sexual orientation or gender identity/presentation being used against them in a child custody proceeding (7.5% of women; 2.9% of men). Only one transgender respondent (4.0) reported an incident of discrimination in child custody/relationships while in Anchorage (contact with children restricted by a former spouse).

Table 26. Experience of Discrimination in Custody/Relationships of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

*While in Anchorage, how often have you experienced any of the following because of your sexual orientation?
While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?*

	Cisgender									
	Total (all) N = 268		Total N = 243		Male N = 136		Female N = 107		Transgender N = 25	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
All respondents										
Sexual orientation or gender identity/presentation used against you in a child custody proceeding	12	4.5 %	12	4.9 %	4	2.9 %	8	7.5 %	0	0.0 %
Contact with children restricted by former spouse	8	3.0	7	2.9	4	2.9	3	2.8	1	4.0
Custody of children restricted by court	2	0.7	2	0.8	2	1.5	0	0.0	0	0.0
Respondents resident in Anchorage for less than five years										
	N = 50		N = 43		N = 30		N = 13		N = 7	
Sexual orientation or gender identity/presentation used against you in a child custody proceeding	—	—	—	—	—	—	—	—	—	—
Contact with children restricted by former spouse	—	—	—	—	—	—	—	—	—	—
Custody of children restricted by court	—	—	—	—	—	—	—	—	—	—
Respondents with children										
	N = 63		N = 54		N = 18		N = 36		N = 9	
Sexual orientation or gender identity/presentation used against you in a child custody proceeding	10	15.9 %	10	18.5 %	3	16.7 %	7	19.4 %	0	0.0 %
Contact with children restricted by former spouse	1	1.6	1	1.9	1	5.6	0	0.0	0	0.0
Custody of children restricted by court	7	11.1	6	11.1	3	16.7	3	8.3	1	11.1

Respondents resident in Anchorage for less than five years

None of the 50 respondents who had been resident in Anchorage for less than five years reported experiencing discrimination in child custody issues while in Anchorage.

Respondents with children

The above discussion of discrimination in child custody issues was based upon the total study population of 268 respondents. To gain a better picture of discrimination in child custody issues, a subsample of respondents who said they were the parent or guardian of one or more children was examined. Only 63 (23.7%) of the total study population had children, including 18 cisgender male respondents, 26 cisgender female respondents, and 9 transgender respondents.

Of these respondents, 10 (15.9%) reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding. Seven (11.1%) had custody of their children restricted by a former spouse, and one (1.6%), a cisgender female respondent, had contact with her children restricted by a former spouse.

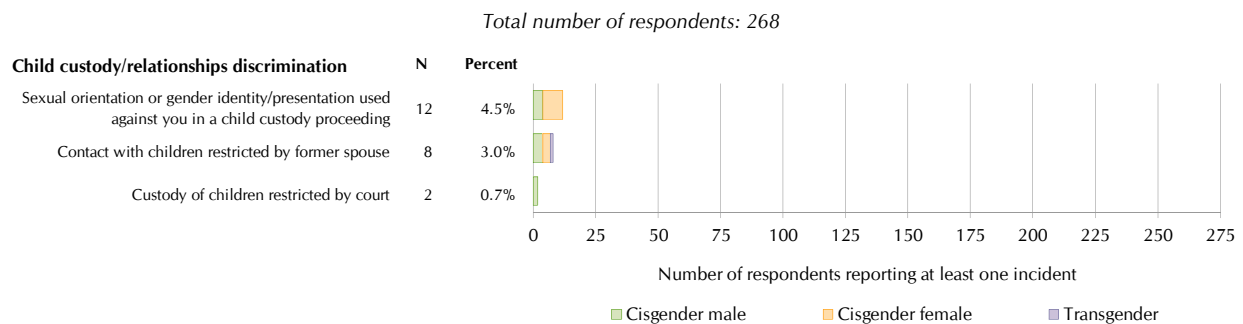
Discrepancies in data

Non-parents cannot, of course, experience issues related to child custody. It is a question, therefore, why a higher incidence of child custody issues was reported from the total sample of 268 than from the subsample who were actual parents. For example, only 1 respondent who identified herself as a parent reported contact with her children being restricted by a former spouse, yet 7 additional respondents of the total sample — respondents who had stated on their questionnaires that they were *not* a parent or guardian — also reported having that issue.

It is possible that Question 15 of the questionnaire — *Are you the parent or guardian of one or more children?* — was too ambiguously phrased, with some respondents interpreting it to mean *Are you currently (and legally) the parent or guardian of one or more children*, with others interpreting it to mean, *Do you have any children, whether or not they still live with you?*

Figure 9. Experience of Discrimination in Child Custody for All Respondents

Number of respondents who experienced one or more incidents of discrimination in child custody in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



Public services and public accommodations

Table 27 and Figures 10 and 11 show types of discrimination in public services that survey respondents reported experiencing *at least one time* in Anchorage because of sexual orientation, gender identity, or gender presentation. Data is shown for the total sample of 268 respondents and for the subsample of 50 respondents who had been resident in Anchorage for less than five years.

The most frequently experienced form of public service discrimination reported by respondents was harassment and verbal abuse by medical care providers in Anchorage, with 36 respondents (13.4%) reporting this type of discrimination. Respondents reported three other forms of discrimination from medical providers in Anchorage: 13 (4.9%) were denied non-emergency medical care; 11 (4.1%) were denied transition-related care; and 2 (0.7%) were denied emergency medical care at least once.

The second most frequently reported form of public services discrimination was being denied service in a restaurant or bar; 35 respondents (13.1%) reported experiencing this at least once in Anchorage because of their sexual orientation or gender identity/presentation. Nine respondents (3.4%) were denied a room in a hotel or motel at least once.

The third most frequently reported form of public services discrimination was harassment or verbal abuse by Anchorage police (N=23; 8.6%); and 20 respondents (7.5%) reported being stopped by Anchorage police at least once because of their sexual orientation or gender identity, with no other justification for the stop (the fifth most frequently reported form of public services discrimination). Five respondents (1.9%) reported being denied gender-appropriate driver's licenses from the Alaska Division of Motor Vehicles.

The fourth most frequently reported form of public services discrimination was being denied membership or access to a gym or fitness club, with 22 respondents (8.2%) experiencing this form of discrimination. Ten respondents (3.7%) were denied use of a changing room at a gym or fitness club.

In other forms of public services discrimination, 16 respondents (6.0%) were denied use of a public restroom; 11 (4.1%) were denied services by a local government agency; 10 (3.7%) were denied a loan or line of credit when otherwise qualified; and 1 (0.4%) was denied a ride or forcibly removed from a People Mover bus.

Differences by sex and gender identity

Of cisgender respondents, a higher proportion of gay and bisexual male respondents than lesbian or bisexual female respondents reported having been harassed or verbally abused by medical care providers, with 17 male respondents (12.5%) and 10 female respondents (9.3%) reporting experiencing at least one incident of this form of discrimination in Anchorage. Cisgender male respondents also had a higher rate of reporting harassment or verbal abuse from Anchorage police (11.0% compared with 4.7% for cisgender female respondents) and of being stopped by Anchorage police without any other justification (8.8% for male compared with 4.7% for female respondents). Cisgender female respondents had a higher rate (11.2%) than cisgender male respondents (3.7%) of reporting being denied membership or access to a gym or fitness club.

For every type of public services discrimination included in the survey, without exception, a higher proportion of transgender respondents than cisgender respondents reported experiencing discrimination. In particular, 44.0 percent of transgender respondents reported having at least once been denied use of a public restroom while in Anchorage, compared with just 2.1 percent of cisgender respondents. Over one-third of transgender respondents — 36.0 percent — had been harassed or verbally abused by medical providers, more than three times the percentage reported by cisgender

Table 27. Experience of Discrimination in Public Services of Anchorage LGBT Discrimination Survey Respondents

Respondents who experienced one or more incidents of discrimination in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

Column percentages.

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?

While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

	Cisgender										Transgender N=25
	Total (all) N=268		Total N=243		Male N=136		Female N=107				
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	
All respondents											
Medical											
Harassed/verbally abused by medical care provider	36	13.4 %	27	11.1 %	17	12.5 %	10	9.3 %	9	36.0 %	
Denied non-emergency medical care by provider	13	4.9	7	2.9	4	2.9	3	2.8	6	24.0	
Denied transition-related care by provider	11	4.1	1	0.4	1	0.7	—	—	10	40.0	
Denied emergency medical care by provider	2	0.7	1	0.4	—	—	1	0.9	1	4.0	
Public accommodations											
Denied service in a restaurant or bar	35	13.1 %	28	11.5 %	17	12.5 %	11	10.3 %	7	28.0 %	
Denied use of a public restroom	16	6.0	5	2.1	1	0.7	4	3.7	11	44.0	
Denied a loan or line of credit when otherwise qualified	10	3.7	8	3.3	4	2.9	4	3.7	2	8.0	
Denied a room in a hotel/motel	9	3.4	6	2.5	6	4.4	—	—	3	12.0	
Police and government services											
Harassed/verbally abused by Anchorage police	23	8.6 %	20	8.2 %	15	11.0 %	5	4.7 %	3	12.0 %	
Stopped by Anchorage police based on sexual orientation or gender identity, without other justification for the stop	20	7.5	17	7.0	12	8.8	5	4.7	3	12.0	
Denied services by a local government agency	11	4.1	7	2.9	4	2.9	3	2.8	4	16.0	
Denied gender-appropriate driver's license at DMV	5	1.9	1	0.4	—	—	1	0.9	4	16.0	
Denied a ride/forcibly removed from People Mover	—	0.0	—	—	—	—	—	—	1	4.0	
Gyms/fitness clubs											
Denied membership or access to a gym/fitness club	22	8.2 %	17	7.0 %	5	3.7 %	12	11.2 %	5	20.0 %	
Denied use of changing room at gym/fitness club	10	3.7	3	1.2	3	2.2	0	0.0	7	28.0	
Respondents resident in Anchorage for less than five years											
	N=50		N=43		N=30		N=13		N=7		
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	
Medical											
Harassed/verbally abused by medical care provider	4	8.0 %	1	2.3 %	1	3.3 %	—	— %	3	42.9 %	
Denied non-emergency medical care by provider	2	4.0	—	—	—	—	—	—	2	28.6	
Denied transition-related care by provider	3	6.0	—	—	—	—	—	—	3	42.9	
Denied emergency medical care by provider	2	4.0	1	2.3	1	3.3	—	—	1	14.3	
Public accommodations											
Denied service in a restaurant or bar	4	8.0 %	3	7.0 %	2	6.7 %	1	7.7 %	1	14.3 %	
Denied use of a public restroom	3	6.0	—	—	—	—	—	—	3	42.9	
Denied a loan or line of credit when otherwise qualified	3	6.0	2	4.7	2	6.7	—	—	1	14.3	
Denied a room in a hotel/motel	1	2.0	—	—	—	—	—	—	1	14.3	
Police and government services											
Harassed/verbally abused by Anchorage police	3	6.0 %	2	4.7 %	2	6.7 %	—	—	1	14.3 %	
Stopped by Anchorage police based on sexual orientation or gender identity, without other justification for the stop	5	10.0	4	9.3	3	10.0	1	7.7 %	1	14.3	
Denied services by a local government agency	3	6.0	2	4.7	2	6.7	—	—	1	14.3	
Denied gender-appropriate driver's license at DMV	1	2.0	1	2.3	—	—	1	7.7	0	0.0	
Denied a ride/forcibly removed from People Mover	—	—	—	—	—	—	—	—	—	—	
Gyms/fitness clubs											
Denied membership or access to a gym/fitness club	—	—	—	—	—	—	—	—	—	—	
Denied use of changing room at gym/fitness club	2	4.0 %	—	—	—	—	—	—	2	28.6 %	

respondents (11.1%). Over a quarter of transgender respondents — 28.0 percent — reported being denied use of a changing room at a gym or fitness club, compared with only 1.2 percent of cisgender respondents.

Two categories of public services discrimination are fairly specific to transgender persons: transition-related care and gender-appropriate driver’s licenses. Forty percent of transgender respondents (N=10) reported being denied transition-related care by an Anchorage medical provider, and 16.0 percent (N=4) had been denied the appropriate gender marker on their driver’s license.

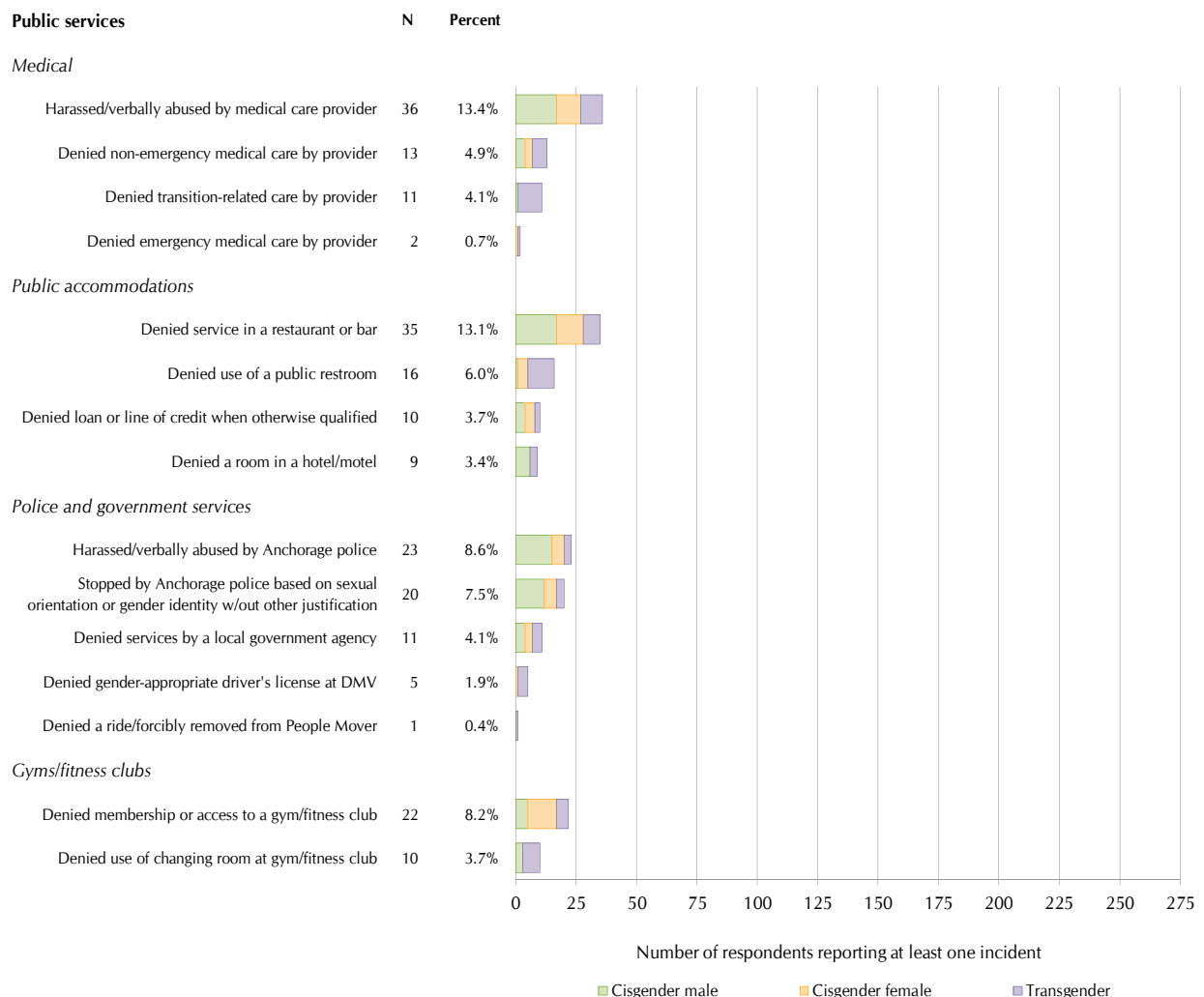
Respondents resident in Anchorage for less than five years

Respondents who had been resident in Anchorage for less than five years reported experiences of most types of public services discrimination in lower proportions than did the total sample. Cau-

Figure 10. Experience of Discrimination in Public Services for All Respondents

Number of respondents who experienced one or more incidents of discrimination in public services in Anchorage due to sexual orientation, gender identity, and/or gender presentation.

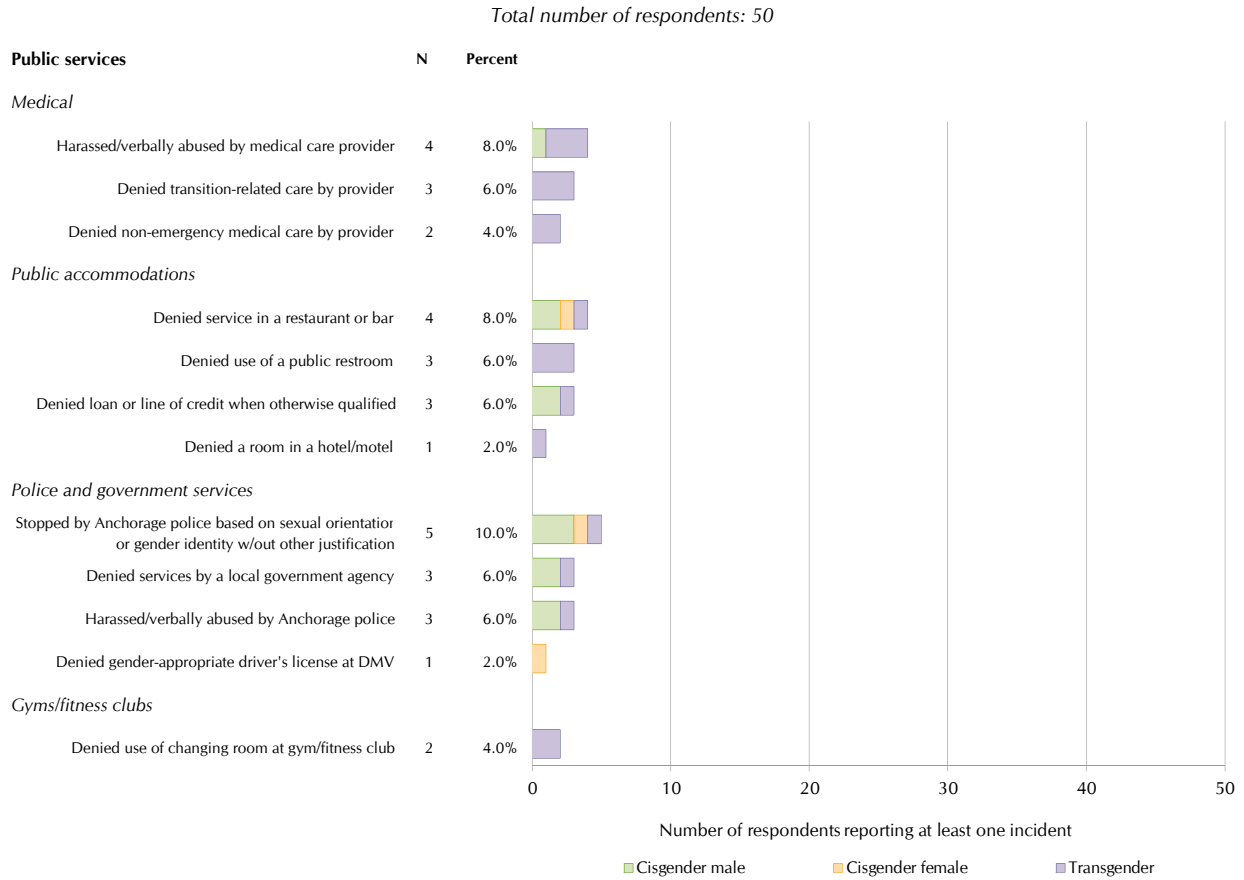
Total number of respondents: 268



tion should be used in comparing the few exceptions given the small numbers involved. Only two forms of public services discrimination — being denied membership or access to a gym or fitness club, and being denied a ride or being forcibly removed from a People Mover bus — were not reported by any of this subsample of respondents.

Figure 11. Experience of Discrimination in Public Services for Respondents Resident in Anchorage Less than Five Years

Number of respondents who experienced one or more incidents of discrimination in public services in Anchorage due to sexual orientation, gender identity, and/or gender presentation.



Relationship status

One additional form of discrimination that can be evaluated, at least in part, from survey data comes from the comparison of responses to two demographic questions asked of study participants: marital status as defined by Alaska law, and actual relationship status. As shown in Figure 12, more than three-quarters of respondents (N=207; 77.2%) stated that their legal status under Alaska law was *single, never married*; only 12 respondents (4.5%) were *legally married* under Alaska law.

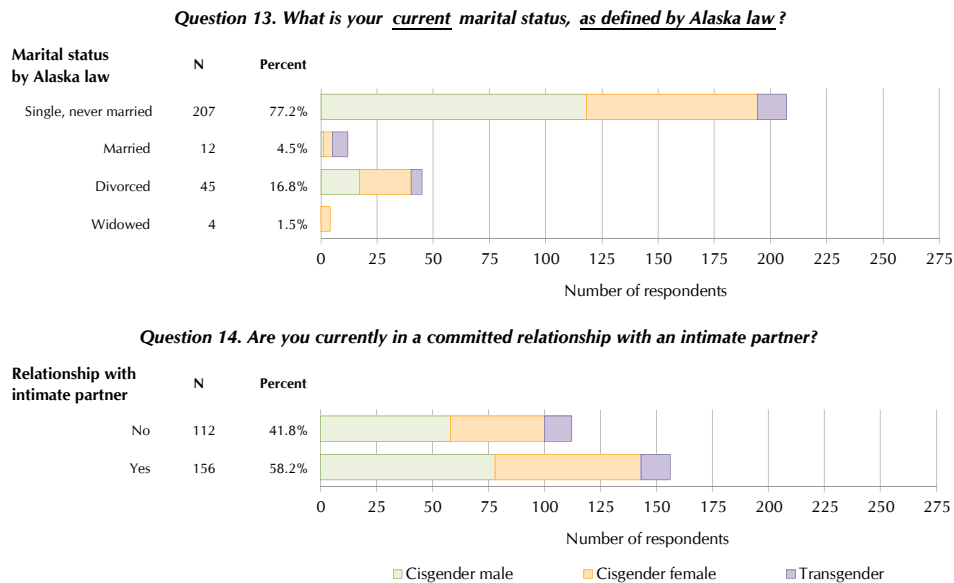
(The 1998 amendment to the Alaska Constitution defining marriage as being only between “one man and one woman” prohibits same-sex marriage; it must be remembered that bisexual participants who may be married to partners of the opposite sex are included in this study.)

In contrast, well over half of the study participants (N=156; 58.2%) said that they were in committed relationships with intimate partners — relationships which are unrecognized in law except in limited contexts, such as with domestic partner benefits for same-sex partners of State of Alaska employees or “financially interdependent partner” benefits in the University of Alaska system.¹

For comparison purposes, the figure also shows marital status for the Municipality of Anchorage population aged 15 years or older.

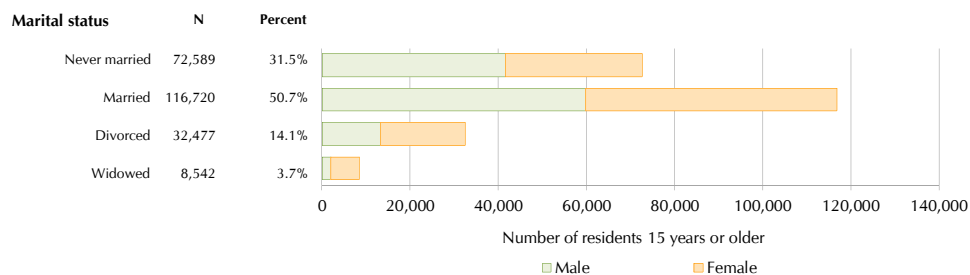
Figure 12. Comparison of Legal Marital Status and Actual Relationship Status of Survey Respondents and Marital Status of Municipality of Anchorage Residents 15 Years or Older

Total number of respondents = 268



Marital Status for Municipality of Anchorage Population 15 Years or Older, 2010 Census

Total number of residents 15 years or older - 230,328



Source of census data: American Community Survey, 2010 1-Year Data for Anchorage Municipality

MAKING COMPARISONS: ANCHORAGE LGBT DISCRIMINATION IN CONTEXT

PREVIOUS ALASKA RESEARCH

In the 1980s, Identity, Inc. conducted two major research efforts to document sexual orientation bias in Alaska. *One in Ten: A Profile of Alaska's Lesbian & Gay Community* (Identity, 1986), reported the results of a statewide survey of 734 lesbian, gay, and bisexual Alaskans conducted in 1985. *Identity Reports: Sexual Orientation Bias in Alaska* (Green & Brause, 1989), included three papers, including “Closed Doors,” a survey of Anchorage employers and landlords; and “Prima Facie,” which presented case studies of 84 cases of violence, harassment, and discrimination in Alaska due to sexual orientation bias. Both studies are available online at <http://www.henkimaa.com/identity/>.

