

USA Report | June 2022

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## ( CMI Community Marketing \& Insights

## About CMI: 30 Years of LGBTQ Insights

Community Marketing \& Insights (CMI) has been conducting LGBTQ community research since 1992.
CMI's practice includes online surveys, in-depth interviews, on-site and virtual focus groups, and LGBTQ recruitment assistance supporting LGBTQ research initiatives worldwide. Over the decades, we have completed more than 300 LGBTQ-specific research projects in support of businesses, corporations, universities, non-profits, government agencies, and other research groups. CMI maintains our own panel of 50,000 diverse, community-representative LGBTQ research participants. Our work is worldwide, with an emphasis on the United States and Canada. Industry leaders around the world depend on CMI's research and analysis as a basis for feasibility evaluations, positioning, economic impact, creative testing, product development, informed forecasting, measurable marketing planning, and assessment of return on investment.

CMI's research clients include leaders from a wide range of industries.
Custom CMI research initiatives have been produced for these and many other clients over three decades: AARP, Absolut Vodka, Aetna Insurance, American Cancer Society, Argentina Tourism Office, AT\&T, Centers for Disease Control \& Prevention, CMI Media Group, Destination Canada, DIRECTV, Freddie Mac, GLAAD, Google, Hallmark, Hawai'i Tourism Authority, Human Rights Campaign Foundation, Intercontinental Hotel Group, Johnson \& Johnson, Kaiser Family Foundation, Las Vegas Convention \& Visitors Authority, Marriott, New York Life, NYC \& Company, New York State, Planned Parenthood, Realtor.com, San Francisco Convention \& Visitors Bureau, T. Rowe Price, Target Brands, TD Bank, The Trevor Project, U.S. Census Bureau, U.S. Food and Drug Administration, U.S. Housing \& Urban Development, UPS, Visit Britain, Visit California, Visit Lauderdale, Visit Salt Lake, Wells Fargo, Wilson Media Group, WNBA, and numerous other corporations and organizations across North America and around the world.

## CMI's $16^{\text {th }}$ ANNUAL LGBTQ COMMUNITY SURVEY RESEARCH PARTNERS

Respondents were referred from the following LGBTQ research partners (media, events, and organizations).

## Thank You <br> to our partners

In Partnership With

## Aivendell <br> The LGBT \& HIV Media Company!

Special Thanks to Our Translation Partner!

## ILoveGay

A\&U Magazine/ART \& Understanding
Adelante Magazine
Atlanta Pride Committee
Autostraddle.com
Bay Area Reporter
Bay Windows
Betty's List
Between The Lines
Camara de Comerciantes LGBT de Colombia CAMP Rehoboth
Cancer Health
Center for Black Equity
CenterLink: The Community of LGBTQ Centers
Chicago Pride
ChicagoPride.com
Circle of Voices
CityXtra Magazine
Connect: Inspire. Empower.Change
Curve Magazin
Dallas Voice
Damron Travel Guides
Desert Business Association, the Desert's LGBTQ Chamber Desert Daily Guide / DDG Media Group Embrace Magazine Embrace Mag
EqualityMD EqualityMD Equally Wed
Erie Gay News Erie Gay News FUGUES
Fun Travel Guides Fun Travel Guide
Gay City News Gay Island Guide GayCalgary Magazine GayCities
GayDesertGuide.LGBT Gayvan.com Travel Marketing GBSA (Washington / Seattle)

GED MAGAZINE
Georgia Voice
OutClique Magazine
GFLGLCC | Greater Fort Lauderdale LGBT Chamber of Commerce OutSmart Magazine
Golden Gate Business Association Outword Magazine (Houstar
Goliath Magazine
GoPride Networks
Greater Houston LGBT Chamber of Commerce Harlem Pride
Hawaii LGBT Legacy Foundation
Hep
Hotspots Magazin
Instinct Magazine
Jansi
Jax Gay
KGAY Palm Springs
ambda Business Association
Las Vegas PRIDE
Lesbian.com
Lesbian.com
Letters from CAMP Rehoboth
GBTQ Nation
Los Angeles Blade
Louisville Pride Foundation
Louisville Pride F
METROSOURCE
Miami Dade Gay and Lesbian Chamber of Commerce
Mirror Magazine
Mirror Magazine
Motor City Pride
Muskoka Pride
Nashville LGBT Chamber
National Queer Asian Pacific Islander Alliance
New Jersey LGBT Chamber of Commerce
New Jersey LGBT Chamber of Comm
New Mexico Out Business Alliance
North Texas LGBT Chamber of Commerce
OMG.BLOG
ONE Community (Arizona)
OUT FRONT Magazine (Colorado)
OUT Georgia Business Alliance
Out In Jersey Magazine
utSmart Magazine (Houston)
Outword Sacramento PASSPORT Magazine Peach Magazine Persad Center (Pittsburgh) Philadelphia Gay News Pink Media POZ
Pride Guide USA
Pridesource.com
Q Voice
QLife
Qnotes / QnotesCarolinas.com
QSaltLake Magazine
Queerty
Rainbow Chamber of Silicon Valley
Rainbow GUIDE Arc en ciel
Rainbow GU
Sacramento Rainbow Chamber of Commerce
San Francisco Bay Times
eattle Gay News (SGN)
south Florida Gay New
Squirt.org
Tagg Magazine
TransPond
Two Bad Tourists
United Seattle
Utah LGBTQ+ Chamber of Commerce
Washington Blade
Watermark (Florida)
We Were There Inc
Windy City Times
Wisconsin LGBT Chamber of Commerce
Xtra: LGBTQ2S+ Culture, Politics and Health


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## $16^{\text {th }}$ Annual LGBTQ Community Survey ${ }^{\circledR}$

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Methodology

## Methodology

Understanding the Results
Research participants were recruited through CMI's proprietary LGBTQ research panel and through our partnerships with over 100 LGBTQ media, events, and organizations. Because CMI has little control over the sample or response of the widely-distributed survey questionnaire, we do not profess that the results are representative of the "entire LGBTQ community." Instead, readers of this report should view results as a snapshot of LGBTQ community members who interact with LGBTQ media, events and organizations. CMI views these results as most helpful to readers who want to reach the community through LGBTQ advertising, marketing, events, and sponsorship outreach. Results do not reflect community members who are more closeted or do not interact much with LGBTQ community organizations. More than likely, bisexual community members are also underrepresented in the results.

