



LITERATURE REVIEW REPORT
on the indicators of inclusion and exclusion
of LGBTQ+ people

Des **SAVOIRS**
sur l'**INCLUSION** et l'**EXCLUSION**
des personnes **LGBTQ**

UNDERSTANDING
INCLUSION and **EXCLUSION** of LGBTQ People (UNIE-LGBTQ)

savie-lgbtq.uqam.ca



TEAM

SCIENTIFIC DIRECTION

Martin Blais, Ph. D.

Mathieu Philibert, Ph. D.

Line Chamberland, Ph. D.

Participated in different steps in producing this report:

Félix-Antoine Bergeron, B. A.

Kristina Taran, B. A.

Michele Baiocco, B. Sc.

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CONTEXT

Despite benefiting from certain formal legal protections, lesbian, gay, bisexual, trans and queer people, as well as gender and sexual minorities (LGBTQ+) living in Quebec are still faced with experiences of exclusion and discrimination, and different sub-groups will face this discrimination in different ways.

In fact, they experience their own unique dynamics of inclusion and exclusion in many spheres of their lives important to their ability to thrive, namely **work**, which refers to carrying out (or not) an employment in an economic sector and within an organizational framework (e.g. private or public enterprises, social economy, community organizations, freelance); the **family**, referring to the family of origin, the family a couple creates with the arrival of children, in addition to so-called "chosen families," which are made up in different ways of members of the family of origin, friends and ex-partners who form an intimate group offering safety, trust and reciprocity of support among each other; and the **social network**, that is, close relationships that produce a feeling of belonging and recognition and offer an exchange of assistance and resources of all kinds. These networks take on a variety of configurations and also include community spaces.

The **UNIE-LGBTQ Research Partnership Project - Survey Component** will make it possible to document the experiences of inclusion and exclusion of LGBTQ+ people living in Quebec. This objective will be achieved through a vast bilingual survey conducted online with respondents from all regions of Quebec. We will document the experiences of inclusion and exclusion or non-recognition faced by LGBTQ+ people in the principle spheres of their lives important to their ability to thrive, that is, the family, work and their main social networks.

In addition to this survey, we are providing a **synthesis of relevant academic data published between 2007 and 2017** on the experiences of inclusion and exclusion, including prejudices, discrimination and victimization which LGBTQ+ people may experience in different areas of their lives.

THE REPORT

This report presents the results of a **literature review of available data on experiences of inclusion and exclusion, including prejudices, discrimination and victimization that may be experienced by LGBTQ+ adults.** This data describes the experiences in the important areas of their lives, that is, their family of origin, housing, health and social services, work, neighbourhood, sports, education and public services, as well as community and spiritual life.

The data has been extracted from research conducted primarily in North America (United States and Canada) and Europe (Germany, Sweden, Spain, United Kingdom, Belgium, and France), but also Oceania (Australia and New Zealand). These countries vary in terms of the legal protections they offer to LGBTQ+ people. These variations in the legal context play a significant role in the forms of inclusion and exclusion experienced by LGBTQ+ people and their scope. Because of this, it is not possible to claim that the data presented here is representative of the situation in Quebec or Canada.