One in Ten (1986)

One in Ten (Identity, 1986) reported on a statewide survey conducted from March 15 to June 30, 1985 of gay, lesbian, and bisexual respondents in Alaska using community-based and snowball sampling (a form of nonprobability sampling). The final sample included 323 gay and bisexual men and 411 lesbian and bisexual women, for a total of 734 respondents. Of these, 62.5 percent were residents of the Municipality of Anchorage. The 100-question survey asked a wide range of questions in areas including relationships, parenthood, religion, physical and emotional health, health providers, alcohol and drug usage, AIDS awareness, coming out, experience of discrimination, politics, leisure, needs, and attitudes.

- Of the 734 respondents to *One in Ten* 161.4% reported being victimized by violence and harassment while in Alaska because of their sexual orientation (ranging from verbal abuse/harassment, reported by 58.1%, to physical violence, 10.7%, and sexual assault, 4.3%);
- 39.5% reported discrimination in employment, housing, and loans/credit; and
- 32.9% reported discrimination from services and institutions.

Figure 13 displays *One in Ten* findings on violence, harassment, and discrimination in greater detail. (Percentage calculations for each question are based upon *valid* responses, and exclude *missing* responses in which respondents did not answer the question.) Color coding within the bar chart gives a visual indicator of the number of respondents from each population group — gay and bisexual men (green) and lesbian and bisexual women (orange) — who experienced each type of discrimination. Transgender respondents were not included in the *One in Ten* survey.

Though conducted 25 years apart, *One in Ten* and the Anchorage LGBT Discrimination Survey resulted in roughly comparable data on self-reported experience of violence, harassment, and discrimination, though for most questions in the present survey higher percentages of respondents reported problems than *One in Ten* respondents did.

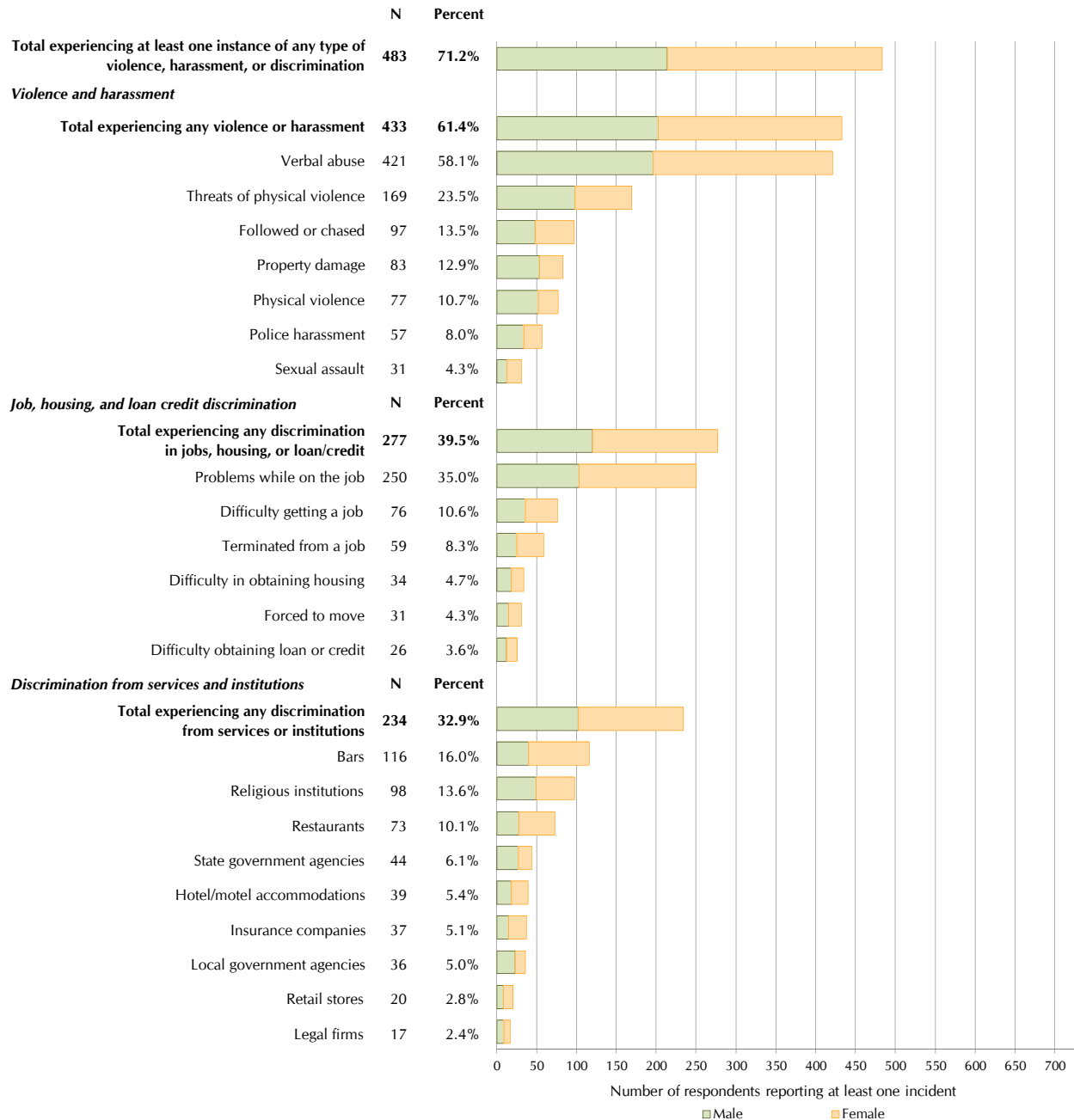
However, caution must be used in making such comparisons, given the difficulties inherent in sampling LGBT populations as discussed in the Methodology. Additionally, there are several major differences at the outset between the two studies. For example, the present study asked about experiences of discrimination which had occurred *only* within the Municipality of Anchorage, whereas *One in Ten* sought information about experiences throughout the state of Alaska. It cannot be assumed that incidence of discrimination by LGBT people is the same in the Municipality of Anchorage as it is in, for example, Fairbanks North Star Borough, the City and Borough of Juneau, or rural Alaska.

A second major difference was in the proportions of male and female respondents in the two

Figure 13. Experience of Violence/Harassment and Discrimination in Alaska by *One in Ten* Respondents (1985)

Number of gay, lesbian, and bisexual respondents who experienced one or more incidents of violence/harassment or discrimination in Alaska due to sexual orientation. Data was collected in 1985.

Total number of respondents: 734. Percentages given are calculated on the number of valid responses to each question.



Note: One in Ten did not collect data on transgender persons. Of the 722 *One in Ten* respondents who answered the question about where they lived, 62.5% were residents of the Municipality of Anchorage.

Source of data: Identity, Inc., *One in Ten: A Profile of Alaska's Lesbian & Gay Community* (1986).

study samples: *One in Ten* respondents were 44.0 percent male and 56.0 percent female, but in the present survey, the proportions among cisgender respondents are exactly reversed (56.0% of the 243 cisgender respondents were male; 44.0% were female). Among other differences by sex, gay and bisexual men in both studies reported experiencing most types of violence and harassment at higher rates than did lesbian and bisexual women. Thus, a change in the proportion of male to female within the study samples may have a large impact on the incidence of discrimination reported.

Finally, unlike *One in Ten*, the present study includes transgender respondents, who experienced discrimination at higher rates than cisgender respondents in most areas.

It would therefore be unwise and almost certainly inaccurate to claim that the higher percentages of respondents in the present survey reporting experiences of most types of discrimination means that anti-LGBT discrimination has gotten worse over the past quarter-century. What *can* be claimed is that violence, harassment, and discrimination because of sexual orientation and gender identity continue to be commonly experienced by LGBT residents of and visitors to the Municipality of Anchorage.

Identity Reports (1989)

Identity Reports (Green & Brause, 1989) was a research complement to *One in Ten* designed to explore issues of sexual orientation bias not addressed in the earlier report. It was made up of three reports.

“Coming Out” (1989)

The first report included in *Identity Reports*, “Coming Out: Issues Surrounding Disclosure of Sexual Orientation” (Green, 1989a) was based largely upon analysis of *One in Ten* data on individual choices about coming out — disclosing one’s sexual orientation — to others, as well as the possible consequences of these choices, particularly in relation to discrimination, socioeconomic status, and mental health.

As reported in *One in Ten*, over four out of five respondents (83.1%) said that they became aware of their sexual orientation before age 18, but only 30.3 percent disclosed their sexual orientation to another person before age 18. On average, *One in Ten* respondents first recognized their sexual orientation at the age of 12.5 years, but did not disclose their sexual orientation to another person until the age of 20.1 years — nearly eight years later. Even in adulthood, only 42 percent of *One in Ten*’s gay, lesbian, and bisexual respondents had come out to their fathers and 58 percent to their mothers. Of parents who were aware of their child’s sexual orientation, 22 percent of the fathers and 17 percent of the mothers were reported to be non-accepting of their gay, lesbian, or bisexual children. Siblings of respondents were both more likely to be told (62%), and less likely to be non-accepting (8%), than parents.

One in Ten respondents were also asked about whether they had disclosed their sexual orientations to four groups of non-family members: nongay friends, neighbors, coworkers, and employers/supervisors. The results, displayed in Figure 14, show that employers/supervisors and neighbors were by far the least likely to be made aware of respondents’ sexual orientations. As described in “Coming Out” —

While perhaps neighbors are not made aware because they are the least significant to respondents in terms of day-to-day life, it is highly probably [*sic*] that fear of discrimination plays a most important role in decisions not to be open to supervisors or employers.

In fact, 23% of our respondents agreed with the statement, “If my current employer or supervisor found out about my sexual orientation, I would be fired or laid off”.... Roughly 6% wrote on their questionnaires comments... to the effect that they had not experienced discrimination because they were so closeted, and that they were closeted because they feared discrimination. (p. 4)

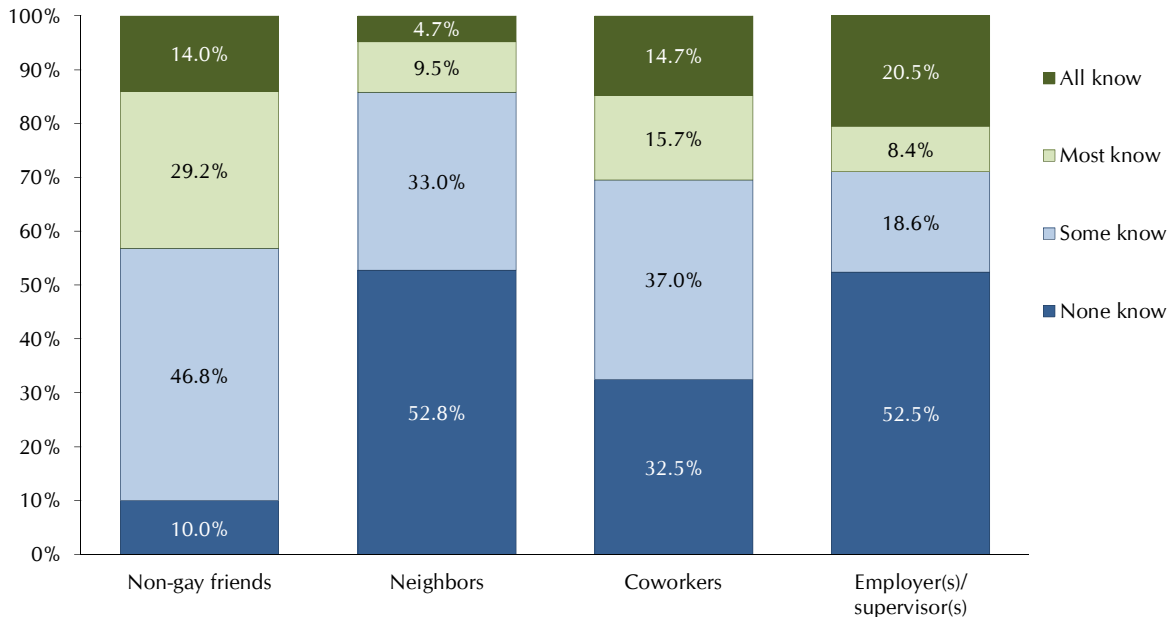
Similar comments were made by respondents to the Anchorage LGBT Discrimination Survey (see Appendix A).

A 1987 study of 3,404 Chicago-area lesbians and gay men, discussed in “Coming Out,” found that lesbian and gay respondents with higher status occupations tended to be more closeted, probably due to sexual orientation bias in those occupations, and researchers raised the possibility that the question of outness may have a direct impact on the employment choices made by many gays and lesbians, and hence also upon their socioeconomic status (McKirnan & Peterson, 1987). Interestingly, while employers and supervisors were (along with neighbors) the *least* likely non-family members to be aware of *One in Ten* respondents’ sexual orientations, they were also among the *most* likely to be aware:

Twenty percent of the respondents reported that *all* their employers and supervisors were aware. We are naturally no longer able to ask these respondents how or why their supervisors knew, but it is possible that some of them were unwilling to live in the “fragile construction of lies” of which Jandt and Darsey speak, and made conscious decisions to be open about their sexual orientation in the workplace. (p. 5) (“Jandt and Darsey” refers to a 1981 study on coming out; see Bibliography for reference.)

Figure 14. Knowledge of *One in Ten* Respondents' Sexual Orientations by Non-Family Members

Respondents were asked, "How many of the following people living in Alaska know for sure what your sexual orientation is?" Possible answers were "None," "Some," "Most," or "All." The percentages shown below represent the percentage of respondents providing each answer. Percentages in each column total to 100%.



Source of data: *One in Ten* (Identity, 1986); based on Figure 4 of "Coming Out" (Green, 1989a).

“Closed Doors” (1989)

The second paper included in *Identity Reports*, “Closed Doors: Sexual Orientation Bias in the Anchorage Housing and Employment Markets” (Brause, 1989), presents findings from a study of attitudes toward homosexual employees and tenants among Anchorage employers and landlords. Data for the study were collected from November 1987 to January 1988. The study population included 191 Anchorage employers and 178 Anchorage landlords who responded to two 24-question self-administered questionnaires (one for employers, one for landlords) sent out to a randomly selected sample of employers and landlords.

Unlike other research discussed here, “Closed Doors” was not directed at gathering information on incidence of discrimination experienced by LGBT people, but rather on attitudes among people who were in a position to discriminate against LGBT people.

Table 28 displays data from several questions asked of the employers and landlords in the survey. Of the 191 employers, 27.2 percent said they would not hire a person they had reason to believe was homosexual; 26.2 percent said they would not promote a homosexual to a supervisory or management position; and 18.3 percent said they would fire a person they had reason to believe was homosexual. Of the 178 landlords, 19.8 percent said they would not rent to someone they had reason to believe was a homosexual; and 9.1 percent would evict someone believed to be homosexual.

- Grouping the statistics from the table to included all employers and landlords who “agreed” with at least one of the questions, the study found 31% of the 191 Anchorage employers surveyed said they would not hire or promote or would fire someone they had reason to believe was homosexual.
- 20% of the 178 Anchorage landlords in the survey said they would not rent to or would evict someone they had reason to believe was homosexual.

The study also found a relationship between employers and landlords who did not have a per-

Table 28. Anchorage Employer and Landlord Attitudes Towards Homosexual Employees and Tenants, “Closed Doors” Survey (Fall 1987)

		Row percentages.						Total valid responses
		Agree		Disagree		Don't know		
		N	Percent	N	Percent	N	Percent	
Employers								
	I would not hire a person I had reason to believe was homosexual.	52	27.2 %	115	60.2 %	24	12.6 %	191
	I would not promote an employee I had reason to believe was homosexual to a supervisor or management position in my company.	50	26.2	126	66.0	15	7.9	191
	I would discharge an employee I had reason to believe was homosexual.	35	18.3	142	74.3	14	7.3	191
Landlords								
	I would not rent to a person I had reason to believe was homosexual.	35	19.8 %	131	74.0 %	11	6.2 %	177
	I would evict a tenant I had reason to believe was homosexual.	16	9.1	147	83.5	13	7.4	176

Source of data: “Closed Doors” (Brause, 1989)

sonal association with a homosexual person and those who would discriminate against homosexual employees and tenants. Likewise, there was a relationship between employers and landlords who had a friend or family member who was gay or lesbian, and those who would *not* discriminate against gay/lesbian employees and tenants.

“Prima Facie” (1989)

The third paper included in *Identity Reports*, “Prima Facie: Documented Cases of Sexual Orientation Bias in Alaska” (Green, 1989b) documented 84 case histories of sexual orientation bias in Alaska from 1974 to 1987, including 68 cases from personal testimony and 16 from documentary sources. The 68 personal testimony cases were based on 49 taped interviews (7 interviews in 1985 and 42 in 1987-1988), and 19 questionnaires (completed in 1987); incident summaries were verified with respondents for accuracy, completeness, and confidentiality. The 16 cases from documentary sources were based on accounts in court records, radio and newspaper accounts, and other written or recorded sources; source citations were included with the incident summaries based on them.

Incidents described ranged from simple bias to discrimination in employment, housing, public accommodations, or other discrimination, to verbal abuse and harassment, property damage, threats, smoke-bombing or tear-gassing, assault, sexual assault, and three cases of murder. Over three-quarters of the cases took place within the Municipality of Anchorage: 50 cases from personal testimony and 16 from documentary sources (including the three murders), for a total of 64 Anchorage cases (76.2%). Victims of sexual orientation bias in the cases were predominately gay or lesbian, but heterosexuals wrongly assumed to be homosexual also experienced problems.

Central to the design of “Prima Facie” was the fact that sexual orientation discrimination was not illegal in Alaska — a fact which remains true today, nearly a quarter of a century later. As stated in the study’s introduction:

Because complaints of such discrimination are not “jurisdictional” for any of Alaska’s human rights or equal rights commissions, the commissions are not empowered to accept complaints of such discrimination or to make investigation into these complaints.
(p. 22)

“Prima Facie” incident summaries describing incidents of discrimination were most closely equivalent to the “formal written complaint” or intake stage of a case of alleged illegal discrimination. A former intake investigator with the Alaska Human Rights Commission reviewed the 42 discrimination cases in “Prima Facie” based on personal testimony (as opposed to documentary accounts from newspapers or court records) and found that 32 of those cases would have been “definitely” jurisdictional under Alaska state human rights law — that is, the commission would investigate these cases if complaints were made — if the law had included protection from discrimination on the basis of sexual orientation. Because “Prima Facie” researchers also lacked the power to investigate complaints, they could not undertake fact-finding investigations involving *all* parties to a case in order to establish with certainty that discrimination had occurred.

See the section on “Human and equal rights commissions” for descriptions of how complaints of alleged discrimination are processed by the Anchorage Equal Rights Commission and Alaska State Commission for Human Rights.

NATIONAL RESEARCH

National research on discrimination against LGBT people corresponds with what has been learned based on Alaska data from *One in Ten* (Identity, 1986) and *Identity Reports* (Green & Brause, 1989) and Anchorage data from the Anchorage LGBT Discrimination Survey.

The studies described below provide the basis for the discussion that follows comparing Alaska and Anchorage data with national data on sexual orientation and gender identity bias and discrimination.

National probability surveys

National research on discrimination and violence against lesbian, gay, and bisexual populations has included several surveys using probability samples representative of the U.S. population. (See “Sample selection” in the Methodology to this report for more about probability sampling.)

Among these is the General Social Survey (GSS) which has been conducted annually or biennially by the National Opinion Research Center at University of Chicago since 1972. (The GSS website is at <http://www3.norc.org/GSS+Website/>.) The 2008 General Social Survey for the first time asked respondents about sexual orientation (prior surveys had asked only about same-sex sexual behavior), and included a module of questions aimed at sexual minority respondents on coming out, relationship status and family structure, workplace and housing discrimination, and health insurance coverage (Gates, 2010; Sears & Mallory, 2011b). The 2008 GSS included a nationally representative sample of 2,023 adults over the age of 18, of whom 162 could be classified as a sexual minority, including 58 LGB-identified and 104 non-LGB-identified respondents (persons who reported same-sex sexual partners since age 18, but who did not self-identify as lesbian, gay, or bisexual). Of these, 57 LGB-identified and 23 non-LGB-identified respondents completed all or some of the module questions (Gates, 2010; Sears & Mallory, 2011b).

Herek (2009) used a national probability sample of 662 self-identified lesbian, gay, and bisexual adults randomly selected from an existing probability-based panel of more than 40,000 U.S. households recruited through random digit dialing (RDD) telephone sampling by Knowledge Networks, an Internet-based survey research company. Herek’s survey, conducted during 2009, assessed the prevalence of criminal victimization by violence and property crime, harassment, and discrimination in employment and housing on the basis of sexual orientation. His final sample consisted of 311 women (152 lesbians, 159 bisexuals) and 351 men (241 gay men, 110 bisexuals) aged 18 or older.

The Human Rights Campaign Foundation (2009) also made use of Knowledge Networks’ existing probability-based panel, deriving 440 completed interviews from a random sample of self-identified LGBT adults, augmented by a further 321 LGBT interviews conducted using an online panel maintained by Survey Sampling Inc. and weighted to Knowledge Networks benchmarks for the LGBT employed population. The sample included 23 transgender employees who also self-identified as lesbian, gay or bisexual; no transgender respondents in the survey identified as heterosexual. (This sample of transgender respondents was too small to be nationally representative.) HRC Foundation’s study, *Degrees of Equality: A National Study Examining Workplace Climate for LGBT Employees*, described how sexual orientation and gender identity of LGBT employees surface and unfold in the workplace and how workplace environment can affect employee retention and productivity.

An earlier probability sample study, *Inside-OUT: A Report on the Experiences of Lesbians, Gays and Bisexuals in America and the Public’s Views on Issues and Policies Related to Sexual Orientation* (Kaiser Family Foundation, 2001), included two components, the General Public (GP) Survey and the Lesbian, Gay and Bisexual (LGB) Survey. The LGB survey results were based on telephone interviews conducted

in 2000 from “a random sample of households in the fifteen metropolitan areas thought to have the highest concentrations of lesbians, gays and bisexuals” with a final sample of 405 randomly selected, self-identified gay, lesbian and bisexual adults 18 years or older. Because its sample was limited to 15 metropolitan areas, this study may not be fully representative of the LGB population nationally, particularly those living in areas with lower concentrations of LGB people.

National nonprobability surveys

As pointed out by Sears and Mallory (2011b), few nationally representative surveys gather data on LGBT populations, so it is useful to also look at national and local non-probability surveys.

The most important of these for the purpose of this report is the National Transgender Discrimination Survey (Grant, et al., 2011), an extensive national survey conducted by the National Center for Transgender Equality and the National Gay and Lesbian Task Force during 2010. The National Transgender Discrimination Survey (NTDS) was the first comprehensive study to document discrimination and bias against transgender persons in the U.S. The NTDS made use of community-based and snowball sampling to achieve a final sample of 6,456 transgender and gender-nonconforming respondents from all 50 U.S. states, the District of Columbia, Puerto Rico, Guam, and the U.S. Virgin Islands. The survey instrument, which could be filled out either online or on paper, included 70 questions on topics including employment, education, health care, housing, public accommodations, criminal justice, family life, and access to gender-appropriate identification documents.

A complete review of other national nonprobability surveys of LGBT populations is beyond the scope of this report. Sears and Mallory (2011b) provides a useful survey of studies related to employment discrimination among LGBT populations including national probability and nonprobability surveys; controlled experiments; findings by courts and legislatures; administrative human and equal rights agencies in states which accept complaints of sexual orientation and/or gender identity discrimination; and studies on the negative affects of discrimination on LGBT people, including concealing LGBT identity in the workplace, wage and employment disparities, and impact on mental and physical health.

Comparisons of Alaska and Anchorage studies with national research

The following discussion is based upon the studies just described. Some areas of discussion may be more complete than others, due to the different research focuses of various studies. Complete citations for these studies can be found in the bibliography, including URLs for those which are available on the Internet.

Violence, intimidation, and criminal victimization

Herek (2009) yields probably the most reliable estimates to date of the prevalence of criminal victimization and harassment of LGB populations in the U.S. Nearly a quarter of Herek’s 662 LGB respondents (24.8%) had been criminally victimized through violence, property crime, or attempted crime because of their sexual orientation, with 13.1 percent having experienced violence, 14.9 percent experiencing property crime, and 14.4 percent experiencing attempted crime one or more times. Harassment was even more common among Herek’s respondents, with 49.2 percent reporting being verbally abused because of their sexual orientation, 23.4 percent saying they had been threatened with violence, and 12.5 percent saying that objects had been thrown at them.

