



Sexual Orientation and Gender Identity Laws:

UNNECESSARY FOR ECONOMIC GROWTH

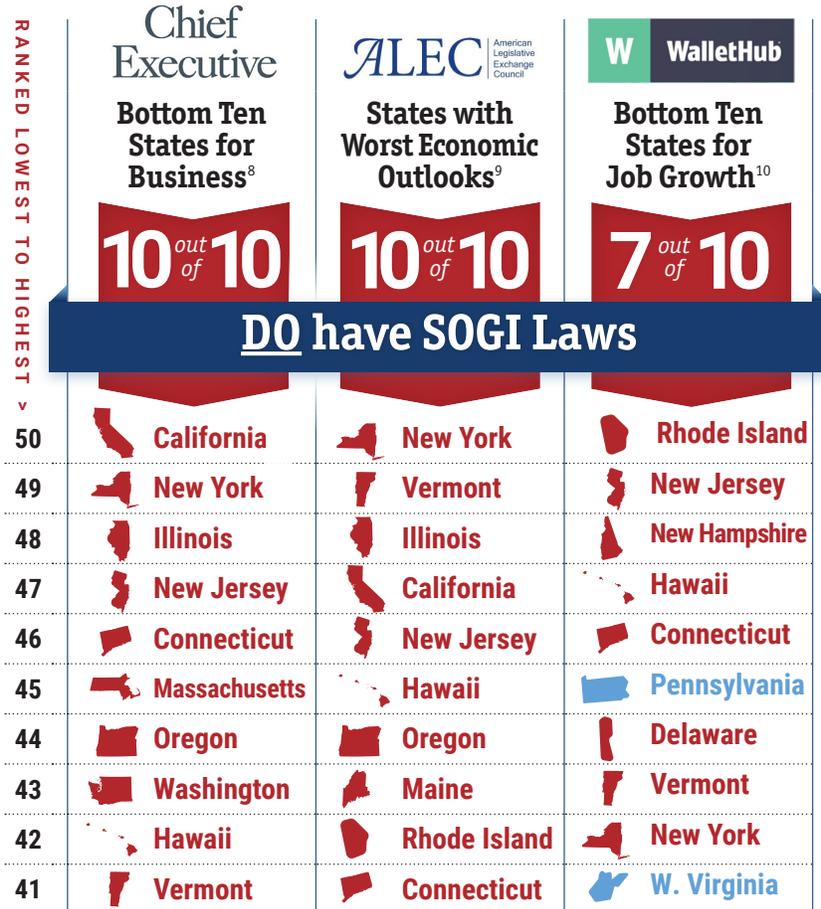
Proponents of adding sexual orientation and gender identity (SOGI) to state nondiscrimination laws claim they are good for business, but the facts say otherwise. Numerous studies suggest that states without these classifications actually have **greater economic growth**, while many states that have added 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





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 Geraldine Gambale and Steve Kaelble, "2018 Top States for Doing Business," Area Development.com, 3rd Quarter 2018, available at <https://www.areadevelopment.com/Top-States-for-Doing-Business/Q3-2018/overall-results-georgia-ranked-top-state-by-site-selection-consultants.shtml>

3 2019 Best & Worst States for Business, Chief Executive.net, available at <https://chiefexecutive.net/2019-best-worst-for-states-business/>

4 "Rich States, Poor States," 12th Ed, American Legislative Exchange Council, available at <http://www.richstatespoorstates.org/all-states/>.

5 Adam McCann, "Best & Worst States to Start a Business," WalletHub.com, Jul 8, 2019, available at <https://wallethub.com/edu/best-states-to-start-a-business/36934/>

6 Mark Arend, "2019 Business Climate Rankings," SiteSelection Magazine, November 2019, available at <https://siteselection.com/issues/2019/nov/business-climate-rankings-seven-straight-georgia-sets-a-record.cfm>

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 2019 Best & Worst States for Business, Chief Executive.net, available at <https://chiefexecutive.net/2019-best-worst-for-states-business/>

9 "Rich States, Poor States," 12th Ed, American Legislative Exchange Council, available at <http://www.richstatespoorstates.org/all-states/>.

10 Adam McCann, "Best & Worst States to Start a Business," WalletHub.com, Jul 8, 2019, available at <https://wallethub.com/edu/best-states-to-start-a-business/36934/>