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SGM Workplace Discrimination and Unemployment

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Unveiling Injustice: Exploring the Link Between Workplace Discrimination and Unemployment Among Sexual and Gender Minorities

INTRODUCTION

The sexual and gender minority (SGM) population often faces discrimination in daily life, in healthcare, and in the workplace. This discrimination can lead to negative health and employment outcomes. This study examines the association between workplace discrimination and unemployment among sexual and gender minorities.

OBJECTIVE

“ Understand sexual and gender minority discrimination in the workplace and how it is associated with unemployment



METHODOLOGY

This cross-sectional study of n=918 SGMs was conducted in 2022 with recruitment done on Reddit. All individuals had to be 18 years of age or older, reside in the United States, and have ever been employed. Multivariable logistic regression was applied to identify predictors of unemployment among SGMs.

RESULTS /FINDINGS

A total of 28.43% were unemployed. Those with lower income, who worked the afternoon shift at their most recent job relative to the day shift are more likely to be unemployed. Lastly, with each additional point in the workplace discrimination score, there is a 1.03 (95%CI: 1.01, 1.05) odds of being unemployed controlling for all aspects. Those with non-traditional payment at their most recent job as compared to salary, those whose most recent job was not a regular permanent role, and those who experienced greater workplace discrimination were more likely to be unemployed.

CONCLUSION

Among SGMs, workplace discrimination contributes to employment insecurity. Workplace policies, interventions, and education are needed to address SGM discrimination in the workplace, and more employment opportunities should be created for SGMs, particularly in states with stronger protections for SGMs in the workplace.

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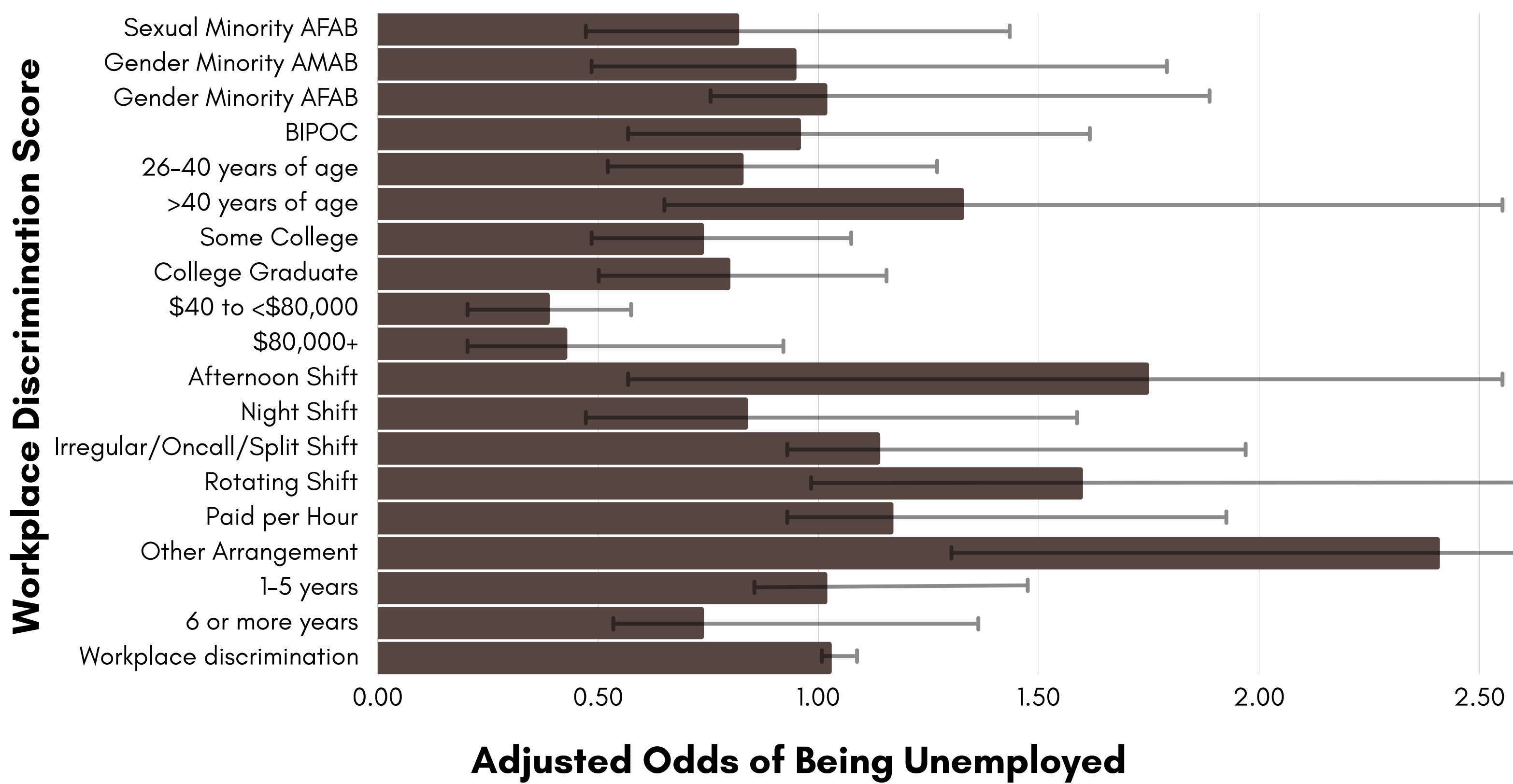
AFFILIATIONS

Center For Student Research & Interdisciplinary Collaboration

ANALYSIS

- N=931 included due to reporting ever having negative experience at work because of who you are, excluded N=399 (30%)
- N=918 included due to small number N=13 (1%) intersex persons excluded
- Workplace discrimination score adapted from the everyday discrimination score, potential range from 9 to 45 with higher suggesting greater frequency and/or types of discrimination

Adjusted Odds of Unemployment



Data including Sexual Minority AMAB, White, 18-25 years of age, High School/GED or Less, income of <\$40,000, Day Shift, Salaried, Less than 1 year time spent at most recent job were not included due to REF.