



## Working Toward Innovative Equality

States in this category have robust LGBTQ non-discrimination laws that include employment, housing and public accommodations, as well as protections in the realm of credit, insurance, and jury selection. Most allow transgender people to change official documents to reflect their gender identity. Almost all bar private insurers from banning transition-related healthcare. LGBTQ youth are protected by anti-bullying laws, as well as innovative measures in some states that address conversion therapy, inclusive juvenile justice policies, homelessness, and sexual education.

- California
- Colorado
- Connecticut
- District of Columbia
- Illinois
- Maine
- Massachusetts
- Minnesota
- Nevada
- New York
- Oregon
- Rhode Island
- Vermont
- Washington

## Solidifying Equality

States in this category have non-discrimination protections, and are considered high-performing but not cutting edge on LGBTQ equality. Many of these states allow transgender individuals to change gender markers on official documents. Most allow second parent adoption. These states have relatively robust anti-bullying laws, but bad laws begin to crop up in this category.

- Delaware
- Iowa
- Maryland
- New Jersey
- New Mexico

## Building Equality

States in this category have taken steps toward more robust LGBTQ equality, including passing basic non-discrimination and hate crimes laws. Many of these states allow gender markers to be changed on official documents while they have very little protections for transgender health care. Some lack explicit gender identity protections, and several lack comprehensive anti-bullying laws. Bad laws are more common, so advocates work to stop bills that undermine LGBTQ equality, and pass more comprehensive non-discrimination laws.

- Hawaii
- Indiana
- New Hampshire
- Utah
- Wisconsin

## High Priority to Achieve Basic Equality

States in this category have many laws that undermine LGBTQ equality, from those that criminalize HIV and sodomy, to measures allowing religious-based discrimination against LGBTQ people. An overwhelming majority do not have non-discrimination laws that include sexual orientation or gender identity protections; few have hate crime laws. LGBTQ advocates largely work on killing bad bills, and on passing municipal protections for LGBTQ people.

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|---------------|------------------|
| ▪ Alabama     | ▪ Nebraska       |
| ▪ Alaska      | ▪ North Carolina |
| ▪ Arizona     | ▪ North Dakota   |
| ▪ Arkansas    | ▪ Ohio           |
| ▪ Florida     | ▪ Oklahoma       |
| ▪ Georgia     | ▪ Pennsylvania   |
| ▪ Idaho       | ▪ South Carolina |
| ▪ Kansas      | ▪ South Dakota   |
| ▪ Kentucky    | ▪ Tennessee      |
| ▪ Louisiana   | ▪ Texas          |
| ▪ Michigan    | ▪ Virginia       |
| ▪ Mississippi | ▪ West Virginia  |
| ▪ Missouri    | ▪ Wyoming        |
| ▪ Montana     |                  |