## Sample Size and Weighting

This report focuses on the data for 14,843 self-identified LGBTQ community members living in the United States. This includes 10,045 cisgender gay and bi+ men, 2,916 cisgender lesbian and bi+ women, and 1,882 transgender and non-binary community members. While these numbers are "out of balance" by gender identity, we compensate through weighting to make the results balanced and reflective of the community. Also while the numbers for cisgender women and TGNB community members may be smaller than cisgender men, the numbers for all gender categories are greater than most other research. Overall, 21,000 respondents across the globe participated in the 2022 survey, which was fielded in English, Spanish and French. The survey was open to participants for a 60-day period during April and May 2022.

LGBTQ media-based outreach tends to attract participants who are older, male, better educated, and more Caucasian than might be expected compared to the overall LGBTQ community. For this reason, results for the large study sample are weighted. Despite the varying recruitment partners year-to-year, weighted results remain remarkably consistent on multi-year tracking questions, which is most likely due to the large sample size and like-minded outreach partners.

CMI's LGBTQ Community Survey strives for a reasonable balance of opinion. Results were weighted $30 \%$ age $18-34$, $35 \%$ age $35-54$, and $35 \%$ age 55 or older. The younger group has a $30 \%$ weight because of the fewer number of years in the age group. By gender identity, cisgender women were weighted at $44 \%$, cisgender men at $44 \%$, and transgender/non-binary (TGNB) participants at $12 \%$. By ethnicity, results were weighted $62 \%$ White or Caucasian, $15 \%$ Latino, Latina, Latinx or Hispanic, 13\% Black or African American, 7\% Asian or Pacific Islander, and 3\% all other race and ethnicity categories.

## ABOUT CMI's $16^{\text {th }}$ ANNUAL LGBTQ COMMUNITY SURVEY • METHODOLOGY \& ASSUMPTIONS

## USA Report Completes $\mathrm{n}=14,843$ participants

Fielded to CMI's LGBTQ research panel and via 100+ LGBTQ media, events and organizations

All 50 states, Washington DC and Puerto Rico are represented in the results.

Results are representational of LGBTQ community members who interact with LGBTQ media, events, and organizations. This report is designed to help inform organizations that outreach to the community through LGBTQ media, events, and sponsorships.

The survey was fielded in English, Spanish, and French.

Percentages may not add up to $100 \%$ in some instances due to rounding or multiple selections allowed.

## Results Weighted by Gender Identity

| Cisgender Gay \& Bi+ Men | $44 \%$ |
| :---: | :---: |
| Cisgender Lesbian \& Bi+ Women | $44 \%$ |
| Transgender \& Non-Binary Participants | $12 \%$ |

## Results Weighted by Age Group

| Age $18-34$ | $30 \%$ |
| :---: | :---: |
| Age $35-54$ | $35 \%$ |
| Age 55 or over | $35 \%$ |

## Results Weighted by Race/Ethnicity

| Asian or Pacific Islander | $7 \%$ |
| :---: | :---: |
| Black or African American | $13 \%$ |
| Latino, Latina, Latinx or Hispanic | $15 \%$ |
| White, Non-Hispanic | $62 \%$ |
| Other Race or Ethnicity | $3 \%$ |



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## 2

Impact of Outreach to the LGBTQ Community

## Corporate Involvement in the LGBTQ Community

This question attempts to understand the impact of different outreach approaches when corporations partner with the LGBTQ community. The combination of sponsoring LGBTQ organizations and then letting the community know about the support through advertising remains a meaningful way to develop a positive brand reputation. We continue to see some reduction in favorable views about corporate involvement in Pride. This sentiment is fueled by younger LGBTQ people, with only $27 \%$ of age 18 to 34 agreeing with the Pride statement compared to $74 \%$ of age 55 or over. Specifically, for age 18 to $34,27 \%$ agreed with the statement that corporate presence at LGBTQ Pride events is positive for the community; $40 \%$ were neutral and $33 \%$ disagreed.

Q: Do you agree or disagree with the following statements about corporate involvement in the LGBTQ community?


## Perceptions of Supportive Activities

While advertising and supporting LGBTQ non-profits and events are critical to improving brand reputation, corporations need to politically defend LGBTQ equality and financially support community non-profits in order to be considered an authentic ally to the community.

Q: Below are activities often used by companies to show support for the LGBTQ community. Which of these activities best demonstrate to you that the company supports the LGBTQ community? Please check the level of support.Shows Strong Support
Shows Some Support
Shows No Support


## Brand Recall

As an ongoing tracking question, CMI asks an unaided, "write-in" recall question about brands that show genuine, authentic support of the LGBTQ community through their outreach or pro-LGBTQ policies or practices. This is not multiple choice. Respondents fill in blank fields from recall.

Q: In the past 12 months, which companies or brands have gone above and beyond to show genuine, authentic support of the LGBTQ community through their outreach or pro-LGBTQ policies or practices? You may write up to 5 companies or brands.


Base: (Respondents Who Answered This Question) Cisgender Gay \& Bi+ Men n=5,057;
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## Frequency of Interaction with LGBTQ Media

LGBTQ community members continue to consume LGBTQ media at about the same rates as the year before, with older generations having more stable interaction and younger community members increasing their interaction.

Q: Has your interaction with LGBTQ media (newspapers, websites, email newsletters, social media, etc.)
changed over the past 12 months?

|  | All LGBTQ | $\begin{aligned} & \text { Age } \\ & \text { 18-34 } \end{aligned}$ | $\begin{gathered} \text { Age } \\ 35-54 \end{gathered}$ | Age <br> 55+ |
| :---: | :---: | :---: | :---: | :---: |
| Increased | 15\% | 19\% | 14\% | 13\% |
| Stayed the Same | 67\% | 64\% | 66\% | 70\% |
| Decreased | 11\% | 9\% | 12\% | 11\% |
| Not sure | 7\% | 8\% | 7\% | 6\% |

## 2021 Results: Engagement within the LGBTQ Community

As additional information from CMI's $15^{\text {th }}$ Annual survey, participants generally feel connected to and engaged with the overall LGBTQ community.

