

# JUST WIN

research

**TO: INTERESTED PARTIES**  
**FROM: ASHLEE RICH STEPHENSON**  
**DATE: JULY 18, 2016**  
**RE: MAJORITIES SUPPORT EQUALITY FOR LGBT AMERICANS AND UPDATING FEDERAL NONDISCRIMINATION LAW**

The following key findings are based on survey results for a study fielded on behalf of Project Right Side from July 10-13, 2016. This study was conducted among n=1,014 registered voters, and has a margin of error of  $\pm 3.08\%$ . Interviews were fielded among 70% landline and 30% mobile phone respondents.

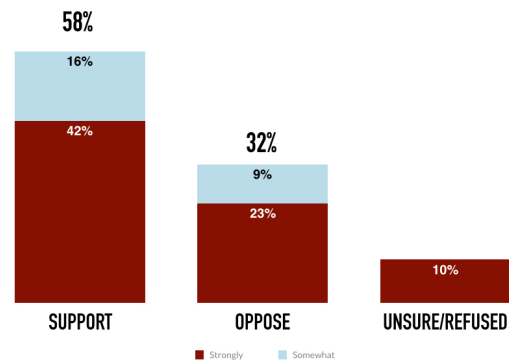
*Across the board, this study revealed that majorities of voters, and in several instances spanning partisan lines, are favorable toward public policy measures that protect and promote equality. Indeed, majorities are supportive of marriage equality, recent updates to federal law that protect families and job applicants, and allowing members of the military who are gay or transgender to serve openly. On the issue of nondiscrimination law, eighty percent (80%) believe it is already illegal under federal law to fire, refuse to hire or deny housing to someone because they are gay or transgender, and three quarters of voters (75%) are in favor of updating federal law to protect gay and transgender Americans in the areas of employment, housing and public accommodations.*

## A MAJORITY SUPPORT MARRIAGE EQUALITY FOR LGBT AMERICANS

» **A majority of voters (58%) support marriage equality, while 32% oppose.** These figures are driven by 42% who “strongly” support marriage equality, and 23% who “strongly oppose.” Nearly three quarters of Democrats (73%) and sixty-four percent of Independents (64%) support allowing gays and lesbians the right to marry legally. A slight majority of Republicans oppose (53%), while thirty-three percent (33%) support marriage equality.

Support for marriage equality is driven by voters in the Midwest (61%), northeast (65%), women (60%), voters who identify as moderate (68%), 18-34 year olds (67%), 35-44 year olds (67%), college graduates (64%), voters with a post graduate degree (62%), single voters (62%), voters with children under the age of 18 (64%), Catholics (68%), and voters who earn between \$80-\$100k (72%) and \$100k or more annually (65%).

**Do you support or oppose allowing gays and lesbians to marry legally?**



## MAJORITIES SUPPORT PUBLIC POLICY THAT PROTECTS LGBT FAMILIES & JOB APPLICANTS

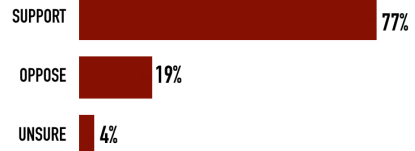
	Support	Oppose
Hospital patients now have the right to designate anyone, including their same sex partner, to make medical decisions on their behalf should they become incapacitated.	90%	8%
In 2014 President Obama signed an Executive Order that prohibits government contractors and subcontractors from discrimination against a job applicant or an employee based on whether they are gay or transgender. [SPLIT SAMPLE]	80%	17%
Today, couples in same sex marriages have access to the same spousal employee benefits as straight couples, including health, retirement benefits, and sick and funeral leave for their spouses.	77%	19%
The U.S. government prohibits government contractors and subcontractors from discriminating against a job applicant or an employee based on whether they are gay or transgender. [SPLIT SAMPLE]	76%	20%
Employees can take time off under the Family and Medical Leave Act to care for a same-sex partner’s child, even when the partner does not have a legal or biological relationship to the child.	69%	25%

- » **9 out of 10 voters (90%) support allowing hospital patients to have the right to designate anyone, including their same sex partner, to make medical decisions on their behalf.** Support for this policy crossed all major party and demographic breaks. Indeed, ninety-four percent of Democrats (94%), ninety-three percent of Independents (93%) and eighty-two percent of Republicans (82%) support this measure.
- » **Eighty percent (80%) and seventy-six percent (76%) respectively support the executive order that prohibits government contractors and subcontractors from discriminating against a job applicant or an employee based on whether they are gay or transgender.** While there has been talk of repealing executive orders, majorities across party lines support this order, led by near universal support among Democrats, roughly eighty percent of Independents (80%) and more than sixty percent of Republicans on each measure.
- » **More than three quarters of voters (77%) support couples in same sex marriages having access to the same spousal employee benefits as straight couples, including health, retirement benefits, and sick and funeral leave for their spouses.** A majority of voters across party lines support this measure, led by eighty-nine percent of Democrats (89%), seventy-nine percent of Independents (79%) and sixty-one percent of Republicans (61%).
- » **Sixty-nine percent (69%) support allowing employees to take time off under the Family and Medical Leave Act to care for a same-sex partner’s child.** Again, a majority of voters, transcending partisanship, supports this public policy position, driven by eighty-two percent of Democrats (82%), seventy percent of Independents (70%) and fifty-four percent of Republicans (54%).