In comparison, 18.3 percent of cisgender LGB respondents and 24.0 percent of transgender

respondents to the Anchorage LGBT Discrimination Survey reported having experience physical violence, 29.9 percent of cisgender and 32.0 percent of transgender respondents experienced property damage; 76.1 percent of cisgender and 80.0 percent of transgender respondents experienced verbal abuse and namecalling; 43.2 percent of cisgender and 36.0 percent of transgender respondents were threatened with physical violence; and 31.7 percent of cisgender and 44.0 percent of transgender respondents were followed or chased.

- Other results from national studies include 74 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported being personally targeted for verbal abuse such as slurs or name calling because of their sexual orientation, and 32 percent said they had been personally targeted for physical violence against their person or property because of their sexual orientation.

Coming out

Over four out of five of the Alaska lesbian, gay, and bisexual respondents (83.1%) to *One in Ten* said that they became aware of their sexual orientation before age 18, but only 30.3 percent disclosed their sexual orientation to another person before age 18 (Identity, 1986).

Over two decades later, the nationally representative sample from the 2008 GSS yields similar results: over three-quarters of its gay, lesbian, and bisexual respondents (77.2%) said that they were first attracted to someone of the same sex before the age 18, but only 34.3 percent told another person about being LGB or having same-sex sexual experiences before the age of 18 (Gates, 2010).

Employment discrimination

Other results from the 2008 General Social Survey found that 42 percent of its nationally representative sample of LGB-identified people had experienced employment discrimination during their lifetimes because of their sexual orientation, and 27 percent had experienced such discrimination in the five years prior to the survey (Sears & Mallory, 2011b). Employment discrimination was especially common among LGB respondents whose sexual orientation was known to coworkers: 56 percent had experienced employment discrimination during their lifetimes, and 38 percent within the five years prior to the survey. The most frequently experienced form of sexual orientation discrimination reported by “out” LGB respondents to the 2008 GSS was harassment, with 35 percent having been harassed at work, and 27 percent being harassed within the five years prior to the survey. Of “out” LGB respondents, 16 percent had lost a job during their lifetimes because of their sexual orientation, and 7 percent had lost a job within the 5 years prior to taking the survey. By comparison, 10 percent of LGB respondents who were *not* out at their workplaces had experienced employment discrimination in the five years prior to the survey because of their sexual orientation.

These results are again similar to results from *One in Ten*'s 1985 Alaska data and the present survey's more recent data for the Municipality of Anchorage. Of *One in Ten*'s LGB respondents, 35.0 percent had experienced problems at an Alaska workplace; 10.6 percent had difficulty getting a job; and 8.3 percent had been terminated from a job in Alaska because of sexual orientation (Identity, 1986). Of cisgender (non-transgender) lesbian, gay, and bisexual respondents to the Anchorage LGBT Discrimination Survey, 42.8 percent (and 37.2% of those who had lived in Anchorage for less than five years) had been harassed by their employer or other employees at their Anchorage workplace, with 16.0 percent (and 9.0% of those resident for less than five years) being actually forced to leave a position because of harassment, and 14.8 percent (11.6% of those resident for less than five years)

having been fired from a job. (See Table 23.)

Transgender respondents to the present study reported workplace problems at even higher rates, with 56.0 percent (and 42.9% of those who had lived in Anchorage for less than five years) saying they had been harassed by their employer or other employees at their Anchorage workplace, 16.0 percent (and 14.3% of those resident for less than five years) being actually forced to leave a position because of harassment, and 12.0 percent having been fired from a job.

Nationally, the National Transgender Discrimination Survey (Grant, et al., 2011) found that 47 percent of its respondents had experienced an adverse job action (not getting a job, losing a job, or being denied promotion) because they were transgender, including 26 percent saying they had lost a job. Harassment and other adverse treatment on the job among its respondents was common, including 50 percent reporting on-the-job harassment, 7 percent being victimized by physical violence at work, and 6 percent being sexually assaulted at work.

HRC Foundation (2009) did not assess prevalence of employment discrimination events such as being denied promotion or being fired. However, its study found that nearly two-thirds (61%) of LGBT employees reported hearing jokes or derogatory comments about LGBT people at least once in a while; 9 percent had heard anti-LGBT comment from direct supervisors. About two-thirds (62%) of HRC Foundation's respondents said that they had heard jokes and derogatory comments about other minority groups in their workplaces, which also contributed to negative workplace climate. Jokes and derogatory comments about LGBT people and other minorities were found to be especially prevalent in workplaces whose Equal Employment Opportunity (EEO) policies were not inclusive of sexual orientation or gender identity.

Other results from national studies include:

- Among the 662 LGB respondents studied by Herek (2009), 9.2 percent had experienced job discrimination at least once.
- 55 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported experiencing discrimination in applying for or keeping a job because of their sexual orientation.

Outness in the workplace

As reported in the “Coming Out” component of *Identity Reports* (Green & Brause, 1989), which was based on *One in Ten* data, of *One in Ten*'s LGB respondents, 32.5 percent said that “none” of their coworkers were aware of their sexual orientation; 52.7 percent said “some” or “most” of their coworkers knew; and 14.7 percent said “all” their coworkers knew. Asked about their employers or supervisors, 52.5 percent said “none” knew; 27.0 percent said “some” or “most” knew; and 20.5 percent said that “all” their employers or supervisors were aware of their sexual orientation.

The 2008 GSS asked LGB respondents only about coworkers, but again results were comparable: 33.5 percent said that “none” of their coworkers knew they were gay, lesbian, or bisexual; 41.1 percent said “some” knew; and 25.4 percent said “all” their coworkers knew (Gates, 2010).

HRC Foundation (2009) reported that 28 percent of its LGBT respondents were not out to anyone at their workplaces, 23 percent were out to a few, 22 percent were open to half or most people with whom they worked, and 27 percent were open to everyone. More than a quarter (28%) hid their sexual orientation or gender identity because they felt it would be an obstacle to career advancement or development opportunities; 17 percent of the total LGB sample (42% of transgender respondents) feared losing their jobs; 13 percent of the total LGBT sample (40% of transgender respondents) hid

their LGBT identities in the workplace out of fears for their personal safety.

Results of the present survey are fairly closely matched with both *One in Ten* and the 2008 GSS with regard to outness in the workplace. As reported in our findings on employment discrimination, nearly three-quarters of survey respondents (N=196; 73.1%) reported hiding their sexual orientation, gender identity, or gender transition at least once while in Anchorage in order to avoid employment discrimination. A number of Anchorage LGBT Discrimination Survey respondents commented about their experiences of hiding their LGBT identity in the workplace to avoid discrimination (see Appendix A).

Effects of hiding one's LGBT identity in the workplace

Employees who are more open at work experience fewer negative outcomes from their workplace environment. These negative outcomes affect productivity, retention and professional relationships. In the HRC Foundation (2009) study, respondents who were “not open to anyone at work” reported higher rates than respondents “open to everyone at work” of having to lie about their personal life (54% of “not open” respondents vs. 21% of “open to everyone” respondents), feeling depressed (34% vs. 26%), avoiding people (29% vs. 23%), feeling distracted (31% vs. 25%), feeling exhausted (30% vs. 12%), and searching for other jobs (24% vs. 16%) within the 12 months before being surveyed.

The HRC Foundation study also addressed questions of how and why the LGBT identity of employees became known:

An employee's sexual orientation or gender identity are often unavoidable in casual, non-work-related conversations among co-workers — particularly those related to spouses, partners, relationships, children, social lives and even sex. Issues related to sexual orientation or gender identity arise on nearly a daily basis at work for most employees. In these conversations, LGBT employees must decide whether and how they will engage and respond. Will they be caught off guard when someone asks if they are married? When asked what they did over the weekend, will they say they saw a movie with their partner? Or will they evade the question to avoid risking work relationships?

LGBT employees do not insist on bringing their sexual orientation or gender identity into the workplace; rather, the workplace itself demands it. While these conversations are important to building working relationships, they can often make LGBT employees feel uncomfortable. Fewer than half of LGBT employees feel very comfortable talking about any of these topics, particularly those that are not open at work. Some LGBT workers say they spend a lot of energy trying to dodge these conversations and the questions they evoke. (HRC Foundation, 2009)

Housing discrimination

Of *One in Ten's* 734 LGB respondents, 4.7 percent reported having difficulty in obtaining housing and 4.3 percent were forced to move at least once in Alaska because of sexual orientation (Identity, 1986). In the present survey, 16.9 percent of the cisgender LGB respondents reported having been harassed by Anchorage landlords or other tenants; 9.9 percent were denied a lease; 7.8 percent were evicted or forced to move at least once; and 1.6 percent were denied access to shelter at least once. By comparison, among the 662 LGB respondents studied by Herek (2009), 3.8 percent had experienced

housing discrimination at least once. “Housing discrimination” was not more specifically defined in the report of Herek’s study.

Of transgender respondents in the present survey 36.0 percent had been harassed by Anchorage landlords or other tenants; 12.0 percent were denied a lease; and 12.0 percent were evicted or forced to move at least once. The National Transgender Discrimination Survey (Grant, et al., 2011) did not report on harassment by landlords and tenants; but its results on housing discrimination questions were similar in other areas, with 19 percent of its respondents reporting being denied a home or apartment and 11 percent having been evicted because they were transgender or gender non-conforming. Nineteen percent (19%) had become homeless at some point because they were transgender or gender non-conforming, and 1.7 were homeless at the time of the survey.

- Other results from national studies include: 34 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported experiencing discrimination in renting an apartment or buying a house because of their sexual orientation.

Discrimination in education

Respondents to the National Transgender Discrimination Survey (Grant, et al., 2011) reported high levels of discrimination and harassment in grades K-12 and higher educational settings. Nearly a third (31%) of NTDS respondents were harassed by teachers or school staff, and 5 percent were physically assaulted and 3 percent were sexually assaulted by teachers or school staff. Nearly one-sixth (15%) of NTDS respondents had been harassed to the point of feeling forced to leave school, and 6 percent were expelled from grades K-12 because of their gender identity/expression.

In the present study, 40.0 percent of transgender respondents said that had been bullied/harassed by other students and 24.0 had been bullied/harassed by teachers in Anchorage schools; 12.0 percent had to leave school because of harassment. Cisgender respondents, especially gay and bisexual men, also had problems with harassment in Anchorage schools.

Other results from national studies include:

- 7 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported experiencing discrimination in applying to a college, university, or other school because of their sexual orientation.

Discrimination in child custody

Of respondents to the National Transgender Discrimination Survey (Grant, et al., 2011) with children, 29 percent experienced an ex-partner limiting their contact with their children, and 13 percent had their relationships with their children limited or stopped by courts. In the present study, only 36.0 percent of the transgender respondents (N=9) had children; one of these reported contact with her children being restricted by a former spouse.

Discrimination in public services and public accommodations

Few of the national surveys discussed here focused on public accommodations discrimination. However, the National Transgender Discrimination Survey (Grant, et al., 2011) included a number of public accommodations and public service areas in which transgender and gender-nonconforming people commonly experienced discrimination. In the area of health care 28 percent of NTDS respondents reported being harassed in medical settings and 2 percent were victims of violence

while at the doctor's office; 19 percent of were refused medical care due to their transgender or gender non-conforming status.

Over half (53%) of NTSD respondents reported being verbally harassed or treated disrespectfully in a place of public accommodation, with 44 percent being denied equal treatment or service at least once at one or more of 15 types of public accommodation covered in the study and 8 percent being physically attacked or assaulted in places of public accommodation. Of those who had interacted with police, 22 percent reporting being harassed by police due to bias; 6 percent were physically assaulted and 2 percent were sexually assaulted by police officers because they were transgender or gender non-conforming.

Gender-appropriate identity documents are an area of particular concern to transgender people; lack of such identification is associated with higher rates of discrimination in employment, housing, and other areas. Of NTSD respondents who were asked to present ID in the ordinary course of their lives that did not match their gender identity/expression, 40 percent reported being harassed and 3 percent being attacked or assaulted; 15 percent were asked to leave the setting in which they had presented incongruent identification. Only 21 percent of those who had transitioned had been able to update all of their IDs and records.

Other results from national studies include:

- 46 percent of the LGB respondents to the Kaiser Family Foundation (2001) study reported experiencing discrimination in getting health care or health insurance because of their sexual orientation.
-

COMPARING LGBT DISCRIMINATION WITH DISCRIMINATION FOR OTHER REASONS

Recent data on self-reported experience of racism in Anchorage from the Anchorage Community Survey 2009 and case processing statistics from the Anchorage Equal Rights Commission (2002–2009) and the Alaska State Commission on Human Rights (2006–2010) provide useful context for discussion of sexual orientation and gender identity discrimination in the Municipality of Anchorage. This section of the report also reports findings from national studies conducted by The Williams Institute at UCLA School of Law on the rates of employment discrimination complaints based on sexual orientation/gender identity compared with complaints for sex discrimination and race/color discrimination in states where sexual orientation and/or gender identity discrimination are prohibited.

Anchorage Community Survey 2009: Experience of racism

The Anchorage Community Survey (ACS) is a biennial survey of adult heads-of-household in the Municipality of Anchorage which has been conducted by the Justice Center at University of Alaska Anchorage in 2005, 2007, and 2009. The final dataset for the 2009 Anchorage Community Survey, conducted during the summer and fall of 2009, includes 2,080 respondents. The ACS questionnaire asked two questions to elicit information on the Hispanic/Latino background and race/ethnicity of respondents. The results are displayed in Table 29. Of the 2,018 respondents who answered whether they were of Hispanic or Latino background, 119 (5.9%) answered *Yes*. Of the 2,005 ACS respondents who identified their race/ethnicity, over four-fifths (N=1,655; 82.5%) were white/Caucasian; 98 (4.9%) were Alaska Native or American Indian; 90 (4.5%) were Asian; 56 (2.8%) were black/African American; and 21 (1.0%) were Native Hawaiian, Samoan, or other Pacific Islander, and 85 (4.2%) were of “Other” race or ethnicity. Comparison with 2010 population data for the Municipality of Anchorage as a whole (see Table 7) shows that whites are overrepresented and most other races/ethnicities are underrepresented in the 2009 Anchorage Community Survey.

The ACS questionnaire asked respondents about whether they had experienced racism in An-

**Table 29. Anchorage Community Survey 2009:
Hispanic Background and Race/Ethnicity**

Response	Frequency	Percentage
<i>Question 42. Are you of Hispanic or Latino background?</i>		
No	1,889	93.6 %
Yes	119	5.9
Don't know	10	0.5
Total valid	2,018	
Missing	62	
Total	2,080	
<i>Question 43. What race or ethnicity would you say best describes you?</i>		
White or Caucasian	1,655	82.5 %
Alaska Native or American Indian	98	4.9
Asian	90	4.5
Black or African American	56	2.8
Native Hawaiian, Samoan, or other Pacific Islander	21	1.0
Other	85	4.2
Total valid	2,005	100.0 %
Missing	75	
Total	2,080	

Source of data: Alaska Community Survey 2009,
Justice Center, University of Alaska Anchorage

chorage in nine situations: while shopping; while at work; while at school; while renting or attempting to rent housing; while buying or attempting to buy housing; in a health care situation; from police; from a judge, lawyer, or other member of the justice system; or from members of local and/or state government. Table 30 shows the percentage of respondents who answered *Yes* to experiencing racism in each of this situation for all respondents and by respondent race/ethnicity and Hispanic/Latino background.

Over one in five respondents (20.9%) reported having experienced racism while at work, and 17.2 percent said they had experience racism while shopping. Nearly 15 percent (14.5%) felt they had been subjected to racism from member of local and/or state government, and nearly that many (12.3%) reported experiencing racism in school. Seven percent had experience racism from police; 3.9 percent while renting or attempting to rent housing; 3.7 percent from members of the justice system (other than police) such as judges or lawyers; and 2.8 percent while buying or attempting to buy housing.

When examined by the race/ethnicity and Hispanic/Latino background, the figures take on new significance. Experience of racism was reported by members of all races/ethnicities, but the percentage of whites/Caucasians who reported such experiences was far lower in most situations than for other races/ethnicities. In particular, high percentages of blacks/African Americans and Alaska Natives/American Indians reported experiencing racism. Over two-thirds (68.5%) of black respondents reported experience racism while at work, and almost that many (64.3%) had experienced racism while shopping. At least one in five black respondents experienced racism in every other situation asked about except for racism from (non-police) members of the justice system (13.0%); nearly 3 in 10 (29.6%) said that they had been subjected to racism by police. At least one quarter of Alaska Natives/American Indians respondents said they had experienced racism while at work (40.6%), while shopping (42.4%), while at school (32.0%), or in a health care setting (25.3%), and in all other situations reported experiencing racism in percentages three to nearly six times as high as reported by white/Caucasian respondents.

Native Hawaiian/Samoan/Pacific Islander respondents, respondents of other race or ethnicity, and respondents of Hispanic or Latino background reported experiencing racism in percentages about

Table 30. Anchorage Community Survey 2009: Experience of Racism in Anchorage, by Respondent's Race/Ethnicity and Hispanic/Latino Background

Percent answering "Yes."

Question 39a. Please share your experience as it pertains to racism in Anchorage by answering the following statements about racism. — I have experienced racism...	All respondents N = 2,005	By race/ethnicity						Hispanic or Latino background N = 119
		Black or African American N = 56	Alaska Native or American Indian N = 98	Native Hawaiian, Samoan, or other Pacific Islander N = 56	Other race/ethnicity N = 85	Asian N = 90	White or Caucasian N = 1,655	
...while at work.	20.9 %	68.5 %	40.6 %	35.0 %	36.1 %	26.7 %	16.9 %	32.2 %
...while shopping.	17.2	64.3	42.4	42.9	33.7	24.1	12.5	22.9
...from members of local and/or state government.	14.5	22.2	18.2	14.3	15.5	3.5	4.0	7.7
...while at school.	12.3	27.3	32.0	23.8	20.7	18.6	9.7	20.3
...in a health care setting.	7.0	23.1	25.3	14.3	19.8	8.0	4.6	12.2
...from police.	5.2	29.6	15.3	14.3	15.7	5.9	2.6	6.8
...while renting or attempting to rent housing.	3.9	21.8	15.2	9.5	6.0	14.9	1.3	3.4
...from a judge, lawyer, or other member of the justice system.	3.7	13.0	14.0	0.0	11.0	1.2	4.0	11.0
...while buying or attempting to buy housing.	2.8	20.0	10.0	19.0	6.0	5.7	3.0	0.9

Source of data: Alaska Community Survey 2009, Justice Center, University of Alaska Anchorage

1.5 to 2 times as high as white/Caucasian respondents for most situations. Asian respondents, while experiencing racism in lower percentages than other groups except whites/Caucasians, still showed higher percentages of experiencing racism than whites/Caucasians in most situations, especially while at work (26.7% of Asians; 16.9% of whites/Caucasians), while shopping (24.1% of Asians; 12.5% of whites/Caucasians), while at school (18.6% of Asians; 8.7% of whites/Caucasians); and while renting or attempting to rent housing (14.9% of Asians; 1.3% of whites/Caucasians).

Limitations of ACS data on experience of racism

Like the Anchorage LGBT Discrimination Survey, the Anchorage Community Survey is self-reported. Specifically, data from ACS respondents on experience of racism is based on subjective perceptions. Additionally, ACS data on experience of racism does not provide details on the circumstances of the types of discrimination experienced by respondents, or whether the racism is illegal under local, state, or federal law. For example, an experience of racism in the workplace can range from overhearing a racist joke or a racial/ethnic slur, to being actively subjected to racial/ethnic slurs or harassment (in many cases considered illegal, as contributing to a hostile work environment), all the way to being denied employment or promotion or being fired from a job because of one's race or ethnicity, independently of one's qualifications of job performance.

In other words, while subjective perceptions of racism by ACS respondents may on occasion be mistaken, those which are accurate may stem from racism which may or may not be illegal discrimination.

Nonetheless, Anchorage Community Survey data show that experience of racism is still quite common in Anchorage, especially among racial and ethnic minorities. Sexual orientation/gender identity bias and discrimination is experienced by LGBT people at comparable levels. The difference is that Anchorage residents who experience illegal discrimination because of their race or ethnicity have legal recourse to redress their grievances, whereas LGBT residents have no redress for anti-LGBT discrimination.

Human and equal rights commissions

Information on illegal discrimination in the Municipality of Anchorage and in Alaska can be obtained from the Anchorage Equal Rights Commission (AERC), responsible for enforcement of Title 5, the Municipality of Anchorage's equal rights code, and the Alaska State Commission for Human Rights (ASCHR), which enforces state human rights law (AS 18.80). Both agencies maintain case processing statistics which are reported in publicly available annual reports. The discussion below is based on review of the annual reports and websites of both agencies.

Anchorage Equal Rights Commission (AERC) and Title 5 of the Anchorage Municipal Code

The Anchorage Equal Rights Commission (AERC), established by the Anchorage Charter in 1975, is the municipal agency charged with enforcement of Title 5 of the Anchorage Municipal Code, which governs equal rights and nondiscrimination within the Municipality of Anchorage. AERC also enforces the Americans with Disabilities Act of 1990, which makes it illegal to discriminate against qualified persons with a physical or mental disabilities, and, through a workshare agreement with the federal Equal Employment Opportunity Commission (EEOC), Title VII of the Civil Rights Act of 1964, which makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. AERC is governed by nine commissioners appointed by the mayor and con-

firmed by the Anchorage Assembly.

AERC annual reports from 2006 to 2008, which include case processing statistics since 2002, are available on the AERC website at <http://www.muni.org/departments/aerc/>. The 2009 report has been completed and was examined for this report, but as of this writing is not yet available at the AERC website.

Under Title 5, it is illegal within the boundaries of the Municipality of Anchorage to discriminate in the sale, rental, or use of real property,

- financing practices,
- employment practices,
- places of public accommodation,
- educational institutions, or
- practices by the Municipality of Anchorage

on the basis of

- race,
- color,
- sex (including pregnancy and parenthood),
- religion,
- national origin,
- marital status,
- age,
- physical or mental disability, or
- familial status (children under the age of 18 who are living with a parent or legal guardian are protected in certain housing cases).

It is also illegal to retaliate against a person for opposing illegal discrimination or for filing complaints, testifying, or assisting in proceedings under Title 5, or to abet or incite illegal discrimination. Title 5 also makes it a misdemeanor punishable by a fine of up to \$500 and/or a jail sentence of up to 20 days to interfere with AERC commissioners or staff in the performance of their official duties, such as by interfering with AERC investigations. All remedies for actual complaints of discrimination, if substantial evidence of discrimination is found, are civil — not criminal — in nature.

Complaint resolution process through Anchorage Equal Rights Commission (AERC)

Title 5 establishes procedures followed by AERC for the filing, investigation, and resolution of complaints of unlawful discrimination within the Municipality of Anchorage.

Inquiry. AERC receives about 600 to 700 inquiries each year from residents of and visitors to the Municipality of Anchorage. Inquiries may involve, for example, an employee of a local business reporting a possibly discriminatory situation in his or her workplace, a tenant or homebuyer inquiring about housing discrimination laws, or a business wanting to ensure its practices are in compliance with Title 5. Inquiries may take the form of phone calls made to the AERC office or an Intake Questionnaire, available on the AERC website, being filled out and email or fax to the office. An Intake Officer

will contact the inquirer, explain Anchorage's equal rights law, and check whether the issues described fall within AERC jurisdiction. If an alleged act of discrimination lies outside AERC's jurisdiction, the reason for lack of jurisdiction is explained to the caller and the caller is referred to other resources, if available. At this writing, AERC has no jurisdiction over discrimination on the basis of sexual orientation or gender identity because such discrimination is not illegal under Title 5.

Complaint. If an alleged act of discrimination is within AERC's jurisdiction, an AERC investigator assists the complainant in writing a formal complaint, which must be filed within 180 days of the alleged act of unlawful discrimination. About 10 to 15 percent of inquiries received by the commission each year result in the filing of a formal complaint. Parties involved in a complaint are given notice of their rights, and all complaints, including the names of involved parties, remain confidential unless the complaint is taken to a public hearing.

Investigation. After a formal complaint of discrimination is made, an AERC investigator conducts an impartial investigation through. Investigations may include a fact finding conferences involving parties on both sides of a case, interviews with witnesses, collecting and reviewing documents and, in many cases, analyzing comparative information. AERC has the power to subpoena witnesses or documents when necessary.

Determination. When the investigation has been completed, the commission issues written findings called a *determination*, which will find either that there was *no substantial evidence* of discrimination, leading to the complaint being dismissed, or that there was *substantial evidence* of discrimination, in which case the determination will recommend that conciliation be attempted. Title 5 requires a determination to be completed within 240 days of a complaint being filed; however, this is not always possible. Along with other statistics, AERC keeps track of the case age in order to monitor its performance in completing determinations within the 240 days.