Q: How much do you agree or disagree with these statements about being an LGBTQ community member?
Definitely
Agree
Somewhat
Agree
Somewhat Disagree
Somewhat
Disagree

Disagree

## I feel Pride in being an LGBTQ community member

I regularly read or view the LGBTQ media


I feel supported by the LGBTQ community


I feel connected to LGBTQ social or political organizations


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## LGBTQ

Demographics and Discrimination

## Relationship Status

In reviewing CMI's LGBTQ Community Survey data over recent years, LGBTQ marriage rates appear stable. Relationship status and the percentage married in the LGBTQ community have not significantly changed over the past two years. We are in a period where the numbers of new marriages vs. new divorces or the death of a partner are at a near equilibrium. As corroborated in CMI's previous studies, gay and bi+ men are far more likely to be single than are lesbian and bi+ women. This has important implications because relationship status strongly influences everyday living and related decisions, including housing, health and purchasing.

Q: Which of the following best describes your current relationship status?
We know relationships may be complex, please mark the best response.

|  | Cisgender <br>  <br> Bi+ Women | Cisgender <br>  <br> Bi+ Men | Transgender and <br> Non-Binary <br> Participants |
| :--- | :---: | :---: | :---: |
| Single / not in a relationship | $28 \%$ | $39 \%$ | $34 \%$ |
| In a relationship but not living with a partner | $9 \%$ | $9 \%$ | $9 \%$ |
| In relationship and living with a partner (with no legal status) | $13 \%$ | $14 \%$ | $13 \%$ |
| Legally married | $36 \%$ | $27 \%$ | $27 \%$ |
| Civil union, registered domestic partner or common law | $2 \%$ | $2 \%$ | $1 \%$ |
| Engaged to a partner | $3 \%$ | $2 \%$ | $2 \%$ |
| Partner deceased and currently single | $2 \%$ | $2 \%$ | $2 \%$ |
| Divorced and currently single | $3 \%$ | $1 \%$ | $4 \%$ |
| Polyamorous relationship | $2 \%$ | $1 \%$ | $6 \%$ |
| Something else | $1 \%$ | $1 \%$ | $2 \%$ |
| Decline to answer | $1 \%$ | $1 \%$ | $<1 \%$ |

## Defining Relationships in the Non-Binary

Not all relationships are defined as binary (same-sex or opposite-sex couple). Many LGBTQ community members are in a relationship where at least one partner identifies as other than a cisgender man or woman. Others may be in a polyamorous relationship. Marketers and employers should avoid making relationship or terminology assumptions and instead, should use inclusive terminology and policies.

Q: You indicated that you are in a relationship. How would you describe your relationship? Please mark all that apply.
Among Those In a Relationship

Female same-sex couple (female-female couple)
Male same-sex couple (male-male couple)
Opposite-sex couple (female-male couple)
Non-binary / Transgender couple (where one or both partners identifies as transgender or outside the gender binary)

Queer couple (any gender)
Polyamorous relationship
Something else

| Cisgender <br>  <br> Bi+ Women | Cisgender <br>  <br> Bi+ Men | Transgender and <br> Non-Binary <br> Participants |
| :---: | :---: | :---: |
| $81 \%$ | -- | $22 \%$ |
| -- | $91 \%$ | $16 \%$ |
| $13 \%$ | $8 \%$ | $15 \%$ |
| $8 \%$ | $1 \%$ | $56 \%$ |
| $16 \%$ | $2 \%$ | $34 \%$ |
| $2 \%$ | $2 \%$ | $9 \%$ |
| $1 \%$ | $<1 \%$ | $2 \%$ |

## LGBTQ Parents

There are more LGBTQ parents than many might think. In this study, $23 \%$ of LGBTQ participants have a child of any age (the same percentage as last year). Lesbian \& bi+ women are the most likely in the LGBTQ community to have children under age 18. There is also a substantial percentage of transgender and non-binary parents. Since the 2017 report, we have not seen significant increases in LGBTQ parent percentages.

Q: Do you have children or grandchildren? Please mark all that apply.

## Parents (of children of any age)

Yes, I have children under age 18 living in my home
Yes, I have children under age 18 not living in my home
Yes, I have children age 18 or over
Prefer not to answer

| All LGBTQ | Cisgender <br>  <br> Bi+ Women | Cisgender <br>  <br> Bi+ Men | Transgender and <br> Non-Binary <br> Participants |
| :---: | :---: | :---: | :---: |
| $\mathbf{2 3 \%}$ | $\mathbf{2 8 \%}$ | $\mathbf{1 5 \%}$ | $\mathbf{3 1 \%}$ |
| $\mathbf{7 \%}$ | $11 \%$ | $4 \%$ | $9 \%$ |
| $2 \%$ | $2 \%$ | $1 \%$ | $2 \%$ |
| $12 \%$ | $15 \%$ | $9 \%$ | $18 \%$ |
| $1 \%$ | $1 \%$ | $1 \%$ | $1 \%$ |

Many LGBTQ Baby Boomers are grandparents:
Older LGBTQ community members often became parents before coming out. The LGBTQ grandparent market is often overlooked.


## 19\%

of LGBTQ Baby Boomers+ Have Grandchildren

## Financial Confidence

The survey asks participants multi-year tracking questions about their financial and economic confidence. LGBTQ consumers--especially younger LGBTQ community members--indicated that they are more positive to neutral about their economic situation. The results were stable from the year before. The survey was fielded in April/May 2022. This is important because the time of fielding can significantly influence results for this question.

## 2022 Results

| Past Year |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Would you say <br> that you (and your <br> family living in <br> your household) <br> are better off or <br> worse off | $47 \%$ | About the | Better Off | $48 \%$ | | Future Year |
| :---: |


|  | Better <br> Off <br> Past <br> Year | Better <br> Off <br> Next <br> Year |
| :--- | :---: | :---: |
| All LGBTQ | $32 \%$ | $36 \%$ |
| Cisgender Gay <br> \& Bi+ Men | $32 \%$ | $36 \%$ |
| Cisgender Lesbian <br> \& Bi+ Women | $33 \%$ | $37 \%$ |
|  <br> Non-Binary Participants | $28 \%$ | $33 \%$ |
| Age 18-34 | $40 \%$ | $46 \%$ |
| Age 35-54 | $36 \%$ | $40 \%$ |
| Age 55+ | $20 \%$ | $22 \%$ |
| Asian / Pacific Islander | $29 \%$ | $34 \%$ |
| Black / African American | $35 \%$ | $48 \%$ |
| Latinx | $34 \%$ | $43 \%$ |
| White (Non-Hispanic) | $31 \%$ | $32 \%$ |

All LGBTQ $n=14,843$
See methodology for segment bases.

