

**TO:** EVERYONE AND ANYONE

**FROM:** ZOE MILLER

**SUBJECT:** DISCRIMINATION

If You Think You Know  
Everything, You Don't!

### Some of the many effects of discrimination

People who are a part of the LGBTQ+ community at the age 30 are at 2.1% greater odds of having a substance abuse disorder

The more experiences that people in the community have with discrimination, the more symptoms of PTSD and anxiety they experience

### What does Discrimination look like?

Being referred to as "that gay lawyer"

Being told "It's not going to happen as long as you're a person of color and LGBTQ+"

Some people have been given less and/or worse health care benefits for the family because they are gay → "I should get the same eight months paid leave as every other partner"

One person choose not to work at the company they interned at because one partner was constantly making homophobic comments...as jokes!!

### State Laws

There are 21 states that have full nondiscrimination protections

There are 27 states that have no nondiscrimination protections

Wisconsin is the only state that has nondiscrimination laws that lack gender identity protections

Utah is the only state that has some nondiscrimination protections

### People are altering their lives out of fear

26.6% of 18–44-year old's have reportedly removed items from their resume

25.7% avoid public spaces like stores and restaurants out of fear of being attacked or targeted

23.5% of people are avoiding dr. offices

Students are reportedly applying to schools strictly in areas that they know are safe for LGBTQ+ people

### How to make people feel safer and more comfortable

Stay away from and be cautious of microaggressions

Set an example for people who do not know how to act

Educate friends, family, and peers

Support the use of support networks

Strengthen and equalize policies

Visit KcKinsley & Co's article "LGBTQ+ voices: Learning from lived experiences" for more information about what you can do to help

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