Conciliation. If an investigation finds substantial evidence supporting a complainant's allegations of discrimination, the determination will recommend conciliation, which has the purpose of developing an agreement between the respondent, the complainant, and the commission for resolution of the complaint and elimination of discriminatory practices. If conciliation fails, the complaint is taken to a public hearing.

Public hearing. Cases go to public hearing if there is a finding of substantial evidence of discrimination and conciliation is unsuccessful. The Commission also may enforce settlement agreements and defend decisions of the Commission in appeals to superior court, and may be involved in other litigation.

Other resolutions of complaints. Title 5 provides for other resolutions of complaints such as predetermination settlements agreed upon between the parties. Additionally, complaints may be administratively closed for a variety of reasons, including if a complainant fails to take part in fact-finding conferences or otherwise fails to cooperate in the investigation of his or her complaint.

AERC Case Processing Statistics 2002–2009

Case processing data for 2002 to 2009 from AERC annual reports are displayed in Table 31. In the eight-year period from 2002 to 2009, AERC received, on average, 725 inquiries annually, with a low of 547 inquiries in 2007 and a high of 958 inquiries in 2002. (AERC annual reports since 2007 have noted a decrease in inquiries reported by civil rights agencies nationwide, attributed by some officials to a lack of referrals from the EEOC's National Call Center, which was created in 2005 and ended in 2007.) The percentage of inquiries resulting in the filing of a formal written complaint has varied, averaging 10.2 percent over the eight-year period. In 2009, a total of 107 written complaints of dis-

crimination were filed with AERC — 15.8 percent of the 677 inquiries made in that year.

At least three-quarters of complaints filed during each of these years were for alleged employment discrimination (84.2% of all complaints for the entire eight-year period). Though varying from year-to-year, in general the most frequent types of discrimination about which complaints were made, after employment, were in public accommodations (6.9% of all complaints in 2002–2009), housing (4.5%), educational institutions (2.5%), practices of the Municipality (1.5%), and financing (0.2%).

Part C of Table 31 shows complaint filings by basis of complaint. Because cases may be filed on multiple bases — for example, for both racial discrimination and retaliation — the detail in Part C of the table adds to more than the total number of complaints. While again there are variations

Table 31. Anchorage Equal Rights Commission: Case Processing Statistics, 2002–2009

Column percentages within each part of the table.

A. Inquiries and new complaints																		
	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
	N	Percent	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries	N	Percent of perfected complaints from inquiries
Inquiries	5,796	—	958	—	908	—	802	—	653	—	650	—	547	—	601	—	677	—
New complaints	594	10.2 %	67	7.0 %	73	8.0 %	89	11.1 %	48	7.4 %	73	11.2 %	53	9.7 %	84	14.0 %	107	15.8 %
B. Complaint filings by type																		
Type of complaint	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Employment	500	84.2 %	53	79.1 %	60	82.2 %	69	77.5 %	41	85.4 %	61	83.6 %	43	81.1 %	79	94.0 %	94	87.9 %
Public accommodations	41	6.9	2	3.0	10	13.7	4	4.5	4	8.3	3	4.1	5	9.4	0	0.0	13	12.1
Housing	27	4.5	7	10.4	1	1.4	7	7.9	3	6.3	4	5.5	3	5.7	2	2.4	0	0.0
Educational institutions	15	2.5	3	4.5	2	2.7	4	4.5	0	0.0	1	1.4	2	3.8	3	3.6	0	0.0
Practices of the Municipality	9	1.5	2	3.0	0	0.0	3	3.4	0	0.0	4	5.5	0	0.0	0	0.0	0	0.0
Financing	2	0.3	0	0.0	0	0.0	2	2.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total complaints	594		67		73		89		48		73		53		84		107	
C. Complaint filings by basis of complaint																		
<i>Detail does not add to totals, as cases may be filed on multiple bases.</i>																		
Basis of complaint	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Race/color	247	41.6 %	30	44.8 %	26	35.6 %	38	42.7 %	12	25.0 %	37	50.7 %	17	32.1 %	38	45.2 %	49	45.8 %
Sex (includes pregnancy and parenthood)	135	22.7	18	26.9	12	16.4	17	19.1	8	16.7	17	23.3	17	32.1	17	20.2	29	27.1
Physical or mental	111	18.7	13	19.4	16	21.9	13	14.6	18	37.5	16	21.9	9	17.0	13	15.5	13	12.1
Retaliation	88	14.8	9	13.4	12	16.4	14	15.7	10	20.8	8	11.0	8	15.1	14	16.7	13	12.1
National origin	75	12.6	10	14.9	6	8.2	14	15.7	3	6.3	9	12.3	8	15.1	14	16.7	11	10.3
Age	20	3.4	2	3.0	4	5.5	1	1.1	1	2.1	1	1.4	0	0.0	1	1.2	10	9.3
Religion	9	1.5	0	0.0	0	0.0	2	2.2	0	0.0	3	4.1	0	0.0	2	2.4	2	1.9
Marital status	6	1.0	0	0.0	1	1.4	2	2.2	0	0.0	1	1.4	0	0.0	2	2.4	0	0.0
Familial status	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total complaints	594		67		73		89		48		73		53		84		107	
D. Predetermination settlements, conciliations, or settlements which achieved resolution																		
Cases which achieved resolution	Total 2002–2008		2002		2003		2004		2005		2006		2007		2008		2009	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Total	141	—	13	—	19	—	29	—	13	—	21	—	26	—	20	—		
Cases providing remedial measures provided by Title 5 to eliminate discriminatory practices	136	96.5 %	12	92.3 %	15	78.9 %	29	100.0 %	13	100.0 %	21	100.0 %	26	100.0 %	20	100.0 %		Data not available
Total dollars in settlements	\$420,808		N/A		N/A		\$107,824		\$35,566		\$74,298		\$98,305		\$104,815			
E. Determinations and case closures																		
Determinations and case closures	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Total	699		70		79		81		93		60		67		73		91	
F. Case age																		
Case age	Total 2002–2009		2002		2003		2004		2005		2006		2007		2008		2009	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
240 days or less	295	49.7 %	48	57.8 %	50	67.6 %	45	54.9 %	16	42.1 %	39	75.0 %	19	48.7 %	43	86.0 %	35	71.4 %
Over 240 days	172	29.0	35	42.2	24	32.4	37	45.1	22	57.9	13	25.0	20	51.3	7	14.0	14	28.6
Total cases	467		83		74		82		38		52		39		50		49	

Source of data: Anchorage Equal Rights Commission annual reports, 2005–2010

from year-to-year, in general over the eight-year period of 2002 to 2009, the most frequent bases of complaints were, in descending order, discrimination on the basis of race/color (a basis in 41.6% of all complaints during this period), sex (including pregnancy or parenthood; 22.7%), physical or mental disability (18.7%), retaliation (14.8%), national origin (12.6%), age (3.4%), religion (1.5%), marital status (1.0%), and familial status (0.0%). (No complaints alleging discrimination on the basis of familial status were filed during the entire period from 2002 to 2009.) Neither *sexual orientation* nor *gender identity* (or *transgender identity*) are listed, as sexual orientation and gender/transgender identity discrimination were not illegal in the Municipality of Anchorage under Title 5, and hence were not jurisdictional for the Anchorage Equal Rights Commission.

Part D of Table 31 shows complaints which achieved resolution through conciliation or other forms of resolution (including predetermination settlements), the number and percentage of resolved cases which provided remedial measures provided under Title 5 for the elimination of discriminatory practices (100% of resolved cases in most years), and the total dollars in settlement paid out. It is not possible from these figures to determine where in the process of a case these complaints were resolved — e.g., before or after a formal determination of *substantial evidence* or *no substantial evidence* of discrimination was made; nor is it possible to directly calculate from these data the percentage of complaints resulting in settlement or conciliations, since cases may or may not be settled in the same year that a complaint is made. It is possible, however, to estimate that roughly a quarter of complaints are resolution through settlement or through conciliation after a determination of *substantial evidence* of discrimination, and that roughly three-quarters of cases are closed with a determination of *no substantial evidence* of discrimination or are closed administratively for some other reason (such as a complainant's non-participation in the investigation of his or her complaint).

From 2002 to 2009, a total of 699 cases — an average of 87.4 per year — were closed by AERC, as summarized in Part E of the table. Part F summarizes case age.

Further information about case processing of Title 5 discrimination complaints is available at the Anchorage Equal Rights Commission website and through AERC annual reports. In particular, AERC annual reports include case summaries which provide useful detail about the processes by which AERC investigators make their determinations about whether illegal discrimination has in fact taken place.

Alaska State Commission for Human Rights (ASCHR) and the Alaska Human Rights Law (AS 18.80)

The Alaska State Commission for Human Rights (ASCHR), under the Office of the Governor, is the state agency responsible for enforcement of Alaska Statute 18.80, the Alaska Human Rights Law. It is made up of seven commissioners appointed by the Governor and confirmed by the Legislature. Its office is located in Anchorage, but it has jurisdiction to accept and investigate complaints of discrimination from individuals throughout the state.

Under AS 18.80, it is illegal in Alaska to discriminate employment,

- places of public accommodation,
- the sale, lease or rental of real property,
- credit and financing practices, or
- practices by the State or its political subdivisions

on the basis of

- race,

- color,
- religion,
- national origin,
- sex, or
- physical or mental disability.

In some additional situations, including employment, it is also illegal to discriminate on the basis of

- age,
- marital status,
- changes in marital status,
- pregnancy, or
- parenthood.

It is also illegal for employers to retaliate against employees for opposing illegal discrimination or filing complaints, testifying, or assisting in proceedings under the Alaska Human Rights Law.

Complaint resolution process through Alaska State Commission for Human Rights (ASCHR)

The process of filing, investigation, and resolution of complaints of discrimination under state law is similar to the process under the Municipality of Anchorage's Title 5. At this writing, ASCHR has no jurisdiction over discrimination on the basis of sexual orientation or gender identity because such discrimination is not illegal under AS 18.80, the Alaska Human Rights Law.

Inquiry. Persons who believe they were discriminated against under AS 18.80, the Alaska Human Rights Law, may contact the ASCHR by telephone, mail, or visiting ASCHR's Anchorage office. Commission staff will help determine if an allegation of discrimination falls under ASCHR jurisdiction and whether a formal complaint can be filed.

Complaint. Complaints of discrimination must be drafted, notarized, and filed (with the help of ASCHR staff) within 180 days of the alleged act of discrimination. All complaints, including the names of involved parties, remain confidential unless the complaint is taken to a public hearing.

Mediation. As an alternative to investigation, mediation may occur, which, if successful, will result in the complaint being dismissed.

Investigation. If mediation does not occur, or if it occurs but is unsuccessful, the case will undergo a full and impartial investigation, in which an investigator will gather evidence through interviews with witnesses, collecting documents, visiting the site where the alleged discrimination occurred, and so on. ASCHR has the power to subpoena witnesses or documents when necessary.

Determination. When the investigation has been completed, the commission issues a *determination* which may conclude that there was *no substantial evidence* of discrimination, resulting in the complaint being dismissed. If, on the other hand, the commission finds that there was *substantial evidence* of discrimination, the complaint will be referred for *conciliation* (settlement).

Conciliation. The respondent, against who the complaint was made, will be asked to cease the discriminatory act or practice, and may also be asked to take other actions necessary to remedy the discrimination, such as providing make-whole relief to the complainant, undergoing training on discrimination law, or adopting and disseminating an anti-discrimination policy in a place of busi-

ness. After the parties in the case have met provisions of the conciliation agreement, the case will be dismissed. If, however, agreement cannot be reached, the commission will certify *conciliation failure*.

Conciliation failure. If conciliation fails, the case will no longer be considered confidential — as it was up until this point under the law — and records and information obtained by the commission during the investigation will become available to the parties, and may also be made available according to the rules of discovery if an action relating to the charge is filed in court. Conciliation failure may also result in the commission filing a formal *accusation* — which the person charged in the accusation is required to file an answer in writing — and referring the case for *public hearing*.

Public hearing. Public hearings are held before an administrative law judge, usually at the Office of Administrative Hearings in Anchorage. The administrative law judge issues a recommended decision, but the ASCHR commissioners make the final decision, which may be appealed to the Superior Court.

ASCHR Case Processing Statistics 2006–2010

Case processing data for 2006 to 2010 from ASCHR annual reports are displayed in Table 32. About two-thirds of ASCHR complaints each year originate in Southcentral Alaska, including communities within the Municipality of Anchorage, but ASCHR annual reports do not provide breakdowns by borough or city. Nevertheless, ASCHR data provide a wealth of useful information about how illegal discrimination is handled in Alaska.

Part A of Table 32 shows the demographic characteristics of ASCHR complainants. The majority of complaints were made by women — 54.8 percent of all complaints made in the five-year period. Just under half of all complaints during this period were made by Caucasians (47.6%), followed by blacks (14.9%), Alaska Natives (12.7%), Hispanics (6.0%), Asians (5.7%), and American Indians (1.2%). Persons of other race/ethnicity accounted for 3.8 percent of complaints, and the race/ethnicity of complainants was unknown in another 8.0 percent of cases. Over half of all complainants (53.1%) were from 41 to 60 years of age, with over one-third (34.8%) from 21 to 40 years old, 7.8 percent age 61 or older, and 2.9 percent age 20 or younger. Complainants' ages were unknown in 1.4% of all complaints made from 2006 to 2010.

ASCHR annual reports do not report on the number of inquiries made each year to the commission. Part B of the table shows that a total of 1,720 complaints alleging illegal discrimination under Alaska law were made over the five-year period — an average of 344 complaints a year — with 412 complaints made in 2010. The vast majority of complaints (90.5%) alleged discrimination in employment. From 2006 to 2010, about one in twenty complaints each alleged discrimination in public accommodations (3.1%), housing (3.0%), and government practices (3.0%). Three complaints over the five years (0.2%) involved allegations of multiple types of discrimination. Two complaints (0.2%) alleged coercion, and two (0.1%) alleged discrimination in credit/financial practices.

Part C of Table 32 shows complaint filings by basis of complaint. Because complaints may be filed on multiple bases — in fact, one-third (33.1%) of complaints alleged discrimination on multiple bases — the detail in Part C of the table adds to more than the total number of complaints. The most frequent bases of complaints were, in descending order, discrimination on the basis of race/color (a basis in 31.1% of all complaints during this period), sex (24.8%), physical disability (19.9%), age (19.0%), retaliation (16.0%), national origin (8.5%), retaliation for filing a complaint (8.3%), mental disability (5.1%), religion (4.0%), pregnancy (3.7%), parenthood (1.2%), marital status (0.8%), and change in marital status (0.1%). Neither *sexual orientation* nor *gender identity* (or *transgender identity*) are listed, as sexual orientation and gender/transgender identity discrimination are not illegal under AS

18.80, the Alaska Human Rights Law, and hence are not jurisdictional for the Alaska State Commission on Human Rights.

ASCHR data on case closures (Part D of Table 25) provides detail about where in the process of

Table 32. Alaska State Commission on Human Rights: Case Processing Statistics, 2006–2010

Column percentages within each part of the table.

A. Demographic characteristics of complainants												
	Total 2006–2010		2006		2007		2008		2009		2010	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Sex												
Female	943	54.8 %	150	60.0 %	199	52.6 %	192	57.1 %	183	53.2 %	219	53.2 %
Male	776	45.1	100	40.0	179	47.4	143	42.6	161	46.8	193	46.8
Unknown	1	0.1	0	0.0	0	0.0	1	0.3	0	0.0	0	0.0
Race/ethnicity												
Caucasian	819	47.6 %	119	47.6 %	172	45.5 %	167	49.7 %	162	47.1 %	199	48.3 %
Black	256	14.9	38	15.2	57	15.1	46	13.7	52	15.1	63	15.3
Alaska Native	219	12.7	32	12.8	59	15.6	39	11.6	43	12.5	46	11.2
Hispanic	104	6.0	21	8.4	17	4.5	24	7.1	15	4.4	27	6.6
Asian	98	5.7	10	4.0	30	7.9	22	6.5	15	4.4	21	5.1
American Indian	20	1.2	3	1.2	6	1.6	4	1.2	6	1.7	1	0.2
Other	66	3.8	10	4.0	9	2.4	6	1.8	23	6.7	18	4.4
Unknown	138	8.0	17	6.8	28	7.4	28	8.3	28	8.1	37	9.0
Age												
20 years and under	50	2.9 %	10	4.0 %	14	3.7 %	10	3.0 %	2	0.6 %	14	3.4 %
21-40 years	598	34.8	93	37.2	137	36.2	106	31.5	128	37.2	134	32.5
41-60 years	913	53.1	132	52.8	190	50.3	185	55.1	182	52.9	224	54.4
61 years or older	135	7.8	12	4.8	30	7.9	32	9.5	27	7.8	34	8.3
Unknown	24	1.4	3	1.2	7	1.9	3	0.9	5	1.5	6	1.5
Total complaints initiated	1,720		250		378		336		344		412	
B. Complaint filings by type												
Type of complaint	Total 2006–2010		2006		2007		2008		2009		2010	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Employment	1,556	90.5 %	226	90.8 %	346	91.5 %	298	88.7 %	307	89.2 %	379	92.0 %
Public accommodations	53	3.1	9	3.6	12	3.2	15	4.5	7	2.0	10	2.4
Housing	52	3.0	8	3.2	12	3.2	11	3.3	11	3.2	10	2.4
Government practices	52	3.0	6	2.4	8	2.1	10	3.0	17	4.9	11	2.7
Multiple	3	0.2	0	0.0	0	0.0	0	0.0	2	0.6	1	0.2
Coercion	2	0.1	1	0.4	0	0.0	0	0.0	0	0.0	1	0.2
Finance	2	0.1	0	0.0	0	0.0	2	0.6	0	0.0	0	0.0
Total complaints	1,720		249		378		336		344		412	
C. Complaint filings by basis of complaint												
<i>Detail does not add to totals, as cases may be filed on multiple bases.</i>												
Basis of complaint	Total 2006–2010		2006		2007		2008		2009		2010	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Race/color	535	31.1 %	73	29.3 %	126	33.3 %	103	30.7 %	107	31.1 %	126	30.6 %
Sex	426	24.8	65	26.1	105	27.8	78	23.2	75	21.8	103	25.0
Physical disability	342	19.9	47	18.9	69	18.3	61	18.2	67	19.5	98	23.8
Age	326	19.0	39	15.7	73	19.3	63	18.8	68	19.8	83	20.1
Retaliation	275	16.0	40	16.1	79	20.9	41	12.2	54	15.7	61	14.8
National origin	146	8.5	19	7.6	29	7.7	28	8.3	30	8.7	40	9.7
Retaliation for filing	143	8.3	17	6.8	34	9.0	25	7.4	31	9.0	36	8.7
Mental disability	87	5.1	8	3.2	20	5.3	16	4.8	22	6.4	21	5.1
Religion	68	4.0	13	5.2	7	1.9	16	4.8	22	6.4	10	2.4
Pregnancy	63	3.7	8	3.2	17	4.5	12	3.6	12	3.5	14	3.4
Parenthood	20	1.2	3	1.2	6	1.6	4	1.2	0	0.0	7	1.7
Marital status	13	0.8	1	0.4	5	1.3	2	0.6	2	0.6	3	0.7
Change in marital status	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2
Complaints involving multiple bases	569	33.1 %	71	28.5 %	133	35.2 %	91	27.1 %	121	35.2 %	153	37.1 %
Total complaints	1,720		249		378		336		344		412	

[Table continues next page.]

Source of data: Alaska State Commission on Human Rights annual reports, 2006–2010

a complaint cases are actually closed. Nearly three-quarters of complaints (70.0% over the five-year period) are closed after an investigation with a determination of *no substantial evidence* of discrimination; another 10.0 percent were closed as a result of settlements or other predetermination agreements as a result of mediation between the parties as an alternative to investigation (7.3%; three of the five case dispositions under “Mediation”) or otherwise before a investigative determination was made (2.7%; two of the three categories under “Conciliation/agreement”). Sixty-three cases from 2006 to 2010 (3.7%) were closed through a conciliation agreement after investigation ended with a determination of *substantial evidence* of discrimination. In another 57 cases (3.4%) where a determination of *substantial evidence* was made, conciliation was unsuccessful, and the cases were referred for public hearing — though 33 of those cases (2.0% of all case closures) were closed through pre-hearing settlements.

Table 32. Alaska State Commission on Human Rights: Case Processing Statistics, 2006–2010 [continued]

Column percentages within each part of the table.

D. Closures												
	Total 2006–2010		2006		2007		2008		2009		2010	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Mediation	134	7.9 %	35	12.8 %	28	9.6 %	30	8.4 %	24	6.2 %	17	4.4 %
Successful settlement	84	5.0	16	5.8	14	4.8	18	5.0	20	5.2	16	4.2
Predetermination settlement (PDS)	22	1.3	8	2.9	6	2.1	8	2.2	0	0.0	0	0.0
Complaint withdrawn with successful settlement	18	1.1	11	4.0	5	1.7	2	0.6	0	0.0	0	0.0
Complaint withdrawn	9	0.5	0	0.0	3	1.0	2	0.6	3	0.8	1	0.3
Complainant to court	1	0.1	0	0.0	0	0.0	0	0.0	1	0.3	0	0.0
Administrative	208	12.3 %	50	18.2 %	39	13.4 %	45	12.6 %	32	8.3 %	42	10.9 %
Complainant not available	72	4.3	13	4.7	16	5.5	15	4.2	11	2.9	17	4.4
Complaint withdrawn	49	2.9	12	4.4	8	2.7	13	3.6	6	1.6	10	2.6
Lack of jurisdiction or complaint untimely	33	2.0	10	3.6	8	2.7	5	1.4	8	2.1	2	0.5
Administrative dismissal	22	1.3	4	1.5	2	0.7	4	1.1	4	1.0	8	2.1
Tribal sovereign immunity	13	0.8	4	1.5	1	0.3	3	0.8	2	0.5	3	0.8
Complainant to court	11	0.7	4	1.5	0	0.0	4	1.1	1	0.3	2	0.5
Failure of complainant to proceed	8	0.5	3	1.1	4	1.4	1	0.3	0	0.0	0	0.0
No substantial evidence	1,184	70.0 %	164	59.9 %	190	65.1 %	252	70.6 %	295	76.6 %	283	73.7 %
Conciliation/settlement	109	6.4 %	14	5.1 %	21	7.2 %	23	6.4 %	24	6.2 %	27	7.0 %
Substantial evidence /conciliation agreement	63	3.7	6	2.2	12	4.1	8	2.2	15	3.9	22	5.7
Complaint withdrawn with successful settlement	28	1.7	7	2.6	8	2.7	13	3.6	0	0.0	0	0.0
Predetermination settlement (PDS)	18	1.1	1	0.4	1	0.3	2	0.6	9	2.3	5	1.3
Hearing	57	3.4 %	11	4.0 %	14	4.8 %	7	2.0 %	10	2.6 %	15	3.9 %
Pre-hearing settlement	33	2.0	9	3.3	2	0.7	5	1.4	6	1.6	11	2.9
Decision for complainant	11	0.7	0	0.0	6	2.1	0	0.0	3	0.8	2	0.5
Hearing unit – other	7	0.4	1	0.4	5	1.7	1	0.3	0	0.0	0	0.0
Decision for respondent	3	0.2	1	0.4	0	0.0	1	0.3	0	0.0	1	0.3
Administrative dismissal	2	0.1	0	0.0	1	0.3	0	0.0	1	0.3	0	0.0
Other	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Total closures	1,692		274		292		357		385		384	
E. Determinations finding substantial evidence of discrimination												
	Total 2009–2010		2006		2007		2008		2009		2010	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Substantial evidence findings												
Successfully conciliated	20	22.7 %							11	24.4 %	9	20.9 %
Conciliation failed	23	26.1							12	26.7	11	25.6
Pending	45	51.1							22	48.9	23	53.5
Total substantial evidence findings	88								45		43	

Source of data: Alaska State Commission on Human Rights annual reports, 2006–2010

Information about accusations and commission decisions in public hearing cases are available on the ASCHR website at <http://humanrights.alaska.gov/>. Summaries of other recent discrimination cases are also available on the website, and earlier summaries can be found in the ASCHR's annual reports, also on the website.

Complaints of employment discrimination complaints in states which prohibit discrimination on the basis of sexual orientation and gender identity

As of January 2012, 21 states and the District of Columbia had state laws prohibiting discrimination on the basis of sexual orientation; 16 states and the District of Columbia also prohibited discrimination on the basis of gender identity/expression (National Gay and Lesbian Task Force, 2012). Numerous cities and counties also prohibit discrimination in at least some areas, including (as of October 2011) 143 local governments which prohibit gender identity discrimination in both the public and public sector (National Gay and Lesbian Task Force, 2011).

In 2002, the U.S. General Accounting Office reported on the 13 states that then prohibited sexual orientation discrimination in the workplace, and found that from 1993 to 2001, a total of 4,788 complaints alleging sexual orientation discrimination in employment situations had been filed with state human rights agencies charged with enforcing nondiscrimination laws.