## Political Tendency

Most of the LGBTQ participants trend liberal, with few considering themselves conservative. Only $44 \%$ consider themselves very liberal, which may mean that the majority of the community has at least some moderate political viewpoints.

Q: Politically, do you consider yourself to be..?



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## Living in LGBTQ-friendly Communities

## Type of Living Environment

LGBTQ survey participants live in a wide variety of community types. While cisgender gay and bi+ men have a higher likelihood of living in big cities, only $41 \%$ live in big city environments. Cisgender lesbian and bi+ women, transgender, and non-binary participants were more dispersed, living in many different community types. As an annual question, we were able to look at past data to see if COVID-19 caused a major shift in living environments. All percentages were within one or two percentage points compared to both the 2020 and 2017 data. We are not seeing a large LGBTQ migration to smaller-sized communities.

Q: What type of environment best describes the primary place in which you live?


## LGBTQ-Friendly Living Environments

To track trends, CMI has been asking this question for several years. The percentage of United States residents thinking the county is LGBTQfriendly has plummeted from $56 \%$ in 2021 to $40 \%$ in 2022. When residents are asked to evaluate their own states, California, New York and Illinois residents continue to feel that their state is LGBTQ-friendly. The sentiment of Florida residents as living in an LGBTQ-friendly state drastically dropped this past year. Texas dropped even further than last year.

|  | Strongly Agree |  | Somewhat Agree |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| I live in an LGBTQ-friendly city, town, or local community |  | 39\% |  |  | 13\% | 6\% |
| I live in an LGBTQ-friendly state/province | 29\% |  | 35\% | 18\% | 17 |  |
| I live in an LGBTQ-friendly country | 4\% | 36\% | 42\% |  | 18\% |  |
| I live in an LGBTQ-friendly country |  |  | Somewhat Disagree |  | Strongly Disagree |  |

40\% of USA residents agree that the United States is an LGBTQ-friendly country
94\% of Canadian residents agree that Canada is an LGBTQ-friendly country

I live in an LGBTQ-friendly state
Agreed by
residents of each
state

California: $\quad 98 \%$ of residents agreed (Down 1\% compared to 2021)
New York: $\quad 96 \%$ of residents agreed (Down 1\% compared to 2021)
Illinois: $\quad 91 \%$ of residents agreed (Down 1\% compared to 2021)
Georgia: $\quad 26 \%$ of residents agreed (Down 7\% compared to 2021)
Florida: $\quad 24 \%$ of residents agreed (Down 19\% compared to 2021)
Texas:
$16 \%$ of residents agreed (Down 6\% compared to 2021)

## LGBTQ Migration

Comparing now to two years ago, $36 \%$ of the LGBTQ community indicated having moved. Younger participants age 18 to 34 were the most likely to change homes, with $57 \%$ indicating a move. While most stayed in the same region as they lived previously, we did see $11 \%$ of all LGBTQ participants change states. Trends seem similar as reports in the general population: The New York region and the Midwest lost LGBTQ population. California lost population, while Arizona and Nevada gained population. Florida gained LGBTQ population. We did not see any change in LGBTQ population for Texas.

Q: We want to look at LGBTQ migration in the past two years. Comparing where you lived two years ago to today, what best describes your living region?


[^0]
## Reasons for Moving

Q: Why did you move? Please mark all that apply.
Among Those Who Moved in the Past 2 Years

|  | All LGBTQ | $\begin{aligned} & \text { Age } \\ & \text { 18-34 } \end{aligned}$ | $\begin{gathered} \text { Age } \\ 35-54 \end{gathered}$ | Age 55+ |
| :---: | :---: | :---: | :---: | :---: |
| I moved for a job or employment reasons | 45\% | 58\% | 45\% | 18\% |
| I wanted to improve the quality of my life in general | 45\% | 44\% | 48\% | 42\% |
| I moved for other family or relationship reasons | 32\% | 34\% | 32\% | 26\% |
| I wanted to live in a place with a lower cost of living | 23\% | 24\% | 25\% | 20\% |
| I wanted to live in a more liberal region | 20\% | 22\% | 21\% | 14\% |
| My work allows me to work from anywhere | 17\% | 16\% | 23\% | 12\% |
| I wanted to live in a place where I could purchase a home | 13\% | 11\% | 14\% | 15\% |
| I wanted to live in a larger population area | 11\% | 17\% | 8\% | 4\% |
| I need to be closer to an aging or ill family member or friend | 11\% | 7\% | 15\% | 14\% |
| I wanted to live in a smaller population community | 10\% | 7\% | 10\% | 15\% |
| I wanted to live in a place with lower rents | 9\% | 9\% | 9\% | 8\% |
| I wanted to live in a more conservative region | \| 1\% | 0\% | 1\% | 1\% |
| Other | 23\% | 23\% | 17\% | 30\% |

## 2021 Results: Support in the Workplace

In general, LGBTQ community members feel that their employer is LGBTQ-friendly ( $81 \%$ LGBTQ-friendly and supportive). The high percentage may be a function of LGBTQ employees seeking work at LGBTQ-friendly companies. However, when asked if the company supports their transgender and non-binary employees, the percentage falls ( $56 \%$ supportive). Of note was that $17 \%$ of all LGBTQ participants were not sure if their employer is trans-supportive. When transgender and non-binary employees were asked about their employer, $62 \%$ indicated that they work for a supportive company, $24 \%$ indicated neutral or unsure, and $14 \%$ said that their employer is trans-unsupportive.

Q: How LGBTQ-friendly and supportive do you consider your primary employer or company to be?

Among All LGBTQ


Q: How supportive of transgender and non-binary employees is your primary employer or company?

Among All LGBTQ



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Terminology within the LGBTQ Community

## Terminology Within the LGBTQ Community

Last year in our annual poll about community terminology, "LGBTQ" was the preferred term to describe our community. However, we began to see the rise of LGBTQ+. This year LGBTQ and LGBTQ+ are virtually tied as preferred terms, with the momentum continuing to shift to LGBTQ+. Compared to last year, LGBTQ has the same favorable rating and LGBTQ+ increased in favorability from $65 \%$ to $68 \%$. CMI feels that based on trends over the past few years, LGBTQ or LGBTQ+ may be used today to appropriately describe the community. There is still resistance to increasing the alphabet to LGBTQIA+ in the United States (although this and other terms are often used in other countries).

