



























































Sexual Orientation and Gender Identity Classifications: UNNECESSARY FOR ECONOMIC GROWTH

Proponents of adding sexual orientation and gender identity (SOGI) to state nondiscrimination laws claim they are good for business, but the facts say otherwise. Numerous studies suggest that states without these classifications actually have **greater economic growth**, while many states that have added these classifications to their laws have **weaker economies** and **lower job growth**. While this does not mean that states with these types of laws always experience low economic growth, it does indicate that these classifications aren't essential to economic growth. Notably, the majority of states and the federal government do not include sexual orientation and gender identity in employment, housing, or public accommodation nondiscrimination laws.¹

Best States for Business and Economic Outlook

RANKED HIGHEST TO LOWEST	 Top Ten States for Business ²	 Top Ten States for Business ³	 States with Best Economic Outlooks ⁴	 Top Ten States for Job Growth ⁵	 Top Ten States for Business Climate ⁶
	7 out of 10	9 out of 10	8 out of 10	7 out of 10	9 out of 10
Do <u>NOT</u> have SOGI Laws					
1	 Utah ⁷	 Texas	 Utah	 N. Dakota	 Georgia
2	 N. Carolina	 Florida	 N. Carolina	 Arizona	 N. Carolina
3	 Nebraska	 N. Carolina	 N. Dakota	 Texas	 Kentucky
4	 N. Dakota	 Tennessee	 Wyoming	 Colorado	 Louisiana
5	 Colorado	 Georgia	 Arizona	 Florida	 Ohio
6	 Texas	 Indiana	 Indiana	 Georgia	 Texas
7	 Virginia	 Louisiana	 Tennessee	 S. Carolina	 Tennessee
8	 Indiana	 Nevada	 Florida	 Oregon	 Utah
9	 S. Dakota	 Arizona	 Wisconsin	 Idaho	 Indiana
10	 Washington	 S. Carolina	 Oklahoma	 Utah	 S. Carolina

 State does not have Nondiscrimination Laws that include Sexual Orientation and/or Gender Identity

 State does have Nondiscrimination Laws that include Sexual Orientation and/or Gender Identity



Worst States for Business and Economic Outlook



State does not have Nondiscrimination Laws that include Sexual Orientation and/or Gender Identity

State does have Nondiscrimination Laws that include Sexual Orientation and/or Gender Identity

1 Currently, 28 states and the federal government do not include sexual orientation or gender identity in their employment nondiscrimination laws, while 29 states and the federal government do not include these classifications in their public accommodation nondiscrimination laws.

2 "Best States for Business," Forbes.com, <http://www.forbes.com/best-states-for-business/> (last visited Mar. 16, 2016).

3 "2015 Best and Worst State Rankings," ChiefExecutive.net, available at <http://chiefexecutive.net/best-worst-states-business/> (last visited Mar. 16, 2016).

4 Laffer, Arthur, et al., "Rich States, Poor States, Rich States, Poor States: ALEC-Laffer State Economic Competitiveness Index," American Legislative Exchange Council, available at <https://www.alec.org/publication/rich-states-poor-states/> (last visited April 21, 2016).

5 Prah, Pamela, "Which States Will Generate Jobs in 2014?," The Pew Charitable Trusts, Jan. 7, 2014, available at <http://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2014/01/07/which-states-will-generate-jobs-in-2014> (last visited Nov. 6, 2015).

6 "Site Selection's 2015 Top State Business Climate Rankings," SiteSelection.com, available at <http://siteselection.com/issues/2015/nov/cover.cfm> (last visited Apr. 25, 2016).

7 Utah added sexual orientation and gender identity to portions of its nondiscrimination laws in 2015. However, public accommodations are exempted from Utah's nondiscrimination laws.

8 "2015 Best and Worst State Rankings," ChiefExecutive.net, available at <http://chiefexecutive.net/best-worst-states-business/> (last visited Mar. 16, 2016).

9 Laffer, Arthur, et al., "Rich States, Poor States, Rich States, Poor States: ALEC-Laffer State Economic Competitiveness Index," American Legislative Exchange Council, available at <https://www.alec.org/publication/rich-states-poor-states/> (last visited April 21, 2016).

10 *Id.*