More recently, The Williams Institute at UCLA conducted two studies of complaints of employment discrimination on the basis of sexual orientation and gender identity filed in the 20 states and 203 localities that then prohibited such complaints. Ramos, et al. (2008) gathered 6,914 complaints filed from 1997 to 2007 in those states which responded. Sears and Mallory (2011a) focused on public sector employment discrimination, and gathered 560 complaints filed with state agencies from 1997 to 2007 and 128 complaints filed with local agencies from as early as 1982, all from state or local government employees. Not all states and localities responded to The Williams Institute's data requests, so the total complaints gathered probably underestimate the number of complaints actually files.

- Both studies compared the number of employment discrimination complaints on the basis of sexual orientation and gender identity with employment discrimination complaints based on race/color and on sex. They found that employment discrimination claims based on sex were filed roughly 7 times more often and claims based on race 11 times more often than claims based on sexual orientation. But when complaint rates per 10,000 employees were compared, Ramos, et al. (2008) found that nationally, among all the states included in the study 6.5 complaints of race discrimination complaints were filed for every 10,000 people of color employees,
- 5.4 complaints of sex discrimination were filed for every 10,000 female employees, and
- 4.7 complaints of sexual orientation discrimination were filed for every 10,000 LGB employees.

Individual states varied in their rates of employment discrimination complaints. In some states, employment discrimination complaints on the basis of sexual orientation were filed at higher rates than sex discrimination complaints, and in some at rates equal to the rates of race/color discrimination complaints (Ramos, et al., 2008; Sears and Mallory, 2011a).

Neither study found sufficient data on gender identity employment discrimination to be able to estimate rate of discrimination complaints, mainly due to the fewer number of states where gender identity discrimination is prohibited and, at the time of the study, how recently those protections had come into place. Both studies included detailed methodologies, including the methods used to

estimate LGB workforce populations for the states and localities discussed. The studies are also summarized in Sears and Mallory (2011b).

CONCLUSION

On June 15, 2009, testimony about findings from *One in Ten* and *Identity Reports* was offered before the Anchorage Assembly during public hearings on Anchorage Ordinance 2009-64, which would have added *sexual orientation* and *gender identity* to Title 5, the Municipality of Anchorage's equal rights code.

In spite of this evidence, and in spite of testimony presented by several Anchorage citizens who recounted their own stories of recent discrimination in Anchorage, one of the chief arguments used by ordinance opponents was that there was no evidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) people in the Municipality of Anchorage. Mayor Dan Sullivan echoed those arguments when, less than a week after the Anchorage Assembly passed AO-64 by a vote of 7 to 4, he vetoed the measure, stating, "My review shows that there is clearly a lack of quantifiable evidence necessitating this ordinance."

Typically, opponents of measures such as AO-64 — or the Anchorage Equal Rights Initiative which is appearing as Proposition 5 on the April 3, 2012 Anchorage municipal ballot — demand "proof" in the form of successful complaints made with the Anchorage Equal Rights Commission or legal settlements in court cases that discrimination has occurred. But and AERC investigator has no power to investigate discrimination that is not prohibited by law, nor do judges have the power to render judgment on employers, landlords, and others who are given permission to discriminate unfairly by the silence of the law.

It has been left up to the LGBT community itself to document the discrimination and harassment that so many of us face, and against which we have no legal recourse. The Anchorage LGBT Discrimination Survey represents the first effort since the late 1980s to quantify the incidence of anti-LGBT discrimination in the Municipality of Anchorage.

Due to the inherent difficulties in estimating LGBT populations, discussed previously, it is impossible to know with any certainty what proportion of Anchorage's LGBT population responded to this survey or how representative the study population is of the LGBT community in the Municipality as a whole. What is certain is that discrimination, harassment, and bias are as commonly experienced by gay, lesbian, and bisexual residents of the Municipality of Anchorage now as was the case a quarter of a century ago, when data collection for *One in Ten* took place. Furthermore, for the first time there is quantitative evidence that discrimination, harassment, and bias are also commonly experienced by transgender residents of the Municipality.

On behalf of the Alaska LGBT Community Survey Task Force and all its individual and organizational members, I would like to thank all the respondents who took part in this survey and helped to bring quantifiable evidence of their experience of discrimination in the Municipality of Anchorage to public attention. May the public take note.

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APPENDIX A. RESPONDENT COMMENTS

General

This survey probably will not capture the more common but insidious kind of discrimination where ones status or participation in civic life is limited or devalued because of sexual orientation or gender identity. I have experienced many instances where my address was lost, or I was seated at the wrong table, or did not get a meeting notice everyone else got, etc etc. because of my sexual orientation. — *Cisgender lesbian respondent*

It's important to realize that discrimination, by its nature, is a cowardly act, and therefore is difficult to pin down. It would be incredibly easy if discrimination was outright, if someone did just walk up and call you a name. But it isn't, it's the small motions, the silent looks and the collective ignorance of a minority's existence. Only until the majority believes this, and enforces it in a social realm, can this change occur. The lead should be taken by those who govern, it should not happen as a reaction. We cannot wait until violence occurs to make a change. — *Cisgender gay male respondent*

I don't have to be fired or evicted to be discriminated against. Perceived, or potential, discrimination, is discrimination. Laws do not have the power to change minds, and I am saddened to look to the law for protection against irrational hostility. That said, I want to live in a place where my livelihood and personal security are not threatened by hostility towards the relationships I choose to have with people of my gender. — *Cisgender bisexual male respondent*

My age is a prime reason to be able to check never on many of these questions, since the situations did not apply to me at the times in question in my life. — *Transgender MTF lesbian respondent*

Besides race and class, I also think there is another divide in perceptions about discrimination between people who have been around since the civil rights era and people born afterward. I think younger people in general experience less discrimination because the world is more tolerant and gay people are more visible. They also don't have the trauma from discrimination in their past coloring they way they feel the world is now. Alaska is one of the least religious states in the U.S. Religion of your family of origin is another factor in how much discrimination people feel they experience. Though I think that is less of a big deal here than in other places. (Though in some ethnic communities here, religion is huge.) — *Cisgender lesbian respondent*

I've learned to keep a lot of stuff under cover to survive. I also learned self defense to ward off attack early on. I was also terribly abused by a therapist and given inappropriate care for my needs as a youth directly in relation to my gender/sexual orientation. — *Transgender FTM bisexual respondent*

I guess I'm bad for this survey, none of this stuff has really happened to me. I'm a little bit reclusive and then probably a little more main stream than some. Hope this helped a little. P.S. I did read all the questions. — *Cisgender gay male respondent*

The obstacles I have faced are mere speed bumps compared to the ones an openly and obviously gay man has to overcome in this community. — *Cisgender bisexual female respondent*

While I have been fortunate and never experienced much harassment during my time in Alaska, I know plenty of friends who have been harassed before due to either their sexual orientation or their gender identity. — *Cisgender gay male respondent*

A lot of these questions refer to a class I do not belong to. So overall, there is underlying op-

pression that intersects with economics that may be so insidious that I am not able to see it to answer your questions appropriately. — *Transgender FTM bisexual respondent*

I may not have any experience in much of the questions asked in the survey but I believe it's due to my fear of the harassment/bullying as described in the survey. Some survey questions about living in fear may also provide some insight to why there needs to be specific protection of the GLBT community. — *Cisgender gay male respondent*

I think that class/education is a huge factor in people's experience of discrimination. Also, race/culture. I'm white, middle class and educated. I think that is why my experience of discrimination, outside of high school which was close to 20 years ago has been really minimal. I am also out. I think that people who are in the closet have a different perception of discrimination. In some cases, in my experience, they believe there is more discrimination out there than really exists in my experience. — *Cisgender lesbian respondent*

I have never really felt like I've been harassed much because of my orientation. However, I do feel a constant need to watch my back because I do not feel completely safe when I am out in public. — *Cisgender gay male respondent*

When out in public I always look behind me. — *Cisgender gay male respondent*

Anchorage environment

I've lived all across the U.S. at different times in my life, and in comparison Anchorage rates a *fair*, but definitely not a *poor* or *lower*. — *Cisgender bisexual male respondent*

There is a constant, underlying threat of discrimination. I feel like I have been very lucky in my jobs and housing but I have also been cautious and selective. I seek employment, housing and medical services where I can be myself openly and honestly and that isn't always easy in Anchorage. — *Cisgender lesbian respondent*

Anchorage seems to be a little more tolerant than the lower 48 as far as municipal jobs, but the verbal abuse on the streets and at public events, such as ACES Hockey games, parades/picnics and Fur Rondy are not acceptable. — *Cisgender gay male respondent*

I felt really uncomfortable during the debate about the city-wide ordinance. In some ways it felt like we were caught up in an old argument that wasn't as relevant as it could have been. It seemed strategically bad to be in a position of having to prove discrimination exists. I had a hard time seeing the tangible benefits. What was the process for grieving if you were discriminated against? I was disappointed at the lack of allies, businesses, ethnic leaders etc, among the supporters. I'm also frustrated about element in our own community who insist in being in the closet. I think that really sets us back. I think coming out is the way to make change. — *Cisgender lesbian respondent*

I've found that in Anchorage, people tend to leave you alone. — *Cisgender gay male respondent*

Although many of the questions asked about situations that have not occurred to me I have to say that I do not find the Anchorage area very LGBT friendly which has made me consider the timing of my transition and the speed at which it occurs. I fear the responses towards me and my family, especially my family. Anchorage has a long way to go in the area of treating LGBT folks with dignity and respect and equality. The whole ordeal of Prop 64 is indicative of the level of resistance that the LGBT community has to endure. This truly upsets me because when I left to join the military

Anchorage was closer to being a progressive city then it is today. — *Transgender MTF lesbian respondent*

Thank you for taking the time to survey the community. I attended the hearings at the public library and was ashamed at some of my fellow human beings and their openly hateful attitude. I don't want to be considered special and I don't expect any special rights — just the rights that everyone else has. — *Cisgender lesbian respondent*

30 year resident of ANC. Most of the time Anchorage has been very tolerant of ME — though I'm openly gay, I'm not obviously gay. Most of the harassment I have felt was at events. That, to some degree is expected (not ok, but more expected). — *Cisgender gay male respondent*

I received more discrimination here in Alaska than I did [working in Washington, D.C. for a prominent Republican political officeholder]! — *Cisgender lesbian respondent*

Although I only lived here for 8 months (and previously visited Anchorage for 3 months in 2009), I was amazed to know that the state can discriminate because of sexual orientation. Because I know so many LGBT people that live here in Anchorage.... In 2009 I went to different LGBT events (here in Anchorage) and there were a lot of people, I always thought that Anchorage (Alaska in general) was like San Francisco, where liberals, nature and peace lovers come to enjoy the place and its people, but now (in only 8 months) I have heard and seen much discrimination against our community. — *Cisgender lesbian respondent*

These are questions about extreme discrimination — so much of what LGBTs face in Anchorage in more subtle, but an antidiscrimination ordinance even though not addressing this kind of discrimination directly will reduce it indirectly. I don't want people to think that just because the police have not stopped me because I'm gay (for instance) doesn't mean I don't feel like a second class citizen when dealing with them. — *Cisgender gay male respondent*

What doesn't appear on this survey are the feelings of isolation and fear of those who are openly anti-LGBT. Our community is well aware of the hate that has been shown openly during the equality testimony. And due to that hate, we either are open and at constant danger or choose to live our lives keeping our identity a secret. Either way we are in danger of being exposed and having that hatred directed at us. It is too bad that there isn't a final question that says "Do you feel in danger of physical or verbal violence in Anchorage?" I think the answer would be an overwhelming "YES." — *Cisgender lesbian respondent*

Outness vs. hiddenness

As a baby boomer, I spent the first 39 years of my life keeping my sexual identity well hidden in order to be protected from discrimination/harm. Therefore, I answer the questions above with never almost every response. — *Cisgender lesbian respondent*

I didn't "come out" until I was 46 years old, so my sexual orientation was hidden. I tried to stay below the radar because I felt the tolerance level in Anchorage narrowing with the Prevo assault on gays and others that followed. Because I came out late, I wasn't available for discrimination. Because I was not true to my identity, I experienced many suicide attempts. — *Cisgender gay male respondent*

I am a public school teacher so I fear the reaction of parents (who frankly don't really get to know us teachers) and I would expect fallout if my orientation became common public knowledge. We teachers take all kinds of other undeserved flack from the public and sexual orientation would just be flames on the fire. — *Cisgender lesbian respondent*

I and my husband are both closeted bisexuals. As was my ex-husband. We're still not comfortable in Alaska coming out, though we have many gay and lesbian friends, many of them don't even know. I long for the day when my sexual identity doesn't have to be kept hidden away. — *Cisgender bisexual female respondent*

I had many answers of “Never” [to questions about discrimination] due to hiding my sexual orientation. — *Cisgender lesbian respondent*

I've only recently come out, recently meaning, today I came out to a group of people. — *Cisgender queer female respondent*

Though I haven't been specifically attacked by someone with power, most of that is because I hide my sexual orientation from anyone that can adversely affect me. An important point to make on here is how out a person is to the world. — *Cisgender gay male respondent*

I feel I have to hide my sexuality to be accepted. — *Cisgender lesbian respondent*

I tend to keep the subject of my sexuality from coming up in most situations, so I haven't been exposed to nearly as much discrimination as I have witnessed and heard others have been. I do hope they have also contributed to this survey for more accurate results! — *Cisgender queer female respondent*

I hope I do not skew the results of this survey. If I am atypical it is alright to remove my data. I didn't “come out” until I was 42 years old. I appear straight, am comfortable in straight or lesbian environments. I have been mostly single since my late 30s so have probably have not appeared to others as lesbian. — *Cisgender lesbian respondent*

I feel like I've been forced to adopt a position of “open when asked,” that is, I don't bring it up with people, even when my own friends are making homophobic remarks. The level, and the type, of discrimination I've faced with certain people who have known about my orientation has taught me to skirt the subject in almost all arenas, which among other things has kept me single for a very long time. — *Cisgender bisexual male respondent*

I am out, however I grew up in [another state in the South], so I do not tell or show that I am gay. — *Cisgender lesbian respondent*

I appear conservative so many people don't know my sexual orientation. — *Cisgender queer female respondent*

I have not personally been bullied because I do not reveal my homosexuality to others unless they are close friends. Many of my friends have been bullied by coworkers and random people because of their sexual orientation. — *Cisgender lesbian respondent*

I've never had a problem with all these, I guess I'm a bit reclusive and more mainstream than others. — *Cisgender gay male respondent*

Most of my answers [to questions about discrimination] are never & I feel a need to explain that. I am mostly “in the closet”. I identify myself as bisexual. Have a loving, committed relationship with a gay woman. We live together and due to the fact that I'm married to man who accepts and loves me this works for us. I do not share my personal information with anyone other than those *very* close to me which keeps me safe. I feel being in an open marriage makes it easier at least for me. Still though, we have run into trouble while being out together. I don't mind it as much as it hurts my feelings. — *Cisgender bisexual female respondent*

I've experienced very little overt discrimination because I try to be discreet. — *Cisgender gay male*

respondent

I have heard so many nightmare stories that I am very careful who I come out to as not to be discriminated against. — *Cisgender lesbian respondent*

I don't think this captures the extent of the fear factor that causes people to hide, nor does it capture discrimination/harassment in faith communities which is extensive. It says nothing about the estrangement of families and friends caused by knowledge of one's sexual orientation. While these may not be cause for legal action nor protective laws, they nonetheless greatly impact the quality of life in Anchorage and elsewhere. — *Cisgender gay male respondent*

I'm in the closet so that these things don't happen to me. — *Cisgender queer female respondent*

Residency in Anchorage

I lived in Anchorage for 47 years. When I retired, I moved to [a city on the East Coast]...a very supportive city of its diverse community. — *Cisgender gay male respondent*

Important note: I've only lived here for 8 months and I work in a LGBT friendly place. — *Cisgender lesbian respondent*

I'm retired and not in school, so these [questions about discrimination] weren't applicable to me. Also, my child custody issues (like the others mentioned) pre-date my arrival in Anchorage. — *Cisgender gay male respondent*

I haven't lived in Anchorage for years now — left in 2003. — *Cisgender queer female respondent*

Admittedly I've only lived in Anchorage for five months, so my experiences are somewhat limited. However I could describe various instances in [another Alaska city]. — *Cisgender gay male respondent*

Legal marital status and intimate relationships

I just wanted to clarify the answer about marital status. My partner and I were legally married in BC Canada, however, the State of Alaska and the MOA do not recognize our marriage. For that reason, I answered Divorced — which is the "recognized" status I hold according to both the State and MOA. — *Cisgender lesbian respondent*

I lived in [a New England city] for two years, and I didn't realize until I came back just how different the attitude is in New England. I met my only boyfriend there, and doing the normal couple stuff in public was "normal." Holding hands, flirting, hugging and kissing when we met — these are things I could not expect to do in Alaska without getting looks, jeers, getting labeled, targeted, abused or assaulted. To be honest, it's a level of anxiety I don't even like writing about, and I like ranting, a lot. I took a day-long break from this just because I didn't feel like thinking about it. — *Cisgender bisexual male respondent*

The biggest discrimination that my partner and I face, that straight married couples don't have to, is the lack of partner benefits. Since we can't be legally married, I am not entitled to any of her medical benefits, which forces me to keep a job where medical is offered, and limits my options as a parent to stay at home with our 1 year old daughter, as a stay at home mom. It also meant, that as the actual birth mother, in order for our daughter to be under my partner's insurance (which is less expensive, and much better than mine), we had to get the adoption under way very early on. We would

have done the adoption anyway, but the expense and the urgency were a bit overwhelming at the time. — *Cisgender lesbian respondent*

My committed relationship exists in exile at the moment because her insurance does not cover or recognize my medical needs. Alaska is not a place for a transgendered person to do transition safely. So I am undergoing that while I am out of state. It is a hardship on the relationship. — *Transgender FTM bisexual respondent*. [This comment also included under “Gender identity and presentation.”]

We are legally married in the state of Massachusetts, but are considered to be single women by the state of Alaska. Neither of our employers recognize our union, therefore we are unable to utilize programs such as FMLA [Family Medical Leave Act]. — *Cisgender lesbian respondent*

We face discrimination every day from the city and state in terms of benefits not allowed same sex partners. — *Cisgender lesbian respondent*

I joined [a gym/fitness club] with my partner and we were allowed to join under a family membership. After providing proof that we did share our dwelling and bills, we were allowed to join as a family. I felt that this was a huge step. Our insurance company has also allowed us to have each other as a co pay on our insurance. This was an even bigger step and made me feel like I was as normal as any other couple getting insurance. We have still each kept our coverage which is costly, but we’re afraid that the law will be taken away and one of us would be without insurance, but still even this step is something that wouldn’t have happened 15-20 years ago. — *Cisgender lesbian respondent*. [A portion of this comment also included under “Public services — Gyms/fitness clubs.”]

Although the company I work for is private, and therefore not obligated by law to provide equal benefits to same-sex partners that they do to opposite-sex spouses, I wanted to say that I feel less valued by my company because my partner cannot get coverage under my employee benefits package for health/vision/dental/life insurance. We have been together for four years and would be married if the law allowed it, but since we cannot legally marry and my company is private, my partner cannot receive equal coverage like a married spouse would if I were heterosexual. — *Cisgender gay male respondent*

The way discrimination most impacts my life is in the area of marriage. My partner and I have been together for 10 years, are married in California and I am expecting a baby [...]. [B]ecause of DOMA, our child cannot get insurance benefits until [my partner] adopts him. Also, should something happen to her, I am not entitled to the survivor benefits I would be entitled to if we were married. It seems like a big waste also that we have to have a home study and she must go through the adoption process to be an official parent to our child. This would not be the case if our marriage was recognized in Alaska. I am thankful that the state allows for second-parent adoption. — *Cisgender lesbian respondent*

I am legally married to my partner as recognized in another state/country. — *Cisgender lesbian respondent*

When it comes to something as core as the people I fall in love with, I feel incredibly small due to the prevailing attitudes of my home state. Small; afraid, angry, defeated, sad, lonely, but mostly, just... small. — *Cisgender bisexual male respondent*

Q27 is a terrible question. I am in my opinion married to my partner we had a commitment ceremony here and we view our relationship as married. Why would you put “as defined by Alaska Law?”...who gives a rip what Alaska law states, the point is do you think and act in a way that you define as married. And so my answer is Yes. I believe it will be impossible to analyze this question due

to the problem I have presented here. — *Cisgender lesbian respondent*. [Note: respondent's legal marital status was recoded to "single, never married." This comment partially reproduces one also included under "Survey design."]

We got married in Canada. — *Cisgender gay male respondent*

I don't know if this counts or not, but it's always annoyed me that the husbands/wives of [a recreation business] employees get to [use the business' facilities] for half price, but the girlfriends/boyfriends of employees [of the business] do not. — *Cisgender lesbian respondent*

Employment: Told that leave would be denied to take care of my husband...even though using leave to take care of an ill spouse is acceptable for straight couples. Told that I had the choice to marry a woman, so it was my problem that I was married to someone of the same sex whose marriage was not recognized. — *Cisgender gay male respondent*

My name cannot be on my partners VA mortgage. Cannot have on base privileges or use military discounts. Cannot be added to my partner's insurance so I could opt out of mine, which would be a substantial monthly saving. Cannot make use of municipal domestic partner option and add my partner to my health insurance because the value of the insurance (\$650 per month) would have to be claimed as income on my federal taxes. All because we cannot be legally married. — *Cisgender lesbian respondent*

I live with both a male and female partner. My children are being raised to believe that it is okay "to love as thou wilt." — *Cisgender bisexual female respondent*

I do consider not offering benefits to domestic partners a form of discrimination and my current employment only started offering health benefits to partners last year. — *Cisgender lesbian respondent*

Sexual orientation

A lot of this just doesn't apply to me. — *Cisgender bisexual female respondent*

I have been fortunate in my life to be able to be open about my sexuality and be in a 25 year relationship with my chosen female partner. I also do not appear to be "gay looking". I do know women who have been denied housing and jobs due to their sexuality and do know gay people who have had physical violence targeted against them. — *Cisgender lesbian respondent*

One individual in my former social circle withdrew from me — I suspect due to my sexual orientation. — *Cisgender bisexual female respondent*

Several years ago, I learned of a sober support meeting that was started up for straight women only. I was pointedly informed I was not welcome to attend. — *Cisgender bisexual female respondent*

I believe that the fear and hatred of all gays and lesbians is based on the fear and hatred of women — second class citizens to this day. Many men can not imagine being gay because what man would give up his privileges as a man to become a second class citizen and be thought of and treated like like they think of and treat their wives and daughters. Why women fear and hate homosexuals is not that clear to me — perhaps because they would have to stretch way beyond their comfort zone to become a full citizen with full responsibilities. — *Cisgender bisexual female respondent*

Most of the experiences I have had have to do with being female and seeking a non-traditional job [...]. I have sat quietly while fellow workers hatefully deride gays and lesbians. I sense that they know or assume I am gay because I am the only female or years ago the only female not sleeping

around at work. I have always been afraid to let anyone at work know I have gay friends I love and enjoy because in [the 1980s] I was raped by one of my fellow workers — not invited. At that time I spoke openly about sexuality. I was young, naive, and foolish to believe in equality and freedom in America. — *Cisgender bisexual female respondent*

I have never faced any sense of discrimination based on my sexual orientation while in Anch. — *Transgender MTF bisexual respondent*

Most men are so uncomfortable around me because I don't flirt with them and I don't put up with pornographic e-mails or emails with sexual slurs. I'm all business. Even straight women in Alaska think it is OK to email each other pornographic emails at work even in 2010. Fortunately, not all of the men and women are like that, but I still won't talk about sexuality at work even if folks are talking about an article in the paper. I don't want to get raped or put up with any more harassment. — *Cisgender bisexual female respondent*

My gay male friend has experienced much more discrimination and harassment than I. Such as namecalling, being stalked, & been denied money for work completed. I find this to be more true for gay men as compared to lesbian women. — *Cisgender lesbian respondent*

I felt discriminated against by teachers (one in particular) in my major program at UAA. It wasn't something overt, like grading (grading was quite fair), but this teacher treated me much differently than the other students and I know it was due to my sexual orientation. She was very warm to married female students who were pregnant or who had children (and talk about those topics at length with them), but was very cold to me. The contrast was obvious. I'm afraid she won't give me a very enthusiastic reference to employers, even though I got excellent grades and graduated Magna Cum. — *Cisgender lesbian respondent. [This comment also included under "School/education."]*

Gender identity and presentation

I once had a partner, a T[ransgender] person who was constantly tormented...by family, police, [two faith-affiliated charities] refused to provide assistance funds when she was on the street, "because we only help women and children...you can go back to living like a man and earn a living" even though she had just been discharged from [the military] for being T...even though [she] had been awarded "[serviceperson] of the quarter" for 3 consecutive periods. — *Transgender MTF bisexual respondent*

I'm a female and on the femme side of things so my gender identity matches people's expectations. — *Cisgender lesbian respondent*

I'm a man who is perceived frequently as a straight male. Reactions if I out myself are about orientation, since I present as (mis-?)perceived by homophobes. — *Cisgender gay male respondent*

My transition was very smooth. I did so at work and continued on working there finishing 20 years. By virtue of being retired military and having my own home, I was spared much of what you are looking for. — *Transgender MTF lesbian respondent*

I am a cis-female [i.e., non-transgender] lesbian, but apparently I present on the "butch" side of the spectrum — so I sometimes get called "Sir" by bus drivers, store clerks, etc., and have sometimes been questioned about whether I belong in the women's restroom. However, I've not actively been kicked out anywhere because of my gender presentation. — *Cisgender lesbian respondent*

Most of the incidents I have been involved with have been based on physical appearance/per-

ceived gender identity/sex. — *Transgender FTM queer respondent*

Gender identity section not applicable. — *Cisgender lesbian respondent*

During childhood teased, received demeaning comments “sissy, odd”, etc. Got strange looks from white males in cars while waiting for bus (1st 2 years of transition). — *Transgender MTF lesbian respondent*

This section does not apply to me. — *Cisgender lesbian respondent*

While I have not personally been the target of these things based on gender identity, as [an employee of a local gay bar] for 5 years I witnessed it too often. We would have a transgender individual who was intoxicated and refusing to leave premises but otherwise not a problem. When APD would show up some officers (let me stress not all just a few “repeat offenders”) would refuse to address the person by their chosen name or refer to them by their gender instead insisting on referring to the person by sex on a driver’s license even if they could see that it upset or escalated the negative behaviors from the person. It was very discouraging to have to give sensitivity training on the spot and seriously upsetting that they would purposely poke at the most sensitive topic at hand. — *Cisgender lesbian respondent*. [This comment also included under “Public services: Police and government services.”]