Q: The following terms are often used to describe our community. Please rate how you feel about each, when you see them used by corporations, non-profits, or in the media. To simplify the question, not all terms or letter combinations are used below.

My opinion of the use of the terms...Favorable
Neutral
Unfavorable


Al/ LGBTQ $n=14,843$
See methodology for segment bases.
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## Terminology Within the LGBTQ Community by Demographic

Q: The following terms are often used to describe our community. Please rate how you feel about each, when you see them used by corporations, non-profits, or in the media. To simplify the question, not all terms or letter combinations are used below.

My opinion of the use of the terms...

Gender and age groups within the LGBTQ community have different opinions about these terms.

| LGBT | Favorable |
| :---: | :---: |
|  | Neutral |
|  | Unfavorable |
| LGBTQ | Favorable |
|  | Neutral |
|  | Unfavorable |
|  | Favorable |
|  | Neutral |
| Queer | Unfavorable |
|  | Favorable |
|  | Neutral |


| Cisgender <br> Lesbian \& Bi+ <br> Women | Cisgender <br>  <br> Bi+ Men | Transgender <br> \& Non-Binary <br> Participants |
| :---: | :---: | :---: |
| $58 \%$ | $70 \%$ | $50 \%$ |
| $32 \%$ | $24 \%$ | $37 \%$ |
| $10 \%$ | $6 \%$ | $12 \%$ |
| $74 \%$ | $66 \%$ | $66 \%$ |
| $22 \%$ | $27 \%$ | $29 \%$ |
| $4 \%$ | $7 \%$ | $5 \%$ |
| $75 \%$ | $60 \%$ | $71 \%$ |
| $20 \%$ | $27 \%$ | $25 \%$ |
| $5 \%$ | $13 \%$ | $4 \%$ |
| $62 \%$ | $41 \%$ | $67 \%$ |
| $23 \%$ | $30 \%$ | $21 \%$ |
| $15 \%$ | $30 \%$ | $12 \%$ |


| Age <br> 18 to 34 |  | Age <br> 35 to 54 |
| :---: | :---: | :---: |
| $52 \%$ | $60 \%$ | Age <br> $55+$ |
| $37 \%$ | $30 \%$ | $74 \%$ |
| $11 \%$ | $10 \%$ | $21 \%$ |
| $68 \%$ | $68 \%$ | $6 \%$ |
| $28 \%$ | $26 \%$ | $72 \%$ |
| $4 \%$ | $6 \%$ | $62 \%$ |
| $75 \%$ | $69 \%$ | $61 \%$ |
| $20 \%$ | $23 \%$ | $28 \%$ |
| $5 \%$ | $9 \%$ | $11 \%$ |
| $66 \%$ | $54 \%$ | $42 \%$ |
| $21 \%$ | $25 \%$ | $30 \%$ |
| $13 \%$ | $21 \%$ | $28 \%$ |

All LGBTQ n=14,843
See methodology for segment bases.


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## 6

LGBTQ Consumer Purchasing

## Entertainment Purchases

Q: Will you (or you and your partner) pay for any of the following entertainment/information services during the next 12 months? Please mark all that apply.

|  | All LGBTQ | Cisgender Lesbian \& Bi+ Women | Cisgender <br>  <br> Bi+ Men | Transgender \& Non-Binary Participants | $\begin{gathered} \text { Age } \\ \text { 18-34 } \end{gathered}$ | $\begin{gathered} \text { Age } \\ 35-54 \end{gathered}$ | $\begin{aligned} & \text { Age } \\ & 55+ \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Streaming television subscription (e.g. Netflix, Amazon Prime, Hulu) | 82\% | 84\% | 80\% | 78\% | 85\% | 87\% | 73\% |
| Subscription radio or paid music (e.g. SiriusXM, Pandora, Spotify, Apple Music) | 53\% | 55\% | 52\% | 50\% | 65\% | 56\% | 40\% |
| Cable internet | 53\% | 50\% | 57\% | 45\% | 44\% | 54\% | 59\% |
| Cable television <br> (basic or with premium channels) | 31\% | 30\% | 34\% | 21\% | 12\% | 29\% | 48\% |
| Premium (paid) news service; digital news subscription | 23\% | 25\% | 22\% | 19\% | 24\% | 25\% | 20\% |
| Premium (paid) dating app services | 7\% | 3\% | 12\% | 6\% | 8\% | 9\% | 5\% |
| Satellite TV <br> (e.g. DIRECTV, Dish, etc.) | 7\% | 6\% | 7\% | 7\% | 2\% | 5\% | 12\% |

## Large Purchases and Electronics

Q: Do you (or you and your partner) plan to purchase any of the following during the next $\mathbf{1 2}$ months? Please mark all that apply. I plan to purchase in the next 12 months...

|  | All LGBTQ | Cisgender Lesbian \& Bi+ Women | Cisgender Lesbian \& Bi+ Men | Transgender \& Non-Binary Participants | $\begin{gathered} \text { Age } \\ \text { 18-34 } \end{gathered}$ | $\begin{gathered} \text { Age } \\ 35-54 \end{gathered}$ | $\begin{aligned} & \text { Age } \\ & 55+ \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| \$500+ of new clothing | 31\% | 28\% | 33\% | 29\% | 34\% | 35\% | 23\% |
| \$500+ of home furniture | 29\% | 28\% | 30\% | 25\% | 32\% | 32\% | 22\% |
| \$500+ of electronics for home or personal use | 27\% | 23\% | 31\% | 27\% | 30\% | 29\% | 23\% |
| Purchase or lease a new or used car | 16\% | 15\% | 17\% | 16\% | 12\% | 18\% | 17\% |
| \$500+ of kitchen appliances | 14\% | 14\% | 15\% | 13\% | 12\% | 15\% | 15\% |
| \$500+ of skin and beauty products | 13\% | 13\% | 13\% | 13\% | 14\% | 17\% | 8\% |
| A house, condo or other type of real estate | 12\% | 11\% | 13\% | 10\% | 13\% | 14\% | 9\% |

## Alcohol Purchases

Q: In the past 90 days, have you consumed any type of beverage containing alcohol?
Among Age 21+
Percentages Indicating "Yes"


