


























































*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.<sup>1</sup>

**Best States for Business and Economic Outlook**

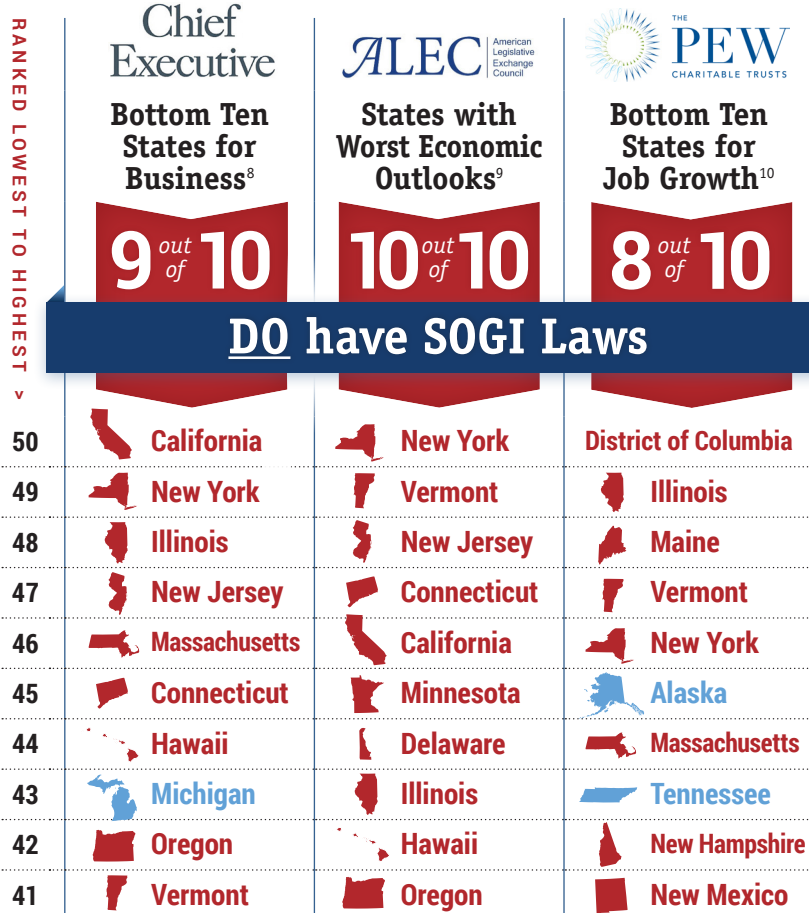
RANKED HIGHEST TO LOWEST >	 <b>Top Ten States for Business<sup>2</sup></b> 7 out of 10	Chief Executive <b>Top Ten States for Business<sup>3</sup></b> 9 out of 10	 <b>States with Best Economic Outlooks<sup>4</sup></b> 8 out of 10	 <b>Top Ten States for Job Growth<sup>5</sup></b> 7 out of 10	 <b>Top Ten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


 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.*