There were a couple incidents that I couldn’t really classify in the survey. When I’ve tried to change my first name I’ve had a few businesses require additional steps and documentation above what is required for a last name change. While it wasn’t always denied it was arbitrarily made more difficult. Changing gender has been extremely difficult without providing proof of surgery. This is wrong. — *Transgender MTF bisexual respondent*

I marked female for primary gender identity. Reason being I am post op M to F, and I live full time as a female. My current birth certificate and passport also reflect female. — *Transgender MTF lesbian respondent*

Some blanks were left because of fluidity of gender-identity/no clear way to answer. — *Transgender FTM queer respondent*

This section does not apply. — *Cisgender gay male respondent*

My committed relationship exists in exile at the moment because her insurance does not cover or recognize my medical needs. Alaska is not a place for a transgendered person to do transition safely. So I am undergoing that while I am out of state. It is a hardship on the relationship. — *Transgender FTM bisexual respondent*. [This comment also included under “Legal marital status and intimate relationships.”]

My gender is not an issue. — *Cisgender lesbian respondent*

The teacher I mentioned in the part about sexual orientation acted even more uncomfortably towards me when I started dressing more butch. I have no idea if her discomfort was due to my sexual orientation or because I don’t look typically feminine (I suspect it was a bit of both). She also said some odd, uneducated stuff about transgendered people in passing, and I think she could really use some diversity training. — *Cisgender lesbian respondent*. [This comment also included under “School/ education.”]

Though I haven’t had issues based on my gender identity, I certainly have witnessed and heard about friends who have been denied restrooms, service, harassed on sports teams, threatened with physical and sexual violence, and ongoing struggles with DMV not willing to provide gender-appropriate AKDL [Alaska driver’s license]. — *Cisgender female queer respondent*

My gender identity is the same as when I was born (I was born a boy, and I’m still a boy, and I see

myself as a boy), so I don't think this section applies to me. — *Cisgender gay male respondent*

I wanted to expand on one of my earlier survey answers — I was followed/harassed during the ordinance 64 hearings from a couple years ago. I used the women's restroom, left, and then was followed out the library entrance by a woman exclaiming "that GUY was in the ladies room" to the security guard nearby. Nothing more came of the incident and I have never before or since had such an incident occur. — *Transgender MTF bisexual respondent*. [This comment also included under "Public services — Public accommodations."]

I have not experienced these situations because I am obviously not transgender nor am "butch". — *Cisgender female bisexual respondent*

I don't have a non traditional gender presentation. Ask me (or any woman), though, how much harassment I've experienced just because I'm a woman...you'd get some hits for sure. — *Cisgender lesbian respondent*

The trans issue is something else entirely. I think our town is deeply transphobic and that if anybody needs an ordinance, it's transgender people. There's a lot of education (including in the gay community) that needs to be done. I believe trans people experience lots of violence and discrimination, as well as general mental health issues and isolation that lead to high rates of suicide. — *Cisgender lesbian respondent*

This does not apply to me other than how I am treated like any other female. — *Cisgender lesbian respondent*

None of these apply to me. — *Cisgender lesbian respondent*

I have not experienced any overt discrimination in Anchorage. However, I am very masculine-acting, so strangers very rarely guess anything about me. I also do not attend church, so do not have that community as a part of my life. — *Cisgender gay male respondent*

I look "normal" and I am a senior, so this is not relevant to my experience. — *Cisgender lesbian respondent*

I guess I don't understand the difference between orientation and gender presentation. As far as gender identity: I am female and have never wanted to be male. I think my way of thinking about the world is both male and female. I am not aware of presenting myself as a male, but I have only worn a dress at my professional banquet. Otherwise I always wear jeans — as the guys do. If what I have experienced is somehow related to how I dress then all the above questions would be answered the same as the first section. — *Cisgender female bisexual respondent*

My appearance allows me to "pass". — *Cisgender lesbian respondent*

My gender orientation is male, so I have no content for this part. — *Cisgender gay male respondent*

The times I have been insulted or slurred in the past five years were times I was with a partner who looked very lesbian/butch, at the health club and at a restaurant/bar in Homer, most memorably (we didn't get our order taken for an hour there and also got hostile stares, our food also took an unusually long time to arrive compared to others). — *Cisgender lesbian respondent*

My gender identity is consistent with my gender, thus no issues here. — *Cisgender gay male respondent*

Violence/intimidation

Verbal slurs are commonplace. I have never been physically assaulted, but the taunts and harassment have caused me to be less open about my sexuality numerous times. — *Cisgender gay male respondent*

I wonder if property damage we have received is random or targeted. It is difficult to tell unless the perpetrator specifies their intent (which they don't do in smash and grab situations or when they

destroy your pumpkins or trash cans). — *Cisgender lesbian respondent*

I have had to deal with problems regarding bullying/harassment, and as a young man found myself considering suicide. I learned, thanks to involvement with a liberal church, to love myself. — *Cisgender gay male respondent*

I've only had to deal with harassment towards me here and there. But I constantly hear degrading remarks towards other people who identify with the LGBT culture. There is [illegible] still [illegible] but it is getting better. — *Cisgender bisexual female respondent*

I used to have a few rainbow stickers on my car and when it was defaced with gay slurs I took them off. I wouldn't consider defacing someone's car if they have a Republican sticker or they want to display what they care about — why do people feel that it's ok to do that to mine? — *Cisgender lesbian respondent*

In Anchorage I have been assaulted several times because I'm bisexual. — *Cisgender bisexual male respondent*

All the tires on my car were slashed, neighbor across the hall threatened to throw me down the stairs because I was a was a dyke. — *Cisgender lesbian respondent*

I responded that I experienced property damage but that is misleading. I live in a duplex bungalow and my neighbor's car's windshield was vandalized. I don't know if that was a random act of violence or if they were mistaken for the intended target (i.e., my partner and I). — *Cisgender gay male respondent*. [Note: The incidence of property damage for this respondent was recoded to "0" due to respondent's uncertainty regarding the vandal's motive.]

My partner has suffered more discrimination than I have. A member of our [mainstream denomination] church...came to her office and yelled at her — calling her a queer. This was because she had used the church email list to ask for support for gays [in a public situation involving antigay bigotry]. My partner [...] thought that our liberal church would be supportive of our concerns about the bigot, inasmuch as we were one of two couples who were "out" in this small middle-class church. The man disrupted her office and troubled her employees — who moved physically to protect her from his ranting and his closed fists. He was clearly troubled and needed help. When we reported his behavior to the church and appealed for support, the pastor chided my partner for having used the church email list. We received silence from the congregation. [...] This is middle-class, legal discrimination — but it hurts nevertheless. My partner and I are deeply spiritual and come from a Christian background, but that was the last time we put our energy into the fellowship of a church. Lukewarm Christians! — *Cisgender lesbian respondent*

I am a drag queen from [another Alaska city] but living in Anchorage. I find that in the instances in which I was harassed, the harasser was under the assumption I was gay but had no actual knowledge of me being gay. — *Cisgender gay male respondent*

My vehicle has been egged, leaving paint damage. — *Cisgender bisexual male respondent*

Employment

I had been working at [a health care organization] where some of the employees are so judgmental towards gays. I worked with two men who would have the exam rooms cleaned by housekeeping simply because there was a gay person in the room. The one man would not even stand near me, because he knew I am gay. He would not speak with me unless he really had to. — *Cisgender gay male respondent*

Only accepted jobs where I would get equal treatment since the law does not protect me. — *Cisgender lesbian respondent*

At work, worked in leased space; females who knew me before transitioning and during transitioning complained to my supervisors about my use of women's restroom. Supervisors requested/warned me not to use women's restroom. Told I could be disciplined. Went to other area of building to use restroom, one employee yelled in front of another lady "go use the other restroom". I finally went to my EEO and to social worker that has support group for TSs. They went to my supervisors and explained my situation and why I should be allowed to use the women's restroom. After this social worker talked to them, my supervisors supported me. We then moved to another leased space. The restrooms were within our leased space. I had protection to use the women's restroom (a new one for the area we moved into). Again, some women complained. My supervisor said I could fight this or use another nearby one. I chose to use the other nearby restroom in a another department. One lady complained. I went to my supervisor. They contacted the dept. and had it straightened out. When I e-mail this to my union local president, she went to the assistant director to complain and demand this harassment stop. It stopped. — *Transgender MTF lesbian respondent*

I think being an older male, the experiences I have had have been only one work experience in which I experienced harassment. The problem with this was that the position was a stressful one because of the need to work and put food on the table in addition to making a living. It was a rough transition and a very rough experience. I did have some social anxiety because of this. I think making sure that there are protections will help ease some of the struggles many in the LGBTIAQ community experience. — *Cisgender gay male respondent*

During a former employment I was verbally harassed daily by my direct supervisor. I came out during that employment and even though I had worked in this department for three years already, when I came out I no longer received good evaluations and my supervisor threatened to fire me due to my sexual orientation almost daily. I was forbidden to receive or make personal calls even to my children and I was forbidden to speak to anyone regarding my personal life. It was an atmosphere of hatred. When my car was defaced with gay slurs my boss said it was deserved. I worked there for three more years due to limited job opportunities in that area. — *Cisgender lesbian respondent*

Currently serving in the United States military and have had to hide my orientation for work. Even as the DADT act is being repealed and still after, I will not be able to be out in complete comfort due to ongoing discrimination I have been witness to. — *Cisgender gay male respondent*

At employment where I felt I need to leave due to harassment, I have had complaints with a labor lawyer of sexual harassment by the owner and was named a witness when another homosexual employee was harassed to quitting due to his sexual orientation. — *Cisgender lesbian respondent*

I am a mostly closeted bisexual. For fear of such discrimination and bias from my place of employment, I choose to keep my bisexual identity secret. — *Cisgender bisexual female respondent*

I was dancing at a local restaurant/bar with a male friend of mine and one of my previous employers spotted me. The very next morning he told my manager to fire me. — *Cisgender gay male respondent*

I have been denied/terminated from jobs, had coworkers go to HR behind my back to force me out of my job [on the basis of my gender identity as a transwoman.] — *Transgender MTF bisexual respondent*

I had one situation while employed where the primary referral to our services was very anti-gay and had significant problems working with me and referring clients for services. This created a signifi-

cant difficulty in the workplace at times although there was no overt discrimination from my employer.
— *Cisgender bisexual female respondent*

Used to be active duty in the Air Force, so I had to keep my orientation a secret from my coworkers, and couldn't freely be "out" around town. — *Cisgender bisexual male respondent*

I had sexual harassment substantiated against me at work when a subordinate who spoke of her "stupid boyfriend" reported discomfort in my saying (meeting her joking manner) "have you considered batting for the other team?" as a straight person would say, "have you thought of getting another boyfriend?" — *Cisgender lesbian respondent*

Fired from a job in [mid-1980s] for being a lesbian after a coworker told the business owners. Refused a clerical job at a law enforcement agency the same year when interviewer demanded I agree never to go to a gay bar because undercover police might "get the wrong idea" that I was involved in drug dealing (though presumably nongay people at nongay bars were not restricted from patronizing them). Both of these cases were included in cases reported in Identity Reports. I have now been in the same job for 20 years, am openly lesbian, and have experienced no problems there. — *Cisgender lesbian respondent*

I personally have come out to most of my coworkers (the ones who have mentioned a gay friend in conversation) but I keep it to myself around the religious coworkers I know would have a problem working so closely with me — even when they (all women) speak openly about their man troubles and their dates. It's very sad the people who would wish me to keep my sexuality to myself don't see that they themselves do not fit inside their ideal. — *Cisgender bisexual female respondent*

I've had to receive a blessing/recommendation from a local minister before I would be formally offered a job by someone in political office because future employer concerned about fallout from my being gay. — *Cisgender gay male respondent*

I have had some experiences with job issues that were always a mystery. No one ever said "gay person" alert, but I experienced what seemed like ostracization when there was no reason for it...but when people found out I was a lesbian on a few occasions. It was never a clear cause and effect. — *Cisgender lesbian respondent*

When I worked on [a local military base] in early 90's, I never felt safe to be open about being lesbian. — *Cisgender bisexual female respondent*

Anchorage itself is from my experience living here this past year not a bad place to be. It seems to be for the most part gay friendly. On the other hand, my experiences with dealing with gay issues in the workplace are different. I work in a field where I am on a one-on-one work environment with different people on a daily basis, in a confined space. The people I work with are from all different back grounds, and from all over the lower 48 and Alaska. The majority of the people I work with for the most part do not care about my sexual background. I have run into a few who do however, but they are very careful to keep their comments to a minimum because our own company policy forbids it, and violating it would mean possible termination. Other than that, I really like it here. — *Cisgender gay male respondent*

My sexual orientation is not as obvious as others so I do not feel I can be picked out of a crowd as an obvious bisexual. I can say, however, I never feel comfortable being open about my sexuality in the work place. When the other ladies are talking about their husbands taking them out to dinner, I'm the person who quietly looks busy and never mentions my current or previous girlfriends; only

my current or previous boyfriends. I don't believe a person's sexuality should be brought up in the workplace to begin with, but this rule is only seemingly applied to homo- or bisexuals. It's perfectly acceptable to speak of one's husband buying you flowers, but only if you're a woman. Just as it is completely acceptable, and even encouraged, to speak of vacations and romantic dinners with your lady — as long as you're a man. This double standard is painfully obvious in most work situations. — *Cisgender bisexual female respondent*

I have been shunned by some young females working in our departments (we have several departments in same area). They refuse to speak to me or move elsewhere when I sitting next to them at a meeting. I did not complain, as most co-workers and all my supervisors are kind and supportive. — *Transgender MTF lesbian respondent*

My workplace has a nondiscrimination clause so people kept their opinions to themselves though some seemed uncomfortable when both my partner and I were present. — *Cisgender lesbian respondent*

I've kept my orientation hidden from other co-workers & employers due to harassment of other employees [due to their] sexual orientation. — *Cisgender gay male respondent*

I cannot adequately judge why I may not have gotten transfers or other positions — I am also old enough to experience age discrimination all by itself. — *Cisgender lesbian respondent*

Transpeople, *especially transwomen*, commit suicide at a rate of 1 in 2, not because we are unstable, but because of how society is *allowed* to treat us. I am a Marine Corps veteran, received awards from the PTA several times for my service.... I also...am about to complete my [graduate degree], but can only find work as a cab driver — good luck paying the nearly 150k in student loans I have amassed. I can't even find a way to get my rotting teeth fixed. — *Transgender MTF bisexual respondent*

I was fired from my last job at [company name], the reasons for the termination were due to my dress code, which was normally button up collared shirt and slacks, I wore corduroy pants, which apparently wasn't in the code, and due to use of my personal e-mail. None of the times was I ever told or asked to wear more professional attire or to not use personal e-mail. Though my manager who fired we wore jeans when she fired me and told me they had a hard time hiring me due to the fact that it was a front desk position and I was a homosexual. She told me she fought to get me hired and that a lot of the [other employees] thought it was a bad choice with me being the first person a customer talks to, they saw it unprofessional. So I feel that it was a conservative company and I feel like they fired me and for the first time in my life I did really and truly feel discriminated against which is sad because there isn't anything in the discrimination law in Alaska that defends sexual orientation discrimination in the work place. — *Cisgender bisexual male respondent*

I am currently only living part-time as my female self. The well being of my daughters trumps every decision I make. I am working with counselors to decide the best course for them at this time. Then I can concentrate transitioning at work, which scares me to death. I work in a very male dominated profession. I am unaware of any protection for dismissal from my employer for being trans. Let alone the prejudice from my male co-workers. I have only known one other person who tried to transition at my work (she left on her own for reasons I do not know and I do not know where she is). But I was able to listen to views from my co-workers. To put it mildly, I have a uphill battle with prejudice and discrimination. Even knowing this, I am pushing forward to becoming the woman I know I am. I am hopeful this survey creates awareness and helps others in my situation. No matter the outcome, you have my heartfelt gratitude that we are trying to make a difference. — *Transgender MTF heterosexual respondent*

It was easier to hide my sexual orientation when I was a lesbian but at one job it was hard to hide because my partner and I both worked there and people knew we lived in the same place. Even though there was another lesbian working there, she had a degree and was head of one of the departments and even though discrimination because of sexual orientation was supposedly not allowed (it was in their anti-discrimination clause), because we didn't work in the office, we were harassed. I also had a job where my boss was a gay man but he hated all women and especially lesbians. The hostility was so bad, I ended up leaving the job. — *Transgender FTM queer respondent*

The threat of “exposure” to politically sensitive management has been used a number of times to try to keep me from doing my job or voicing an opinion that my supervisor did not like but was totally within my scope of work. The statement “you can't do anything about it” was actually used! — *Cisgender lesbian respondent*

For the most part I have been very fortunate with respect to my career and lack of discrimination against because I am gay, although there was one fairly public matter related to a job to which I was appointed that took a few days to work out because the person whose job I was to be appointed to called a special meeting to inform the governing board that I was gay and did they know that and what actions did they want to take, as a result of this information. I was told about this after the meeting by a member of the board present and I confronted the individual the next, informed the appointing authorities of the event, and the transition was speeded up and the person whose position I was taking was moved out sooner. It all worked out, but all of this was fairly public and the staff of the agency I was taking over were all well aware of these events by the time I actually started working. It was very embarrassing (although strangely personally empowering in the final analysis), potentially could have cost me the job, and left me at a significant disadvantage with some portion of the staff starting out. — *Cisgender gay male respondent*

Re: “Hid my sexual orientation to avoid discrimination” — Well, I haven't really had to hide, because they haven't really asked, and I'm rather quiet about such things. I'd like to think I'd be open if I were asked, but I do feel hesitant to be open in my work environment. — *Cisgender bisexual female respondent*

Under current circumstances, I would never tell an employer that I date men. I already take precautions to make sure that none of my co-workers, unless they've passed a series of litmus tests, ever find out. — *Cisgender bisexual male respondent*

Number 2 [denied promotion] was hard to answer, because if I ever was passed over for being queer, I didn't know about it. — *Cisgender lesbian respondent*

I have been forced to hide my sexuality in fear of getting kicked out of the military. — *Cisgender gay male respondent*

I've been private about my life for years, at my current job only one colleague knew anything about my orientation, and it was within two weeks after that disclosure that I was fired. — *Cisgender asexual female respondent*

While I work for a company who supports LGBTQA people, I have found it hard at times to be out at work and be able to talk about it freely. — *Cisgender gay male respondent*

Housing/shelter

Since I have become politically active and identified myself as trans, I have experienced the issues

listed above, including my rent on a 2 BR 1 BA apartment jumping from \$900 to \$1575 the following month after testifying to the assembly about discrimination and being trans. — *Transgender MTF bisexual respondent*

I own my home, so that section does not apply to me. — *Cisgender lesbian respondent*

One question missing under housing: Do you fear being evicted for your perceived sexual orientation/gender identification. Because I do. — *Cisgender gay male respondent*

As an adult, I was turned down for housing during a very difficult time. The property manager told us, after fulfilling every other requisite, upon meeting my partner and I we were told they didn't want a "roommate situation." The housing we did end up getting was smaller and more expensive, and we endured comments from other tenants. We had to move again when our rent increased (it was not worth the harassment). Eventually I took an opportunity to move to [another Alaska city]. — *Cisgender gay male respondent*

Under section 4, housing and shelter: most of my hassle has come from neighbors, as I own a home. — *Transgender MTF bisexual respondent*

I was very closeted with a past housing manager because I was afraid of losing housing and having a good rapport with him. — *Cisgender bisexual female respondent*

My lover and I have lived in the same house for 20+ years and with two exceptions have felt very accepted by our neighbors. — *Cisgender gay male respondent*

My landlords have told me "I would never rent to an unmarried woman just like I would never rent to a gay person." The only person I am in the closet to is my landlord. I honestly fear being evicted. — *Cisgender gay male respondent*

School/education

I marked the gym as being twice because this occurred while I was in school. When the other students found out about my sexual orientation they no longer wanted to change around me anymore because they were afraid that I would be looking at them. — *Transgender FTM queer respondent*

Did not go to school in Anchorage. — *Cisgender lesbian respondent*

I felt discriminated against by teachers (one in particular) in my major program at UAA. It wasn't something overt, like grading (grading was quite fair), but this teacher treated me much differently than the other students and I know it was due to my sexual orientation. She was very warm to married female students who were pregnant or who had children (and talk about those topics at length with them), but was very cold to me. The contrast was obvious. I'm afraid she won't give me a very enthusiastic reference to employers, even though I got excellent grades and graduated Magna Cum. — *Cisgender lesbian respondent. [This comment also included under "Sexual orientation."]*

My freshman year of high school, I was sitting on the stairs at school with friends and we weren't talking and a kid yelled "You guys are gay!" and threw a carton of milk over a balcony and it hit me in the lap, and then one of the security guards was talking about I got milk thrown at me for being gay to another security guard. — *Cisgender bisexual female respondent*

I think the younger biblical followers were aggressive in saying Jesus is love at UAA but they have calmed down and have been pretty quiet. — *Cisgender gay male respondent*

I am not in school, so that section does not apply to me. — *Cisgender lesbian respondent*

Many of these situations do not apply to me as I have never attended school in the Anchorage area or have had any type of child/custody involvement. — *Transgender FTM queer respondent*

I attended college out of state and was denied housing for being transgendered. I think its a common issue across the country and would be interested to see what UAA's policy is. — *Transgender FTM bisexual respondent*

The teacher I mentioned in the part about sexual orientation acted even more uncomfortably towards me when I started dressing more butch. I have no idea if her discomfort was due to my sexual orientation or because I don't look typically feminine (I suspect it was a bit of both). She also said some odd, uneducated stuff about transgendered people in passing, and I think she could really use some diversity training. — *Cisgender lesbian respondent*. [This comment also included under "Gender identity and presentation."]