## Alcohol Purchases Among Age 21+ Alcohol Consumers

Q: In the past 90 days, what types of alcohol beverages have you purchased or consumed at a bar, restaurant or for home?
Please mark all that apply.

|  | All LGBTQ | Cisgender Lesbian \& Bi+ Women | $\begin{gathered} \text { Cisgender } \\ \text { Gay } \\ \text { Bi+ Men } \end{gathered}$ | Transgender \& Non-Binary Participants | $\begin{gathered} \text { Age } \\ \text { 21-34 } \end{gathered}$ | $\begin{gathered} \text { Age } \\ 35-54 \end{gathered}$ | $\begin{aligned} & \text { Age } \\ & 55+ \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Wine (any type) | 69\% | 70\% | 70\% | 59\% | 71\% | 66\% | 69\% |
| Beer (any type) | 58\% | 57\% | 58\% | 56\% | 63\% | 59\% | 51\% |
| Vodka | 42\% | 35\% | 52\% | 32\% | 47\% | 44\% | 36\% |
| Bourbon or Whiskey | 36\% | 32\% | 40\% | 35\% | 41\% | 40\% | 27\% |
| Tequila | 32\% | 30\% | 36\% | 25\% | 44\% | 33\% | 21\% |
| Hard seltzer | 24\% | 22\% | 26\% | 19\% | 41\% | 22\% | 8\% |
| Gin | 22\% | 20\% | 26\% | 19\% | 32\% | 22\% | 14\% |
| Rum | 22\% | 18\% | 26\% | 19\% | 30\% | 21\% | 14\% |
| Canned cocktail | 12\% | 12\% | 12\% | 9\% | 21\% | 11\% | 4\% |
| Other alcohol drinks | 16\% | 16\% | 15\% | 22\% | 21\% | 16\% | 11\% |
| Base (Have purchased alcohol in past 90 days) | 10,815 | 4,730 | 4,927 | 1,158 | 3,452 | 3,874 | 3,489 |

## 2021 Results: Cannabis and Marijuana Use

Q: In the past 12 months, have you used cannabis/marijuana in any form for recreational or medical reasons?


Use by Demographic



CMICommunity Marketing \& Insights Leaders in LGBTQ Research since 1992

## $16^{\text {th }}$ Annual LGBTQ Community Survey ${ }^{\circledR}$

USA Report | June 2022


## Travel Plans for the 2022

Q: What are your likely travel plans between now and Dec 31, 2022? Please mark all that apply.


## Types of Destinations

Q: For the rest of the year (today to December 31, 2022), to which types of destinations are you likely to travel for vacation (not for business)? Please mark all that apply.


## Destination Priorities

Q: For the rest of the year (today to December 31, 2022), where do you plan to travel? Please mark all that apply.
Among Participants Planning to Travel


## Feelings of Safety

Q: Regardless of your travel plans, how safe and comfortable do you feel about flying on an airplane in relation to COVID-19?

|  | Cisgender <br> Lesbian \& Bi <br> Women | Cisgender <br> Gay \& Bi <br> Men | Transgender <br> \& Non-Binary <br> Participants |
| :---: | :---: | :---: | :---: |
| Very safe and comfortable | $11 \%$ | $29 \%$ | $10 \%$ |
| Mostly safe and comfortable | $30 \%$ | $35 \%$ | $25 \%$ |
| Somewhat safe and comfortable | $35 \%$ | $23 \%$ | $31 \%$ |
| Not safe and comfortable | $25 \%$ | $13 \%$ | $34 \%$ |

## Types of Travel Activities and COVID-19

Q: Right now, how safe and comfortable do you feel participating in these types of activities as they relate to COVID-19?



## 2021 Results: Most Important LGBTQ Community Health Concerns

The survey asked a broad question about sixteen potential health concerns. Because health is gender and age-specific, we listed the top concerns by demographic group.

Q: Please mark the health issues that are of the greatest concern to you. This may be because you are currently dealing with the health concern or perhaps you worry because of test results, family history or activities that put you at risk.

- Depression, anxiety or other mental health concern
- Getting gender confirmation surgery
- Getting to a healthy body weight
- Managing chronic pain
- Preventing or treating Alzheimer's or dementia
- Preventing or treating asthma or respiratory diseases
- Preventing or treating cancer (of any type)
- Preventing or treating COVID-19
- Preventing or treating diabetes
- Preventing or treating heart disease, stroke or high blood pressure
- Preventing or treating HIV
- Preventing or treating liver or kidney diseases
- Preventing or treating sexually transmitted infections
- Reducing or treating substance use (of any type)
- Sleep issues or improving sleep
- Starting, maintaining or access to gender-affirming hormone therapy



## All LGBTQ n=14,895

See methodology for segment bases

## 2021 Results: Most Important LGBTQ Community Health Concerns

| Cisgender Lesbian \& Bi+ Women <br> (By Age Group) | 18-34 |  | 35-54 |  | 55+ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Depression, anxiety or other mental health concern | 87\% | Depression, anxiety or other mental health concern | 73\% | Getting to a healthy body weight | 58\% |
|  |  |  | 58\% | Depression, anxiety or other mental health concern | 52\% |
| Preventing or treating COVID-19 | 53\% | Getting to a healthy body weight |  | Preventing or treating heart disease, stroke or high blood pressure | 49\% |
|  |  | Preventing or treating COVID-19 | 44\% |  |  |
| Sleep issues or improving sleep | 47\% |  |  | Preventing or treating COVID-19 | 46\% |
| Getting to a healthy body weight | 41\% | Sleep issues or improving sleep | 43\% | Managing chronic pain | 41\% |
|  |  | Preventing or treating cancer (of any type) | 35\% | Preventing or treating cancer (of any type) | 40\% |
| Preventing or treating cancer (of any type) | 26\% | Managing chronic pain | 34\% | Sleep issues or improving sleep | 40\% |
| Managing chronic pain | 25\% | Preventing or treating heart disease, stroke or high blood pressure | 32\% | Preventing or treating Alzheimer's or dementia | 37\% |
|  |  |  |  | Preventing or treating diabetes | 31\% |
| Transgender \& Nonbinary Participants (By Age Group) | 18-34 |  | 35-54 |  | 55+ |
| Depression, anxiety or other mental health concern | 90\% | Depression, anxiety or other mental health concern | 77\% | Depression, anxiety or other mental health concern | 64\% |
| Starting, maintaining or access to gender-affirming hormone therapy | 52\% | Getting to a healthy body weight | 54\% | Getting to a healthy body weight | 56\% |
|  |  |  |  | Preventing or treating heart disease, stroke or high blood pressure |  |
| Preventing or treating COVID-19 | 51\% | Preventing or treating COVID-19 | 51\% |  | 47\% |
|  |  |  |  | Preventing or treating COVID-19 | 41\% |
| Sleep issues or improving sleep | 50\% | hormone therapy | 48\% | Starting, maintaining or access to gender-affirming hormone therapy | 40\% |
| Getting gender confirmation surgery | 46\% | Sleep issues or improving sleep | 47\% | Sleep issues or improving sleep | 39\% |
| Getting to a healthy body weight | 37\% | Getting gender confirmation surgery | 41\% | Preventing or treating cancer (of any type) | 35\% |
| Managing chronic pain <br> All LGBTQ $n=14,895$, see methodology for segment bases | 34\% | Managing chronic pain | 37\% | Managing chronic pain | 35\% |
|  |  |  |  | CMICommunity Marketing \& Insights 42 Leaders in LGBTQ Research since 1992 |  |