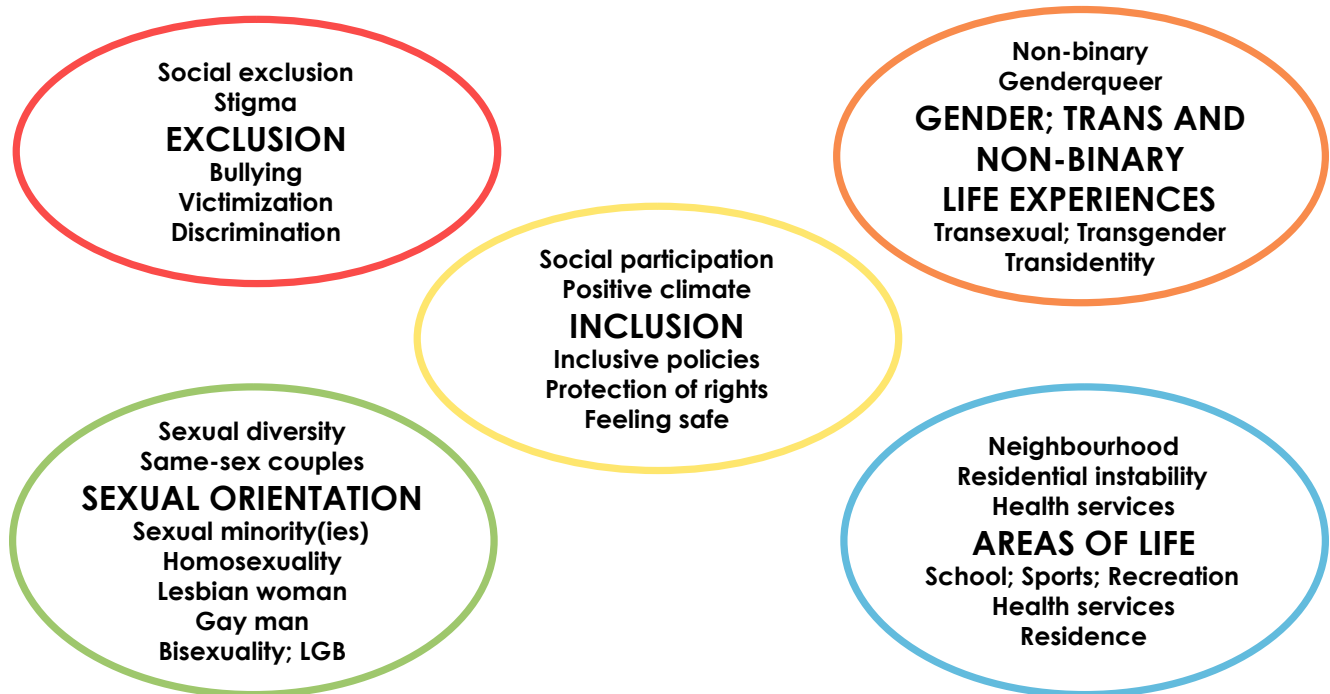
Only the UNIE-LGBTQ survey of LGBTQ+ people in Quebec can enable us to understand the scope and particular forms of inclusion and exclusion that they experience on a daily basis in the areas of their life important to their fulfilment. The survey, while inspired by the indicators presented in this study, is not limited to them. The next steps in planning the survey will in fact make it possible to enrich these indicators and ensure they are relevant to Quebec's context.

DATA SOURCES

The data included in this report comes from a review of academic articles published between 2007 and 2017, and reviewed by peers to guarantee their credibility. The bibliographic search permitted us to identify close to 13 000 articles based on relevant keywords and inclusion criteria. Articles deemed irrelevant have been eliminated, whether after a close reading of the article’s title, abstract or full text.

With this process, we were able to identify a total of 211 articles, 76 of which provided data for the meta-analytic synthesis.

Examples of keywords used to search for relevant articles (all of the keywords were used in English and French)



Inclusion Criteria

- Presenting data collected among LGBTQ+ people over 15 years old
- Presenting the indicators of inclusion and exclusion and their prevalence
- Published in an academic journal (with a peer review committee)
- Published between 2007 and 2017

Summary of the studies included in the meta-analytic synthesis

Areas	Number of studies synthesized	Sample Size (including heterosexual and cisgender participants for comparative purposes, depending on the case)
Family of Origin	13	min = 37, max = 3 458, total = 7 422
Housing	13	min = 66, max = 6 456, total = 26 245
Health and Social Services	20	min = 64, max = 6 456, total = 24 206
Work	22	min = 119, max = 7 884, total = 30 402
Neighbourhood	5	min = 51, max = 730, total = 1 901
Sports	2	min = 76, max = 1 209, total = 1 285
Education	15	min = 7, max = 7 040, total = 21 543

Notes. Min: size of the smallest included sample; Max. : size of the biggest included sample; Total: sum of participants in all included samples

DATA EXTRACTION AND SYNTHESIS

For each of the areas of interest, we have carried out a meta-analytic synthesis of the available studies. We have also sometimes reported portions pulled directly from the studies without any other transformation, such as in the case of community and spiritual life, an area that did not include enough relevant studies to integrate into a meta-analysis. When a number of studies reported data on the same phenomenon, they were aggregated in order to reduce all of the available information to a single number (an aggregated proportion) which enabled us to simplify the presentation. Depending on the area, between 2 and 22 studies have been synthesized, which has made it possible for us to collect responses from 1 285 to 30 402 people. The number of LGBTQ+ participants in the sample of the studies varies from 670 to 22 768.

The majority of the data presented here are averages of the data reported in all of the relevant studies. These averages are considered to be more reliable than studies taken individually. There is a limit, however, to this reliability as different factors limit the comparability of studies used for the same average, such as margins of error, variations in the composition of samples (the characteristics of respondents) or even variations in the means of collecting data (for example, methods of recruiting participants or questionnaires used). Finally, we would like to emphasize that the aggregated averages

do not take into account the fact that the data came from different countries, where forms of inclusion and exclusion vary given the laws and norms that can influence how LGBTQ+ people are treated by institutions and the public.