Parenting, children, and child custody

I did not realize that I was lesbian until after my children were grown, so neither the education nor the child custody issues apply to me. — *Cisgender lesbian respondent*

I do not have a child so those sections do not apply to me. — *Cisgender lesbian respondent*

Have not had child custody issues (do not yet have children). — *Cisgender lesbian respondent*

My daughter experienced some loss of friendships because she has lesbian parents. — *Cisgender lesbian respondent*

I am in the process of a divorce and asked for the courts not to know my sexual orientation as not to effect custody. — *Cisgender lesbian respondent*

Hid my sexual orientation for more than 15 years for fear of losing custody of my daughter. — *Cisgender bisexual female respondent*

I answered "No" to being a parent or legal guardian because I have no legal relationship to the kid in question. However, I helped to raise my ex-partner's nephew from the age of 9 until his graduation from high school, and he still lives with me (now in his early 20s). — *Cisgender lesbian respondent*

My child endured harassment as a result of teachers and students knowing that she had lesbian parents. — *Cisgender lesbian respondent*

None of the above questions apply to me. None of the situations above have occurred since moving to Anchorage (pg. 3 only.) [i.e., child custody/public services] — *Cisgender bisexual respondent*

To clarify: I was a [sperm] donor for a lesbian couple. So I have a child but am not the parent or guardian. — *Cisgender gay male respondent*

My ex-partner now identifies as a transman [transgender female-to-male], but during our relationship we both identified as lesbians. Our kid attended Anchorage School District schools; I don't recall any problems that any of us had with teachers, other school district personnel, or our kid's friends or their families because of our sexual orientations. — *Cisgender lesbian respondent*

My relationship with my wife was called into question when my children were taken, but quickly dismissed when I called them on it. — *Cisgender bisexual female respondent*

Again, school and custody information are not applicable due to not being part of my life in the Anchorage area. — *Transgender FTM queer respondent*

Public services

Medical

I try to see only LGBT-friendly medical professionals when possible. — *Cisgender lesbian respondent*

I've actually had lab tests performed incorrectly because they wouldn't change my gender (i.e., comparing hormones to male instead of female baselines as they should). So I wasn't denied care, but medical care was performed incorrectly. — *Transgender MTF bisexual respondent*

I was once completely humiliated in the ER. I was very sick, but what the doctor wanted to talk about was "how did I get four children if I was a lesbian"? I would have argued had I not been so sick. — *Cisgender lesbian respondent*

Went to couples counseling and therapist/clinic was totally homophobic, pray-the-gay-away homophobic. — *Cisgender lesbian respondent*

Medical doctor asked if I was sexually active. I said I was. Then he asked what birth control I used. I said, "None." He answered, "Are you playing roulette?" I said that I was lesbian, to which he replied, "What a waste!" He followed this by verbal abuse and painful, overzealous use of the speculum to get a simple culture for a yeast infection. It was akin to rape. — *Cisgender lesbian respondent*

I experience more uneducated people rather than rude discriminatory people. For example: I was at the doctor asking if the HPV virus could be past from women to women. The doctor & nurse did not know. It took a while to find an answer. — *Cisgender lesbian respondent*

Red Cross needs to get their heads out of their asses. If they screen every sample of blood, it shouldn't matter that I'm gay. Being gay [is not equal to] being HIV+. — *Cisgender gay male respondent*

Public accommodations

There are times that body language speaks louder than words. I have experienced prejudice communicated in the lack of service and availability for assistance which is an example of the reference to body language. The experience of being denied service in a restaurant is a specific example demonstrated by the owner and mirrored in the service personnel who then openly conversed in a volume that all patrons could hear. We chose to leave rather than confront the situation. — *Cisgender gay male respondent*

While not discrimination per se, I was disappointed that [a local hotel] did not do anything special when we stayed there on our wedding night. Maybe they don't acknowledge any newlyweds, but I would have liked something more than the standard service. And [a local wedding-related] magazine won't even respond to my emails about featuring same-sex weddings. It's sad. — *Cisgender lesbian respondent*

As a transgendered individual part of our transition in order to qualify to have surgery is to live as the new gender for at least a year, and yet in public we run the risk of being arrested since the law states now that we are not supposed to be in the restroom of what they consider the opposite sex and yet myself as a FTM currently with a mustache and a beard, if I went into the women's restroom they

would freak out. In the case of MTFs, if they use the men’s bathroom, they run the risk of physical and possibly even sexual assault or in extreme cases murdered. Other cities have changed their laws to reflect this reality. It would be nice if Anchorage changed their laws or policy but I have to say that as long as Dan Sullivan is mayor I don’t believe it’s going to change. — *Transgender FTM queer respondent*

I wanted to expand on one of my earlier survey answers — I was followed/harassed during the ordinance 64 hearings from a couple years ago. I used the women’s restroom, left, and then was followed out the library entrance by a woman exclaiming “that GUY was in the ladies room” to the security guard nearby. Nothing more came of the incident and I have never before or since had such an incident occur. — *Transgender MTF bisexual respondent*. [This comment also included under “Gender identity and presentation.”]

Have never been denied services or help, just poor service or slow. — *Cisgender lesbian respondent*

I have been discriminated against by businesses. One company refused to make my [lesbian-related] organization’s t-shirts. They did not outwardly deny us service at first. Instead they delayed and delayed production until we were forced to go to another vendor at the last minute when they finally admitted they weren’t going to do it. — *Cisgender lesbian respondent*

Police and government services

The question regarding drivers license isn’t applicable because I have not attempted to change my drivers license at this time. — *Transgender MTF lesbian respondent*

I have been barred from women’s only spaces purely based on the info on my Ak DL, info that should NOT be placed where the general public can view it. Law enforcement already has that information in the system — sales clerks, health clubs, and cab passengers (heck, even *employers*) should not have access to this. Can you help us? — *Transgender MTF bisexual respondent*

At the DMV, I specified my gender as female after I changed my legal name. I was given a license that reflected my old gender — which I did not notice until after I had left the office. I returned later, pointed out the error, and successfully got it corrected — seemingly putting an end to the issue. Later, however, I received a letter from the state itself stating that, unless I was able to present a surgeon’s certification that I had undergone sexual reassignment surgery, my gender marker would revert. Further, if I did not respond within 15 days, my license would be suspended. Frankly, I was appalled — I was being forced to take action to correct the division’s error regarding a policy that I was at no time informed of. Seeing no obvious solution at the time, I complied with the letter, returned to the DMV again, surrendered my license (with the appropriate gender marker), and let the issue be since. — *Transgender MTF bisexual respondent*

I have not applied for a Alaska drivers license yet, although I am fearful of my safety to publicly disclose my personal information so I can get my license. — *Transgender MTF heterosexual respondent*

I was stopped one night by a police officer and when I asked he said someone reported me and I said for what and he said swerving and I said I just came from work and was not drinking. He then proceeded to do a test on me and of course I passed it. The only thing I could think of was the HRC [Human Rights Campaign, a national LGBT advocacy organization] sign on the back of my car that might have instigated this. — *Cisgender lesbian respondent*

On the street with some other people bully cops being cops. I don’t think this was normal cop behavior but rather abuse of power. — *Cisgender lesbian respondent*

In [the late 1980s], shortly after I moved in with my partner, we were the victims of an armed robbery in our home and my partner was shot. Since he was taken to ICU and was unconscious for several days, APD had found a rifle that belonged to my partner in the back of a closet and was convinced that I had shot him in in a “lover’s quarrel.” I was taken in for questioning and held for over 12 hours, not knowing whether my partner was dead or alive. When released, I came home to find the mess they had made from taking finger prints and several weeks later was informed by them that they had no leads in the case but I was no longer a suspect and that I could come and *pay* a fee to have the rifle returned to me. During the time I was held, I was not allowed to call any friend or family member, yet I was never read Miranda rights or actually arrested. — *Cisgender gay male respondent*

While I have not personally been the target of these things based on gender identity, as [an employee of a local gay bar] for 5 years I witnessed it too often. We would have a transgender individual who was intoxicated and refusing to leave premises but otherwise not a problem. When APD would show up some officers (let me stress not all just a few “repeat offenders”) would refuse to address the person by their chosen name or refer to them by their gender instead insisting on referring to the person by sex on a driver’s license even if they could see that it upset or escalated the negative behaviors from the person. It was very discouraging to have to give sensitivity training on the spot and seriously upsetting that they would purposely poke at the most sensitive topic at hand. — *Cisgender lesbian respondent*. [This comment also included under “Gender identity and presentation.”]

Gyms/fitness clubs

Note: *The first and second comment in this section involve the same gym/fitness club.*

I joined [a gym/fitness club] with my partner and we were allowed to join under a family membership. After providing proof that we did share our dwelling and bills, we were allowed to join as a family. I felt that this was a huge step. — *Cisgender lesbian respondent*. [This comment partially reproduces one also included under “Gender identity and presentation.”]

Although I have not had my membership suspended from the [a local fitness center], I have been approached and made aware of “concerns” about my being trans. I met this with firm response of a commitment of community, legal and media retaliation should any action be taken on their part, while neither confirming or denying my status. This appears to have put an end to their “concerns.” — *Transgender MTF bisexual respondent*

[A fitness center with a female clientele], an otherwise acceptable health venue, called me back after welcoming me with open arms, because they had demanded we provide a copy of our AK drivers license and learned I was a transwoman. They refunded my money and trespassed me. — *Transgender MTF bisexual respondent*

Not being able to enter a gym while out on Elmendorf Air Force Base.— *Cisgender gay male respondent*

Survey design

I think it would serve an important purpose to include in this survey a section on any discrimination we have witnessed; while I may not experience a great deal of discrimination in my own life, I have seen and heard brutal things happen to people who may not be as fortunate as myself. — *Cisgender lesbian respondent*

Q27 is a terrible question. I am in my opinion married to my partner we had a commitment ceremony here and we view our relationship as married. Why would you put “as defined by Alaska Law?”...who gives a rip what Alaska law states, the point is do you think and act in a way that you define as married. And so my answer is Yes. I believe it will be impossible to analyze this question due to the problem I have presented here. This could have been resolved during a pre-test. Wish you would have asked Craciun Research to help with the pre-test. Other than this it was acceptable...a little confusing when being asked the same questions from different perspectives but.... — *Cisgender lesbian respondent*. [Note: respondent’s legal marital status was recoded to “single, never married.” A portion of this comment also included under “Legal marital status and intimate relationships.”]

The Survey Monkey tool is not so user friendly as I had to keep scrolling down to determine if I had completed questions and could have easily been confused and quit. Hope you are tracking or can track if someone stops before finishing? — *Cisgender lesbian respondent*

Some of the above categories I had to check *Never*, when *Not applicable* would give you a better result, as it looks like I wasn’t discriminated against, when really I never was in that situation — like school or custody issues. — *Cisgender lesbian respondent*

The framing of the survey within this web site was difficult to maneuver. Could be due to the fact I use Chrome, not IE, but was not easy to use. — *Cisgender gay male respondent*

A few of the questions should have had an NA (not applicable) choice. For example, I’ve never been in school in Alaska or had children. By saying “Never” does that counted as I never got discriminated against at school even though I haven’t ever been in school in AK? — *Cisgender gay male respondent*

Asking people if they feel discriminated against has a number of statistical variances which could skew the result. People don’t necessarily admit if they are discriminated against, and it would be hard to know if I was passed over for a promotion directly because of my sexual orientation or perceived orientation. — *Cisgender gay male respondent*

I think the categories in the survey are misleading. There should be an “N/A” category. For example, if I have not applied for a line of credit since moving to Anchorage, it’s misleading to say I’ve never been denied credit. — *Cisgender gay male respondent*

For the questions that relate to children issues, there should have been a question that asked if you were married so that it would be useful for your survey to illustrate a clearer picture of the diverse GLBT community. I would also be interested in seeing the results by nationality, race, ethnicity, education and socio-economic status. — *Cisgender gay male respondent*

This survey is flawed in that It should provide a “Not Applicable” response to these questions. Additionally, does this survey include just “out” transgender individuals or those of us who are closeted or partly closeted. I do appreciate the attempt however. — *Transgender MTF bisexual respondent*

This survey *needs* several spots for NA to cover situations that never happened...like some of the earlier questions. — *Transgender MTF bisexual respondent*

There should be some kind of middle ground for the “in a committed relationship with an intimate partner” question IMO. And gender identity should also include “queer,” which is what I would have liked to have chosen. — *Transgender FTM queer respondent*

You *really* need to add trade/tech school to your education list. You are forgetting the hairdressers, mechanics, etc. in the community. — *Cisgender gay male respondent*

This survey seems a little backwards. For future surveys, it should be a little more interactive, allowing for a N/A answer for some of the questions, since I don't have kids and have only lived at home. However, that is taken care of by the general information portion, but I feel that should be at the beginning then, since it seems more natural to fill out demographical data first. Just for the future.

— *Cisgender gay male respondent*

[*Comment on question 7, re: category name for Lesbian/gay/same-gender attraction:*] Why did this change? It used to be “GL...” Fuck Lesbos. Take everything the gays make and warp it.... Srsly.... not cool, lesbos, not cool.... — *Cisgender gay male respondent*

What does it matter what my ethnicity is? or how much my income is? — *Cisgender gay male respondent*

I am glad to see you are collecting information on Gender Identity, however, in the design of the survey, I would have appreciated an opportunity to check one box “NA” and been moved on to the next button. — *Cisgender gay male respondent*

I would have preferred to select “gay male” as opposed to “queer” in my identity. If that is a preferred social service or medical term, I think it is something we should under take to correct. I consider it on a scale of the “N” word. — *Cisgender gay male respondent*. [Note: Respondent's sexual orientation was recoded to “Lesbian/gay/same-gender attraction.”]

In question #20, what is “Queer?” What is your definition of that? Just curious.... — *Cisgender gay male respondent*

Why was there a specific question as to whether or not I was Latino or not? Why would that matter? Why wasn't that included in the question asking to whether I was Caucasian, Black, Native, etc? Just curious as to why that was a special question all on its own.... — *Cisgender gay male respondent*

Thank you

Thank you for creating this survey. Hopefully this will open the eyes of those that deny discrimination exists towards the LGBT community in Anchorage, AK. — *Cisgender lesbian respondent*

Thank you for letting us tell our stories in private. This community it too hateful to share these things in public. Too many red shirts who hate our guts. — *Cisgender gay male respondent*

Thanks to all for making this survey happen — it is my hope that it can serve as a basis for future efforts to get all Anchorage residents the legal protection they need. — *Transgender MTF bisexual respondent*

Thank you for creating this survey. — *Cisgender queer female respondent*

Thank you!!! — *Cisgender gay male respondent*

Thanks for doing this survey, would be available to provide any additional information. — *Cisgender lesbian respondent*

Thank you! — *Cisgender gay male respondent*

Thank you. This is much needed data. — *Cisgender lesbian respondent*

Read previous comments. This was a good survey, any other questions for me, please feel free to contact me at anytime. — *Cisgender gay male respondent*

Thank you for doing this! — *Cisgender lesbian respondent*

Much thanks. — *Cisgender lesbian respondent*

No comments, I hope to see the results. — *Cisgender gay male respondent*

Thank you for doing this study. — *Cisgender lesbian respondent*

I hope this survey is a part of a multi pronged effort. — *Cisgender gay male respondent*

Thank you. — *Cisgender bisexual female respondent*

Thank you for conducting this survey. — *Cisgender queer female respondent*

Thank you for doing this. I can't imagine this being any less painful for you than it is for me, and as far as I'm concerned that makes you stronger people than I am. — *Cisgender bisexual male respondent*

Thank you for including transpeople in this survey. I am encouraged that this will bring us closer to our goal of true equality with other Alaskans. — *Transgender MTF bisexual respondent*

I hope this survey help to show that we are a significant and growing community and that we will fight for social justice and our rights. Thanks for doing this! Blessings! — *Cisgender lesbian respondent*

Thank you for the opportunity to be heard. — *Cisgender lesbian respondent*

Thank you!!! — *Transgender FTM queer respondent*

I appreciate being able to participate in this survey — thank you. — *Cisgender lesbian respondent*

Thanks for the survey I'm proud to hear there are people out there trying to make a difference. — *Cisgender bisexual male respondent*

APPENDIX B.

**VIOLENCE, INTIMIDATION, AND DISCRIMINATION EXPERIENCED
DUE TO SEXUAL ORIENTATION**

Never, once, twice, or three or more times for each type of discrimination.

Table B1. Violence/Intimidation Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Physical violence	218	83.2 %	28	10.7 %	9	3.4 %	7	2.7 %	262
Threats of physical violence	159	60.2	40	15.2	31	11.7	34	12.9	264
Verbal abuse/namecalling	67	25.2	40	15.0	40	15.0	119	44.7	266
Followed or chased	179	69.1	51	19.7	15	5.8	14	5.4	259
Sexual assault	246	95.0	10	3.9	2	0.8	1	0.4	259
Property damage	184	70.8	48	18.5	18	6.9	10	3.8	260
Cisgender respondents									
Physical violence	199	83.6 %	24	10.1 %	9	3.8 %	6	2.5 %	238
Threats of physical violence	141	58.8	39	16.3	29	12.1	31	12.9	240
Verbal abuse/namecalling	61	25.3	36	14.9	36	14.9	108	44.8	241
Followed or chased	162	69.2	46	19.7	14	6.0	12	5.1	234
Sexual assault	223	94.9	9	3.8	2	0.9	1	0.4	235
Property damage	166	70.3	44	18.6	17	7.2	9	3.8	236
Transgender respondents									
Physical violence	19	79.2 %	4	16.7 %	0	0.0 %	1	4.2 %	24
Threats of physical violence	18	75.0	1	4.2	2	8.3	3	12.5	24
Verbal abuse/namecalling	6	24.0	4	16.0	4	16.0	11	44.0	25
Followed or chased	17	68.0	5	20.0	1	4.0	2	8.0	25
Sexual assault	23	95.8	1	4.2	0	0.0	0	0.0	24
Property damage	18	75.0	4	16.7	1	4.2	1	4.2	24

Table B2. Discrimination in Employment Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Turned down for a job when otherwise qualified	213	80.7 %	35	13.3 %	5	1.9 %	11	4.2 %	264
Denied a promotion	222	83.5	30	11.3	10	3.8	4	1.5	266
Harassed by employer or other employees	152	57.4	39	14.7	28	10.6	46	17.4	265
Forced to leave position due to harassment	229	86.1	27	10.2	7	2.6	3	1.1	266
Fired/terminated from position	225	86.2	30	11.5	4	1.5	2	0.8	261
Hid my sexual orientation to avoid discrimination	73	27.5	23	8.7	23	8.7	146	55.1	265
Cisgender respondents									
Turned down for a job when otherwise qualified	193	80.8 %	33	13.8 %	4	1.7 %	9	3.8 %	239
Denied a promotion	200	83.0	29	12.0	8	3.3	4	1.7	241
Harassed by employer or other employees	139	57.9	36	15.0	26	10.8	39	16.3	240
Forced to leave position due to harassment	207	85.9	25	10.4	7	2.9	2	0.8	241
Fired/terminated from position	203	86.0	29	12.3	2	0.8	2	0.8	236
Hid my sexual orientation to avoid discrimination	63	26.3	23	9.6	23	9.6	131	54.6	240
Transgender respondents									
Turned down for a job when otherwise qualified	20	80.0 %	2	8.0 %	1	4.0 %	2	8.0 %	25
Denied a promotion	22	88.0	1	4.0	2	8.0	0	0.0	25
Harassed by employer or other employees	13	52.0	3	12.0	2	8.0	7	28.0	25
Forced to leave position due to harassment	22	88.0	2	8.0	0	0.0	1	4.0	25
Fired/terminated from position	22	88.0	1	4.0	2	8.0	0	0.0	25
Hid my sexual orientation to avoid discrimination	10	40.0	0	0.0	0	0.0	15	60.0	25

Table B3. Discrimination in Housing/Shelter Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Denied a lease when otherwise qualified	240	90.6 %	19	7.2 %	3	1.1 %	3	1.1 %	265
Harassed by landlord or other tenants	219	83.0	24	9.1	9	3.4	12	4.5	264
Forced to move/evicted	242	92.4	19	7.3	1	0.4	0	0.0	262
Denied access to shelter	258	98.9	2	0.8	0	0.0	1	0.4	261
Cisgender respondents									
Denied a lease when otherwise qualified	218	90.5 %	19	7.9 %	2	0.8 %	2	0.8 %	241
Harassed by landlord or other tenants	201	83.8	20	8.3	8	3.3	11	4.6	240
Forced to move/evicted	220	92.4	17	7.1	1	0.4	0	0.0	238
Denied access to shelter	234	98.7	2	0.8	0	0.0	1	0.4	237
Transgender respondents									
Denied a lease when otherwise qualified	22	91.7 %	0	0.0 %	1	4.2 %	1	4.2 %	24
Harassed by landlord or other tenants	18	75.0	4	16.7	1	4.2	1	4.2	24
Forced to move/evicted	22	91.7	2	8.3	0	0.0	0	0.0	24
Denied access to shelter	24	100.0	0	0.0	0	0.0	0	0.0	24

Table B4. Discrimination in School/Education Experienced Due to Sexual Orientation*While in Anchorage, how often have you experienced any of the following because of your sexual orientation?**Row percentages.*

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Bullied/harassed by other students	144	57.4 %	17	6.8 %	15	6.0 %	75	29.9 %	251
Bullied/harassed by teachers	220	87.0	16	6.3	6	2.4	11	4.3	253
Had to leave school due to harassment	235	93.6	8	3.2	2	0.8	6	2.4	251
Denied admission to school or academic program when otherwise qualified	248	98.8	2	0.8	0	0.0	1	0.4	251
Denied financial aid	247	98.8	1	0.4	1	0.4	1	0.4	250
Denied participation in extracurricular activities	227	90.1	16	6.3	3	1.2	6	2.4	252
Denied campus housing	247	99.6	0	0.0	0	0.0	1	0.4	248
Cisgender respondents									
Bullied/harassed by other students	127	56.2 %	17	7.5 %	14	6.2 %	68	30.1 %	226
Bullied/harassed by teachers	199	87.3	15	6.6	5	2.2	9	3.9	228
Had to leave school due to harassment	212	93.8	7	3.1	2	0.9	5	2.2	226
Denied admission to school or academic program when otherwise qualified	225	99.1	1	0.4	0	0.0	1	0.4	227
Denied financial aid	223	98.7	1	0.4	1	0.4	1	0.4	226
Denied participation in extracurricular activities	207	91.2	13	5.7	3	1.3	4	1.8	227
Denied campus housing	223	99.6	0	0.0	0	0.0	1	0.4	224
Transgender respondents									
Bullied/harassed by other students	17	68.0 %	0	0.0 %	1	4.0 %	7	28.0 %	25
Bullied/harassed by teachers	21	84.0	1	4.0	1	4.0	2	8.0	25
Had to leave school due to harassment	23	92.0	1	4.0	0	0.0	1	4.0	25
Denied admission to school or academic program when otherwise qualified	23	95.8	1	4.2	0	0.0	0	0.0	24
Denied financial aid	24	100.0	0	0.0	0	0.0	0	0.0	24
Denied participation in extracurricular activities	20	80.0	3	12.0	0	0.0	2	8.0	25
Denied campus housing	24	100.0	0	0.0	0	0.0	0	0.0	24

Table B5. Discrimination in Child Custody/Relationships Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following because of your sexual orientation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Sexual orientation used against you in a child custody proceeding	238	95.2 %	9	3.6 %	3	1.2 %	0	0.0 %	250
Custody of children restricted by court	248	99.2	1	0.4	1	0.4	0	0.0	250
Contact with children restricted by former spouse	240	96.8	5	2.0	0	0.0	3	1.2	248
Cisgender respondents									
Sexual orientation used against you in a child custody proceeding	214	94.7 %	9	4.0 %	3	1.3 %	0	0.0 %	226
Custody of children restricted by court	224	99.1	1	0.4	1	0.4	0	0.0	226
Contact with children restricted by former spouse	217	96.9	4	1.8	0	0.0	3	1.3	224
Transgender respondents									
Sexual orientation used against you in a child custody proceeding	24	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %	24
Custody of children restricted by court	24	100.0	0	0.0	0	0.0	0	0.0	24
Contact with children restricted by former spouse	23	95.8	1	4.2	0	0.0	0	0.0	24

Table B6. Discrimination in Public Services Experienced Due to Sexual Orientation

While in Anchorage, how often have you experienced any of the following *because of your sexual orientation*?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Denied a loan or line of credit when otherwise qualified	253	96.9 %	7	2.7 %	1	0.4 %	0	0.0 %	261
Denied a ride/forcibly removed from People Mover	260	100.0	0	0.0	0	0.0	0	0.0	260
Denied a room in a hotel/motel	255	97.7	5	1.9	1	0.4	0	0.0	261
Denied service in a restaurant or bar	234	89.0	21	8.0	3	1.1	5	1.9	263
Denied membership or access to a gym/fitness club	245	92.8	16	6.1	1	0.4	2	0.8	264
Denied use of changing room at gym/fitness club	257	97.7	3	1.1	2	0.8	1	0.4	263
Denied use of a public restroom	253	96.6	5	1.9	3	1.1	1	0.4	262
Denied services by a local government agency	255	97.0	4	1.5	3	1.1	1	0.4	263
Denied emergency medical care by provider	262	99.6	1	0.4	0	0.0	0	0.0	263
Denied non-emergency medical care by provider	254	96.2	6	2.3	3	1.1	1	0.4	264
Harassed/verbally abused by medical care provider	233	88.3	25	9.5	4	1.5	2	0.8	264
Harassed/verbally abused by Anchorage police	241	91.6	15	5.7	5	1.9	2	0.8	263
Stopped by Anchorage police based on sexual orientation, without other justification for the stop	245	92.8	14	5.3	1	0.4	4	1.5	264
Cisgender respondents									
Denied a loan or line of credit when otherwise qualified	228	96.6 %	7	3.0 %	1	0.4 %	0	0.0 %	236
Denied a ride/forcibly removed from People Move	235	100.0	0	0.0		0.0	0	0.0	235
Denied a room in a hotel/motel	231	97.5	5	2.1	1	0.4	0	0.0	237
Denied service in a restaurant or bar	212	89.1	18	7.6	3	1.3	5	2.1	238
Denied membership or access to a gym/fitness club	224	93.3	13	5.4	1	0.4	2	0.8	240
Denied use of changing room at gym/fitness club	237	99.2	1	0.4	1	0.4	0	0.0	239
Denied use of a public restroom	234	97.9	3	1.3	2	0.8	0	0.0	239
Denied services by a local government agency	231	97.1	4	1.7	3	1.3	0	0.0	238
Denied emergency medical care by provider	238	99.6	1	0.4	0	0.0	0	0.0	239
Denied non-emergency medical care by provider	232	97.1	5	2.1	1	0.4	1	0.4	239
Harassed/verbally abused by medical care provider	212	88.7	22	9.2	3	1.3	2	0.8	239
Harassed/verbally abused by Anchorage police	220	92.1	14	5.9	4	1.7	1	0.4	239
Stopped by Anchorage police based on sexual orientation, without other justification for the stop	222	92.9	14	5.9	1	0.4	2	0.8	239
Transgender respondents									
Denied a loan or line of credit when otherwise qualified	25	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %	25
Denied a ride/forcibly removed from People Move	25	100.0	0	0.0	0	0.0	0	0.0	25
Denied a room in a hotel/motel	24	100.0	0	0.0	0	0.0	0	0.0	24
Denied service in a restaurant or bar	22	88.0	3	12.0	0	0.0	0	0.0	25
Denied membership or access to a gym/fitness club	21	87.5	3	12.5	0	0.0	0	0.0	24
Denied use of changing room at gym/fitness club	20	83.3	2	8.3	1	4.2	1	4.2	24
Denied use of a public restroom	19	82.6	2	8.7	1	4.3	1	4.3	23
Denied services by a local government agency	24	96.0	0	0.0	0	0.0	1	4.0	25
Denied emergency medical care by provider	24	100.0	0	0.0	0	0.0	0	0.0	24
Denied non-emergency medical care by provider	22	88.0	1	4.0	2	8.0	0	0.0	25
Harassed/verbally abused by medical care provider	21	84.0	3	12.0	1	4.0	0	0.0	25
Harassed/verbally abused by Anchorage police	21	87.5	1	4.2	1	4.2	1	4.2	24
Stopped by Anchorage police based on sexual orientation, without other justification for the stop	23	92.0	0	0.0	0	0.0	2	8.0	25

APPENDIX C.