## 2021 Results: Health Coverage

Q: Do you have any kind of health care coverage, including health insurance, prepaid health plans, HMOs, or government plans such as Medicare, or Indian Health Service?


## 2021 Results: Concerns About Losing Health Coverage

Forty-eight percent (48\%) of all participants reported some concern about losing their healthcare. That concern is highest among transgender and non-binary community members. Black, Latinx and Asian LGBTQ participants had greater concerns than White participants.

Q: Do you worry about being able to maintain your health care coverage?


Major Concerns by Demographic


## CMICommunity Marketing \& Insights Leaders in LGBTQ Research since 1992

## FOR MORE INFORMATION:

CMI's highly specialized services are based on 30 years of dedicated experience, producing LGBTQ market intelligence for leading corporate, university, government, and non-profit clients across the USA and around the world

Serving a variety of industries and organizations, we leverage our in-house proprietary panel of nearly 50,000 community-representative LGBTQ consumers to produce consumer survey studies, focus groups, interviews, etc. Additionally, our team of experts offers strategic consulting and marketing planning based on consumer insight, and we produce custom LGBTQ research/sales/marketing/best practices corporate training and conference presentations.

Contact CMI to learn more about custom research, analysis, and reporting on the variety of topics explored in our LGBTQ consumer studies, including:

- Financial Outlook
- Purchasing Behavior
- Media Consumption
- Living Environment
- Terminology
- LGBTQ Social / Peer Circles
- Brand recognition
- Competitive environment
- Brand 'LGBTQ-friendliness'
- Social Concerns
- Technology
- Segments Within LGBTQ
- Travel Behavior
- Motivations
- Sports and Recreation
- Social Media Habits
- Product Categories
- Custom Surveys, Focus Groups, In-Depth Interviews and other research methodologies



## Community Marketing \& Insights

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# LGBTQ Market Research: <br> There is a difference! 


#### Abstract

LGBTQ research is meant to help marketers understand the LGBTQ community and make educated decisions about strategies and tactics to reach them.

Community Marketing \& Insights (CMI) leverages our own proprietary panel to generate the valid, communityrepresentative data that our clients depend on. As an LGBTQ-founded, owned and operated company, we understand the LGBTQ community's unique life experience. And because we have been serving clients for over two decades and have conducted over 300 LGBTQ-specific research projects, we have the professional experience needed to deliver actionable results and recommendations.


## CMI'S PROPRIETARY PANEL

Community Marketing \& Insights (CMI) has recruited for our proprietary research panel over the past 30 years by partnering with over 300 LGBTQ media, organizations, events, social media and influencers throughout the USA, Canada, the UK, Germany, Australia, China and beyond. The panel is highly representative of LGBTQ consumers who interact with LGBTQ community organizations and media. Our panelists come from diverse sources, allowing for broad LGBTQ research projects or targeted segments within LGBTQ.
CMI research is trusted by-and frequently quoted in - New York Times, USA Today, Wall Street Journal, Forbes, Newsweek, U.S. News \& World Report, Los Angeles Times, Chicago Tribune, Miami Herald, Ad Week, Christian Science Monitor, NPR, CBS News, CNN, eMarketer, Mashable, Reuters, Associated Press and many others. CMI's research is considered the definitive resource for insights into the LGBTQ community.

## LGBTQ PANEL DIVERSITY IS IMPERATIVE, BECAUSE THERE IS NO "LGBTQ MARKET"

Community Marketing \& Insights emphasizes that there is no "LGBTQ market," just as there is no single "Asian market." The LGBTQ communities represent a broad and dynamic spectrum of interests, sensitivities, preferences and priorities. Add to that variations in geographical location, age, income, education, relationship status, gender identity and more, and it becomes essential to discover which opportunities within LGBTQ will help you achieve your goals. Fine-tuning your approaches based on highly refined, well-targeted matches within LGBTQ will make your outreach initiatives more efficient and cost-effective, optimizing your marketing investment.

Note: General market surveys that may include a very small subset of "LGBT responses" just scratch the surface of the diverse and varied of opportunities marketers can enjoy if properly explored and understood.

## CMI'S INDUSTRY-STANDARD QUANTITATIVE SURVEYS

CMI has conducted hundreds of LGBTQ-dedicated quantitative surveys since the early 1990s, covering a wide variety of topics, industries and interests. Through these studies, we both observe and influence the trends of this market. Size does matter when it comes to surveys. Our panel has grown to 50,000 qualified and active LGBTQ consumersthe largest of its kind, by far. Our Annual LGBTQ Community Survey ${ }^{\circledR}$ study (now in our $16^{\text {th }}$ year) has attracted up to 45,000 survey participants representing 150 countries, making it the largest such study in the world. We leverage our long history, experience and expertise to guide you, fine-tuning our portfolio of research panels, methodologies and approaches to best match your market intelligence goals.

Note: Without access to this enormous resource of qualified LGBTQ consumer panelists, other companies have to compromise on the quality and demographic representation of their panel-or "reinvent the wheel" at your expense. It's not possible to fathom the diversity and complexities within LGBTQ (see below) through a small sample. CMI fields surveys of 1,000+ responses. You might see some research with small samples, but they miss the opportunity to derive statistically-significant crosstabs based on gender, geographical location, age, income, experience, product choice, etc. Can you really make an assumption that a Millennial lesbian techie couple in Seattle has the same purchasing motivations and behaviors as a 67-year-old gay retiree in Miami? Generalities and sweeping statements about "the LGBTQ market" based on comparatively small samples can distort the validity of research findings, wasting your investment of time and resources.