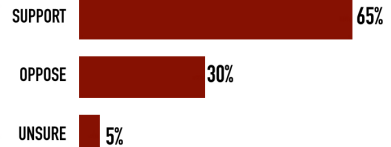
### SUPPORT FOR ALLOWING LGBT MEMBERS OF THE MILITARY TO SERVE OPENLY

- » **Seventy-seven percent (77%) support the legislation passed six years ago allowing gays and lesbians to serve openly in the military, while nineteen percent (19%) oppose.** Support for this legislation transcends party lines, with strong majorities of Republicans (59%), Independents (79%) and Democrats (92%) indicating they “support” this measure.
- » **Sixty-five percent (65%) support the Pentagon order that allows transgender Americans to serve openly in the military, while thirty (30%) oppose.** Again, majorities of Democrats (82%) and Independents (63%) support this measure, while Republicans are split (45% support, 49% oppose).

Six years ago, Congress passed legislation that allows gays and lesbians to serve openly in the military. Do you support or oppose allowing gays and lesbians to serve openly in the military?



Just recently, the Pentagon ordered that transgender Americans can serve openly in the military. Do you support or oppose allowing transgender Americans to serve openly in the military?



## ATTITUDES ABOUT NONDISCRIMINATION LAW

- » **A significant majority of voters (80%) think it is currently illegal under federal law to fire, refuse to hire, or deny housing to someone because they are gay or transgender.** Just twelve percent (12%) think it is legal, and eight percent (8%) are unsure. Near even majorities across party lines think this is currently illegal under federal law (Republicans 80%, Democrats 78%, Independents 82%).
- » **Three quarters of voters (75%) favor updating federal nondiscrimination law to protect gay and transgender Americans in the areas of employment, housing and public accommodations. After listening to a battery of messages about this issue, support remains very strong.** Indeed, eighty-seven percent of Democrats (87%), seventy-eight percent of Independents (78%) and fifty-seven percent of Republicans (57%) supported updating nondiscrimination law.

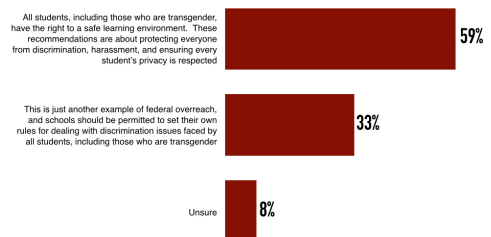
### MAJORITIES AGREE LGBT AMERICANS SHOULD HAVE EQUAL ACCESS TO EMPLOYMENT, HOUSING & PUBLIC ACCOMMODATIONS

	Agree	Disagree
Everyone has a right to earn a living - including gay and transgender Americans - and workers should be judged on performance, nothing more, nothing less.	95%	4%
Protecting people from discrimination, including those who identify as gay or transgender, is about following the Golden Rule and treating others as we want to be treated.	90%	7%
Common sense is being lost in this debate about discrimination, we need to find a middle ground that respects people’s deeply held religious beliefs while ensuring gay and transgender Americans can earn a living, have fair access to housing and public places.	84%	11%
My faith or the faith of others may not condone a certain lifestyle, but religion should not be an excuse for discrimination.	82%	14%
People can figure out which bathroom to use without asking the government for permission. This was not a problem until politicians decided they needed to fix something that wasn’t broken.	74%	19%

- » **Sixty-four percent (64%) are more likely to vote for a candidate who supports updating federal nondiscrimination law to protect gay and transgender Americans in the areas of employment, housing and public accommodations.** A majority of Democrats (85%) and Independents (64%) are more likely to vote for a candidate who would support updating nondiscrimination law to include gay and transgender Americans, while Republicans are slightly upside down (40% more likely, 47% less likely).

Earlier this year, the Departments of Education and Justice released guidance to all schools with a focus on ensuring transgender and non-transgender students are treated fairly and have a safe learning environment free from discrimination. These recommendations allow students access to the restrooms that match their gender identity, to protect the privacy of a student’s transgender status and to immediately address the harassment of any student.

Which statement to you agree with more?



- » *When introduced to the Departments of Education and Justice recently released guidance to all schools with a focus on ensuring transgender and non-transgender students are treated fairly and have a safe learning environment, a majority (59%) agree with the statement that “all students, including those who are transgender, have the right to a safe learning environment. These recommendations are about protecting everyone from discrimination and harassment and ensuring every student’s privacy is respected.* In contrast, thirty-three percent (33%) agreed with the statement of **“This is just another example of federal overreach, and schools should be permitted to set their own rules for dealing with discrimination issues faced by all students, including those who are transgender.**

A majority of Democrats (75%) and Independents (57%) agreed more with the “all students have a right to a safe learning environment” language. Republicans were more evenly split, with fifty-two percent (52%) indicating they think this is another example of federal overreach, versus forty percent (40%) who selected the statement with which more Democrat and Independents agreed.

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