**VIOLENCE, INTIMIDATION, AND DISCRIMINATION EXPERIENCED
DUE TO GENDER IDENTITY/PRESENTATION**

Never, once, twice, or three or more times for each type of discrimination.

Table C1. Violence/Intimidation Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Physical violence	226	91.5 %	13	5.3 %	4	1.6 %	4	1.6 %	247
Threats of physical violence	203	82.2	23	9.3	9	3.6	12	4.9	247
Verbal abuse/namecalling	158	63.7	19	7.7	25	10.1	46	18.5	248
Followed or chased	210	85.4	25	10.2	6	2.4	5	2.0	246
Sexual assault	239	96.8	6	2.4	0	0.0	2	0.8	247
Property damage	218	88.3	21	8.5	6	2.4	2	0.8	247
Cisgender respondents									
Physical violence	206	92.8 %	9	4.1 %	4	1.8 %	3	1.4 %	222
Threats of physical violence	186	83.8	20	9.0	8	3.6	8	3.6	222
Verbal abuse/namecalling	151	67.7	16	7.2	22	9.9	34	15.2	223
Followed or chased	196	88.7	18	8.1	4	1.8	3	1.4	221
Sexual assault	215	96.8	5	2.3	0	0.0	2	0.9	222
Property damage	199	89.6	17	7.7	5	2.3	1	0.5	222
Transgender respondents									
Physical violence	20	80.0 %	4	16.0 %	0	0.0 %	1	4.0 %	25
Threats of physical violence	17	68.0	3	12.0	1	4.0	4	16.0	25
Verbal abuse/namecalling	7	28.0	3	12.0	3	12.0	12	48.0	25
Followed or chased	14	56.0	7	28.0	2	8.0	2	8.0	25
Sexual assault	24	96.0	1	4.0	0	0.0	0	0.0	25
Property damage	19	76.0	4	16.0	1	4.0	1	4.0	25

Table C2. Discrimination in Employment Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Turned down for a job when otherwise qualified	225	91.8 %	9	3.7 %	8	3.3 %	3	1.2 %	245
Denied a promotion	231	93.9	9	3.7	5	2.0	1	0.4	246
Harassed by employer or other employees	206	83.7	15	6.1	8	3.3	17	6.9	246
Forced to leave position due to harassment	228	92.7	11	4.5	5	2.0	2	0.8	246
Fired/terminated from position	230	93.5	11	4.5	4	1.6	1	0.4	246
Delayed gender transition to avoid discrimination	234	95.5	3	1.2	2	0.8	6	2.4	245
Hid my gender identity or gender transition	213	0.0	4	0.0	4	0.0	25	0.0	246
Unable to use gender-appropriate restroom at work	231	0.0	2	0.0	3	0.0	7	0.0	243
Cisgender respondents									
Turned down for a job when otherwise qualified	206	93.2 %	7	3.2 %	5	2.3 %	3	1.4 %	221
Denied a promotion	211	95.0	6	2.7	4	1.8	1	0.5	222
Harassed by employer or other employees	193	86.9	10	4.5	6	2.7	13	5.9	222
Forced to leave position due to harassment	208	93.7	8	3.6	4	1.8	2	0.9	222
Fired/terminated from position	209	94.1	10	4.5	2	0.9	1	0.5	222
Delayed gender transition to avoid discrimination	220	99.1	1	0.5	0	0.0	1	0.5	222
Hid my gender identity or gender transition	205	0.0	4	0.0	3	0.0	10	0.0	222
Unable to use gender-appropriate restroom at work	217	0.0	1	0.0	2	0.0	1	0.0	221
Transgender respondents									
Turned down for a job when otherwise qualified	19	79.2 %	2	8.3 %	3	12.5 %	0	0.0 %	24
Denied a promotion	20	83.3	3	12.5	1	4.2	0	0.0	24
Harassed by employer or other employees	13	54.2	5	20.8	2	8.3	4	16.7	24
Forced to leave position due to harassment	20	83.3	3	12.5	1	4.2	0	0.0	24
Fired/terminated from position	21	87.5	1	4.2	2	8.3	0	0.0	24
Delayed gender transition to avoid discrimination	14	60.9	2	8.7	2	8.7	5	21.7	23
Hid my gender identity or gender transition	8	0.0	0	0.0	1	0.0	15	0.0	24
Unable to use gender-appropriate restroom at work	14	0.0	1	0.0	1	0.0	6	0.0	22

Table C3. Discrimination in Housing/Shelter Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Denied a lease when otherwise qualified	232	96.3 %	7	2.9 %	2	0.8 %	0	0.0 %	241
Harassed by landlord or other tenants	222	92.1	7	2.9	4	1.7	8	3.3	241
Forced to move/evicted	235	97.5	6	2.5	0	0.0	0	0.0	241
Denied access to shelter	240	99.6	1	0.4	0	0.0	0	0.0	241
Cisgender respondents									
Denied a lease when otherwise qualified	211	96.8 %	6	2.8 %	1	0.5 %	0	0.0 %	218
Harassed by landlord or other tenants	205	94.0	5	2.3	2	0.9	6	2.8	218
Forced to move/evicted	214	98.2	4	1.8	0	0.0	0	0.0	218
Denied access to shelter	217	99.5	1	0.5	0	0.0	0	0.0	218
Transgender respondents									
Denied a lease when otherwise qualified	21	91.3 %	1	4.3 %	1	4.3 %	0	0.0 %	23
Harassed by landlord or other tenants	17	73.9	2	8.7	2	8.7	2	8.7	23
Forced to move/evicted	21	91.3	2	8.7	0	0.0	0	0.0	23
Denied access to shelter	23	100.0	0	0.0	0	0.0	0	0.0	23

Table C4. Discrimination in School/Education Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Bullied/harrassed by other students	192	81.0 %	9	3.8 %	7	3.0 %	29	12.2 %	237
Bullied/harrassed by teachers	219	92.8	9	3.8	3	1.3	5	2.1	236
Had to leave school due to harassment	230	96.6	3	1.3	2	0.8	3	1.3	238
Denied admission to school or academic program when otherwise qualified	233	97.9	3	1.3	1	0.4	1	0.4	238
Denied financial aid	235	99.2	0	0.0	0	0.0	2	0.8	237
Denied participation in extracurricular activities	230	97.5	4	1.7	1	0.4	1	0.4	236
Denied campus housing	234	99.2	0	0.0	1	0.4	1	0.4	236
Cisgender respondents									
Bullied/harrassed by other students	175	82.5 %	9	4.2 %	6	2.8 %	22	10.4 %	212
Bullied/harrassed by teachers	199	94.3	7	3.3	2	0.9	3	1.4	211
Had to leave school due to harassment	207	97.2	2	0.9	2	0.9	2	0.9	213
Denied admission to school or academic program when otherwise qualified	210	98.6	2	0.9	1	0.5	0	0.0	213
Denied financial aid	212	99.5	0	0.0	0	0.0	1	0.5	213
Denied participation in extracurricular activities	207	97.6	3	1.4	1	0.5	1	0.5	212
Denied campus housing	211	99.5	0	0.0	1	0.5	0	0.0	212
Transgender respondents									
Bullied/harrassed by other students	17	68.0 %	0	0.0 %	1	4.0 %	7	28.0 %	25
Bullied/harrassed by teachers	20	80.0	2	8.0	1	4.0	2	8.0	25
Had to leave school due to harassment	23	92.0	1	4.0	0	0.0	1	4.0	25
Denied admission to school or academic program when otherwise qualified	23	92.0	1	4.0	0	0.0	1	4.0	25
Denied financial aid	23	95.8	0	0.0	0	0.0	1	4.2	24
Denied participation in extracurricular activities	23	95.8	1	4.2	0	0.0	0	0.0	24
Denied campus housing	23	95.8	0	0.0	0	0.0	1	4.2	24

Table C5. Discrimination in Child Custody/Relationships Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Gender identity/presentation used against you in a child custody proceeding	231	98.3 %	2	0.9 %	2	0.9 %	0	0.0 %	235
Custody of children restricted by court	234	99.6	0	0.0	1	0.4	0	0.0	235
Contact with children restricted by former spouse	231	98.7	2	0.9	1	0.4	0	0.0	234
Cisgender respondents									
Gender identity/presentation used against you in a child custody proceeding	207	98.1 %	2	0.9 %	2	0.9 %	0	0.0 %	211
Custody of children restricted by court	210	99.5	0	0.0	1	0.5	0	0.0	211
Contact with children restricted by former spouse	208	99.0	1	0.5	1	0.5	0	0.0	210
Transgender respondents									
Gender identity/presentation used against you in a child custody proceeding	24	100.0 %	0	0.0 %	0	0.0 %	0	0.0 %	24
Custody of children restricted by court	24	100.0	0	0.0	0	0.0	0	0.0	24
Contact with children restricted by former spouse	23	95.8	1	4.2	0	0.0	0	0.0	24

Table C6. Discrimination in Public Services Experienced Due to Gender Identity/Presentation

While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

Row percentages.

	Never		Once		Twice		Three+ times		Total
	N	Percent	N	Percent	N	Percent	N	Percent	
Total respondents									
Denied a loan or line of credit when otherwise qualified	238	97.5 %	5	2.0 %	0	0.0 %	1	0.4 %	244
Denied a ride/forcibly removed from People Mover	243	99.6	0	0.0	1	0.4	0	0.0	244
Denied a room in a hotel/motel	236	97.5	5	2.1	0	0.0	1	0.4	242
Denied service in a restaurant or bar	233	95.1	9	3.7	1	0.4	2	0.8	245
Denied membership or access to a gym/fitness club	237	97.1	5	2.0	0	0.0	2	0.8	244
Denied use of changing room at gym/fitness club	235	96.3	5	2.0	1	0.4	3	1.2	244
Denied use of a public restroom	232	94.7	5	2.0	4	1.6	4	1.6	245
Denied services by a local government agency	241	98.4	2	0.8	2	0.8	0	0.0	245
Denied emergency medical care by provider	243	99.6	0	0.0	0	0.0	1	0.4	244
Denied non-emergency medical care by provider	239	98.0	2	0.8	2	0.8	1	0.4	244
Denied transition-related care by provider	232	95.5	7	2.9	0	0.0	4	1.6	243
Harassed/verbally abused by medical care provider	231	94.7	9	3.7	2	0.8	2	0.8	244
Denied gender-appropriate driver's license at DMV	238	97.9	4	1.6	0	0.0	1	0.4	243
Harassed/verbally abused by Anchorage police	237	0.0	4	0.0	2	0.0	2	0.0	245
Stopped by Anchorage police based on gender identity, without other justification for the stop	235	0.0	5	0.0	1	0.0	2	0.0	243
Cisgender respondents									
Denied a loan or line of credit when otherwise qualified	215	98.2 %	4	1.8 %	0	0.0 %	0	0.0 %	219
Denied a ride/forcibly removed from People Mover	219	100.0	0	0.0	0	0.0	0	0.0	219
Denied a room in a hotel/motel	215	98.6	3	1.4	0	0.0	0	0.0	218
Denied service in a restaurant or bar	214	97.3	5	2.3	1	0.5	0	0.0	220
Denied membership or access to a gym/fitness club	217	98.6	3	1.4	0	0.0	0	0.0	220
Denied use of changing room at gym/fitness club	218	99.1	2	0.9	0	0.0	0	0.0	220
Denied use of a public restroom	217	98.6	2	0.9	1	0.5	0	0.0	220
Denied services by a local government agency	219	99.5	0	0.0	1	0.5	0	0.0	220
Denied emergency medical care by provider	220	100.0	0	0.0	0	0.0	0	0.0	220
Denied non-emergency medical care by provider	219	100.0	0	0.0	0	0.0	0	0.0	219
Denied transition-related care by provider	219	99.5	1	0.5	0	0.0	0	0.0	220
Harassed/verbally abused by medical care provider	214	97.3	6	2.7	0	0.0	0	0.0	220
Denied gender-appropriate driver's license at DMV	219	99.5	1	0.5	0	0.0	0	0.0	220
Harassed/verbally abused by Anchorage police	214	0.0	4	0.0	1	0.0	1	0.0	220
Stopped by Anchorage police based on gender identity, without other justification for the stop	212	0.0	5	0.0	1	0.0	0	0.0	218
Transgender respondents									
Denied a loan or line of credit when otherwise qualified	23	92.0 %	1	4.0 %	0	0.0 %	1	4.0 %	25
Denied a ride/forcibly removed from People Mover	24	96.0	0	0.0	1	4.0	0	0.0	25
Denied a room in a hotel/motel	21	87.5	2	8.3	0	0.0	1	4.2	24
Denied service in a restaurant or bar	19	76.0	4	16.0	0	0.0	2	8.0	25
Denied membership or access to a gym/fitness club	20	83.3	2	8.3	0	0.0	2	8.3	24
Denied use of changing room at gym/fitness club	17	70.8	3	12.5	1	4.2	3	12.5	24
Denied use of a public restroom	15	60.0	3	12.0	3	12.0	4	16.0	25
Denied services by a local government agency	22	88.0	2	8.0	1	4.0	0	0.0	25
Denied emergency medical care by provider	23	95.8	0	0.0	0	0.0	1	4.2	24
Denied non-emergency medical care by provider	20	80.0	2	8.0	2	8.0	1	4.0	25
Denied transition-related care by provider	13	56.5	6	26.1	0	0.0	4	17.4	23
Harassed/verbally abused by medical care provider	17	70.8	3	12.5	2	8.3	2	8.3	24
Denied gender-appropriate driver's license at DMV	19	82.6	3	13.0	0	0.0	1	4.3	23
Harassed/verbally abused by Anchorage police	23	0.0	0	0.0	1	0.0	1	0.0	25
Stopped by Anchorage police based on gender identity, without other justification for the stop	23	0.0	0	0.0	0	0.0	2	0.0	25

APPENDIX D.
QUESTIONNAIRE

**ANCHORAGE
LGBT
DISCRIMINATION
SURVEY**

2011

Please return by February 28, 2011 to:
1057 West Fireweed Lane, Suite 207, Anchorage, AK 99503

INSTRUCTIONS

This survey is made up of three sections. The first section asks about experiences of bias or discrimination you may have had based on your sexual orientation, the second section addresses experiences of bias or discrimination based on gender identity or gender presentation, and the third section captures the demographic characteristics of respondents, which will help contextualize the survey's findings. **All of your responses will remain completely confidential.**

SECTION ONE: SEXUAL ORIENTATION DISCRIMINATION

In this section, we want to know about any bias or discrimination you may have experienced because of your sexual orientation. **Do not** include your experiences of discrimination based on other grounds such as gender identity, race, religion, etc. **Include only those experiences you have had in Anchorage.**

1. While in Anchorage, how often have you experienced any of the following **because of your sexual orientation?**

Troubles such as:	Frequency of Occurrence:			
	Never	Once	Twice	Three or more times
Violence/Intimidation				
Physical violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threats of physical violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal abuse/name-calling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Followed or chased	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Property damage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment				
Turned down for job when otherwise qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied a promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed by employer or other employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced to leave position due to harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fired/terminated from position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hid my sexual orientation to avoid discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing/Shelter				
Denied a lease when otherwise qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed by landlord or other tenants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced to move/evicted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied access to shelter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School/Education				
Bullied/harassed by other students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bullied/harassed by teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Had to leave school due to harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied admission to school or academic program when otherwise qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied financial aid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied participation in extra-curricular groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied campus housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Troubles such as:	Frequency of Occurrence:			
	Never	Once	Twice	Three or more times
Child Custody/Relationships				
Sexual orientation used against you in a child custody proceeding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Custody of children restricted by court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contact with children restricted by former spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public Services				
Denied a loan or line of credit when otherwise qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied a ride/forcibly removed from People Mover	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied a room in a hotel/motel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied service in a restaurant or bar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied membership or access to gym/fitness club	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied use of changing room at gym/fitness club	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied use of a public restroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied services by local government agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied emergency medical care by provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied non-emergency medical care by provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed/verbally abused by medical care provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed/verbally abused by Anchorage police	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stopped by Anchorage police based on sexual orientation, without other justification for the stop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide us with any other information you would like to share below.

SECTION TWO: GENDER IDENTITY DISCRIMINATION

In this section, we want to know about any bias or discrimination you may have experienced because of your gender identity or gender presentation. **Do not** include your experiences of discrimination based on other grounds such as sexual orientation, race, religion, etc. **Include only those experiences you have had in Anchorage.**

2. While in Anchorage, how often have you experienced any of the following because of your gender identity or gender presentation?

Troubles such as:	Frequency of Occurrence:			
	Never	Once	Twice	Three or more times
Violence/Intimidation				
Physical violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threats of physical violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Troubles such as:	Frequency of Occurrence:			
	Never	Once	Twice	Three or more times
Violence/Intimidation {continued}				
Verbal abuse/name-calling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Followed or chased	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Property damage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment				
Turned down for job when otherwise qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied a promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed by employer or other employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced to leave position due to harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fired/terminated from position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Delayed gender transition to avoid discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hid my gender identity or gender transition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unable to use gender-appropriate restroom at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing/Shelter				
Denied a lease when otherwise qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed by landlord or other tenants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced to move/evicted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied access to shelter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School/Education				
Bullied/harassed by other students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bullied/harassed by teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Had to leave school due to harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied admission to school or academic program when otherwise qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied financial aid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied participation in extra-curricular groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied campus housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child Custody/Relationships				
Gender identity/presentation used against you in a child custody proceeding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Custody of children restricted by court	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contact with children restricted by former spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public Services				
Denied a loan or line of credit when otherwise qualified	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied a ride/forcibly removed from People Mover	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied a room in a hotel/motel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied service in a restaurant or bar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Troubles such as:	Frequency of Occurrence:			
	Never	Once	Twice	Three or more times
Public Services {continued}				
Denied membership or access to gym/fitness club	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied use of changing room at gym/fitness club	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied use of a public restroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied services by local government agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied emergency medical care by provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied non-emergency medical care by provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied transition-related care by medical provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed/verbally abused by medical care provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denied gender-appropriate driver’s license at DMV	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassed/verbally abused by Anchorage police	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stopped by Anchorage police based on gender presentation, without other justification for the stop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to provide us with any other information you would like to share below.

SECTION THREE: DEMOGRAPHICS

Please tell us a little bit more about yourself. We are asking the questions below in order to gain a broader profile of the LGBT community in Anchorage and to provide context for experiences of bias and discrimination. These questions are being asked for descriptive purposes only and your identity cannot be tied to your answers in any way.

3. Are you **currently** a resident of the Municipality of Anchorage?

- No (*Skip to Question 4*)
- Yes >>>> How long have you lived in Anchorage? _____ years _____ months

4. What is the ZIP or postal code where you **currently** live?

ZIP / Postal code: _____

5. What was the sex assigned to you at birth on your original birth certificate?

- Male
- Female

6. What is your primary gender identity? (*Select only one.*)

- Male
- Female
- Transgender—male-to-female
- Transgender—female-to-male
- Transgender—do not identify as exclusively male or female

7. What is your sexual orientation? (*Select only one.*)

- Lesbian/gay/same-gender attraction
- Bisexual
- Queer
- Heterosexual
- Asexual

8. Do you identify as Hispanic or Latino? (*Select only one.*)

- Yes
- No

9. Which of the following racial/ethnic categories best fits you?

- Alaska Native/American Indian
- Asian
- Black/African American
- Native Hawaiian or Other Pacific Islander
- White/Caucasian
- Other (*please specify*): _____

10. What is your age as of January 1, 2011?

Age (in years): _____

11. Which of the following best describes your **current** living situation?

- I own my own home.
- I rent a house/apartment/room.
- Other (*please specify*): _____

12. Have you **ever** been forced to move, with no place to go?

- No (*Skip to Question 13*)
- Yes (*see below*) ↓

12a. In the **past 12 months**, have you been forced to move, with no place to go?

- No (*Skip to Question 13.*)
- Yes (*see below*) ↓

12b. The last time this happened, how many **days** were you without a place to go? _____ days.

13. What is your current marital status, **as defined by Alaska law**? (*Select only one.*)

- Single, never married
- Married
- Separated
- Divorced
- Widowed

14. Are you currently in a committed relationship with an intimate partner?

- No (*Skip to Question 15.*)
- Yes (*see below*) ↓

14a. Do you currently share a residence with your intimate partner?

- No
- Yes

14b. What is your partner's primary gender identity? (*Select only one.*)

- Male
- Female
- Transgender—male-to-female
- Transgender—female-to-male
- Transgender—does not identify as exclusively male or female

15. Are you the parent or guardian of one or more children?

- No (*Skip to Question 16.*)
- Yes (*see below*) ↓

15a. How many children do you have? _____ children.

15b. Do any of your children currently attend school in Anchorage?

- Yes
- No

16. What is the highest level of formal education you have completed? (*Select only one.*)

- Less than high school degree
- High school degree, or G.E.D.
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Graduate or professional degree

17. What is your primary employment status? (*Select only one.*)

- Employed full-time, 35 hours or more per week in one or more jobs, including self-employment
- Working part-time (less than 35 hours per week), in one or more jobs
- Unemployed, looking for work
- Unemployed, not looking for work
- In-school only
- Retired
- Other (*please specify*): _____

18. Have you ever served in the U.S. Armed Forces?

- No
- Yes

19. Please provide your best estimate of the total income earned last year (2010), for your **entire household**.

- | | |
|-----------------------------------------------------------------|------------------------------------------------------------------|
| <input type="radio"/> Less than \$13,530 | <input type="radio"/> At least \$100,000 but less than \$120,000 |
| <input type="radio"/> At least \$13,530 but less than \$20,000 | <input type="radio"/> At least \$120,000 but less than \$140,000 |
| <input type="radio"/> At least \$20,000 but less than \$40,000 | <input type="radio"/> At least \$140,000 but less than \$160,000 |
| <input type="radio"/> At least \$40,000 but less than \$60,000 | <input type="radio"/> At least \$160,000 but less than \$180,000 |
| <input type="radio"/> At least \$60,000 but less than \$80,000 | <input type="radio"/> At least \$180,000 but less than \$200,000 |
| <input type="radio"/> At least \$80,000 but less than \$100,000 | <input type="radio"/> \$200,000 or more |