## GAIN A DEEPER UNDERSTANDING OF THE LGBTQ COMMUNITY: QUALITATIVE RESEARCH

For over two decades, CMI has produced the most consistent, longest-running series of LGBTQ community surveys in the world. But we don't stop there. Quantitative (data) research is important, but it's just one side of the coin. Our range of research services uncover the rest of the story through qualitative research, most notably derived from focus groups and in-depth Interviews (IDI), modified and updated for virtual production.

We pre-qualify our focus group participants from among our survey panelists, identifying the best candidates based on characteristics such as age, gender, relationship status, geographical location, and even a propensity or history of using the client's products or services. We maintain sufficient numbers of panelists to conduct groups in most major metro areas across the USA and Canada. Sometimes the same creative, tested in different regions, may yield different perspectives. Isn't it wise to know that—and adjust your plans—before investing in marketing campaigns?

CMI is the only LGBTQ-dedicated research provider that produces and facilitates qualitative research, including focus group studies (both in-person and online), in-depth interviews, online communities and advisory boards, which can round out a comprehensive market intelligence plan.

Note: By producing online surveys only, other research companies are telling only half of the story...at best. Without actual consumer interaction, they cannot fathom the deeper insights hiding behind the bar graphs and pie charts. Nor can they adequately advise you on the sensitivities and complexities that can only be uncovered by qualitative research-extremely important considerations that averages and assumptions extrapolated from survey statistics are likely to miss.

## IN-HOUSE EVERYTHING. WE DON’T OUTSOURCE!

Community Marketing \& Insights maintains our own research panels and utilizes advanced research software. We conduct all of our research in-house, because nobody knows this market segment as well as we do.

Note: Unlike many other firms, CMI will never sell or represent another research company's services. Nor will we outsource your projects and report on the results of a third party's work. Without being intimately involved in every aspect of a project—discussing client goals, designing the study, building and implementing the survey, and engaging directly with consumers in qualitative exploration-it is difficult to gain the insights that we regularly deliver. CMI's hands-on LGBTQ research specialization spanning over two decades is unmatched.

## VALUE FOR THE INVESTMENT

You might think that with this kind of specialization and experience, you'd have to invest considerably more for Community Marketing \& Insights services than for research from other companies. With our specific focus on LGBTQ market intelligence, however, and the cumulative 70+ years of LGBTQ-dedicated experience among the CMI team, we're able to keep your costs within budget. We don't spend your money locating qualified survey or focus group participants, and we won't waste time trying to source comparative data or case studies. We've already done all that, for your benefit, over the past 30 years.

Note: At CMI, we're not running a large operation juggling many accounts and projects with varied focus. Our client dedication and LGBTQ market specialization delivers superior intelligence at a fraction of the cost.

## WE ARE TRUSTED. WHY THIS IS IMPORTANT:

Community Marketing \& Insights, founded in 1992, pioneered LGBTQ consumer research. Because our company is LGBTQowned and -operated, and well known in the community, we have earned the recognition and trust of our survey panelists. LGBTQ consumers recognize that we use research data to build corporate relationships that ultimately lead to social progress, better conditions for LGBTQ employees, and more sensitive communications.

One of the questions in HRC's Corporate Equality Index application is whether the applicant company includes LGBTQ-owned suppliers when procuring products and services. When you contract with Community Marketing \& Insights, you not only gain the benefit of our long-standing leadership in this field, you are working with one of the world's only LGBTQ-owned market research providers. LGBTQ, Inc. is an NGLCC Certified LGBT-Owned Business Enterprise.

CMI is involved in the LGBTQ community: We volunteer time, donate resources and raise funds for numerous communitybased organizations. We also participate in leading business and advocacy organizations, events and conferences within the community, such as Out \& Equal, HRC, National LGBT Chamber of Commerce, GLAAD, NCLR and the International LGBTQ Travel Association. Our community connection is not only the right thing to do, it is essential for maintaining authentic community relationships to benefit our clients.

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## CMI Community Marketing \& Insights Leaders in LGBTQ Research since 1992

## LGBTQ Research Panel

Community Marketing \& Insights (CMI) is uniquely positioned in the global LGBTQ marketplace, with over 30 years of dedicated experience conducting LGBTQ consumer surveys, focus groups, in-depth interviews, advisory boards, consulting services and training. We skillfully assist our clients with strategies, tactics and cost-effective plans based on research results and case study experience.

## CMI's PANEL CONSISTS OF OVER 49,000 SELF-IDENTIFYING LGBTQ COMMUNITY MEMBERS, WHICH INCLUDES:

## IN THE UNITED STATES, THE PANEL HAS SIGNIFICANT NUMBERS IN EVERY LGBTQ SEGMENT

 $\mathrm{Bi}+\mathrm{Men}$


Participants in all 50 states Including rural communities

5,000
Transgender and Non-binary Community Members


7,000
Bisexual and Pansexual Community Members


5,000 With an HHI Over \$150,000


5,000 With an HHI Under \$25,000

35\% Representing LGBTQ Communities of Color

10\% LGBTQ Parents with a Child Under 18 Living at Home

33\% Under Age 35


20\% Legally Married


50\%
With a BA or Higher


## 0 <br> CMICommunity Marketing \& Insights Leaders in LGBTQ Research since 1992

## LGBTQ Research and Corporate Training

Proud to serve these and other companies, organizations, universities, government institutions and researchers:

|  | $\begin{aligned} & \text { Better } \\ & \text { oHomes } \end{aligned}$ | 100\|00 | $\begin{aligned} & \text { Hacemank } \\ & \text { Cardo } \end{aligned}$ | $\Theta_{\text {AT\& }}$ | $\xrightarrow{\text { whatus }}$ |
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| nielsen | qualtrics | Ipsos | GfK | $\overline{\mathbf{C F}}$ | $C+R$ |

The National LGBT Chamber of Commerce Hereby Recognizes:
Community Marketing \& Insights

## As a Certified LGBT Business Enterprise ${ }^{\text {TM }}$ (LGBTBE)




[^0]:    Fewer than 1\% of participants indicated moving abroad.