It's possible to have an idea of the precision of these averages by calculating confidence intervals. Confidence intervals show two values and the true value probably (19 times out of 20) lies between these two values. The smaller the confidence interval's range, the more the average can be considered precise and reliable. On the other hand, the larger the confidence interval's range, the less the average can be considered precise and reliable.

Take the following data, taken from the health and social services synthesis, as an example.



26.1%

[21.5-30.8%]

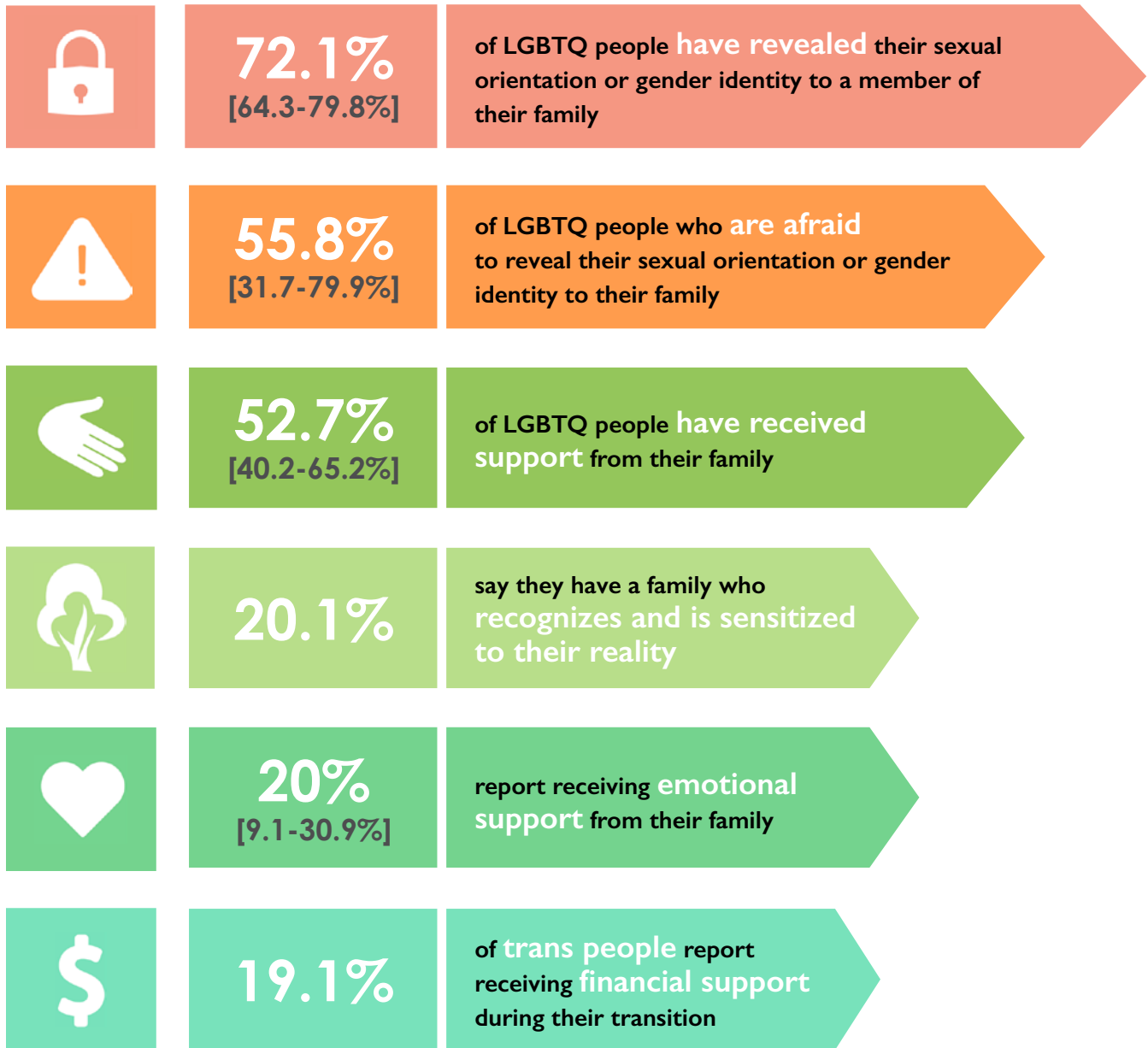
report having
UNMET health needs

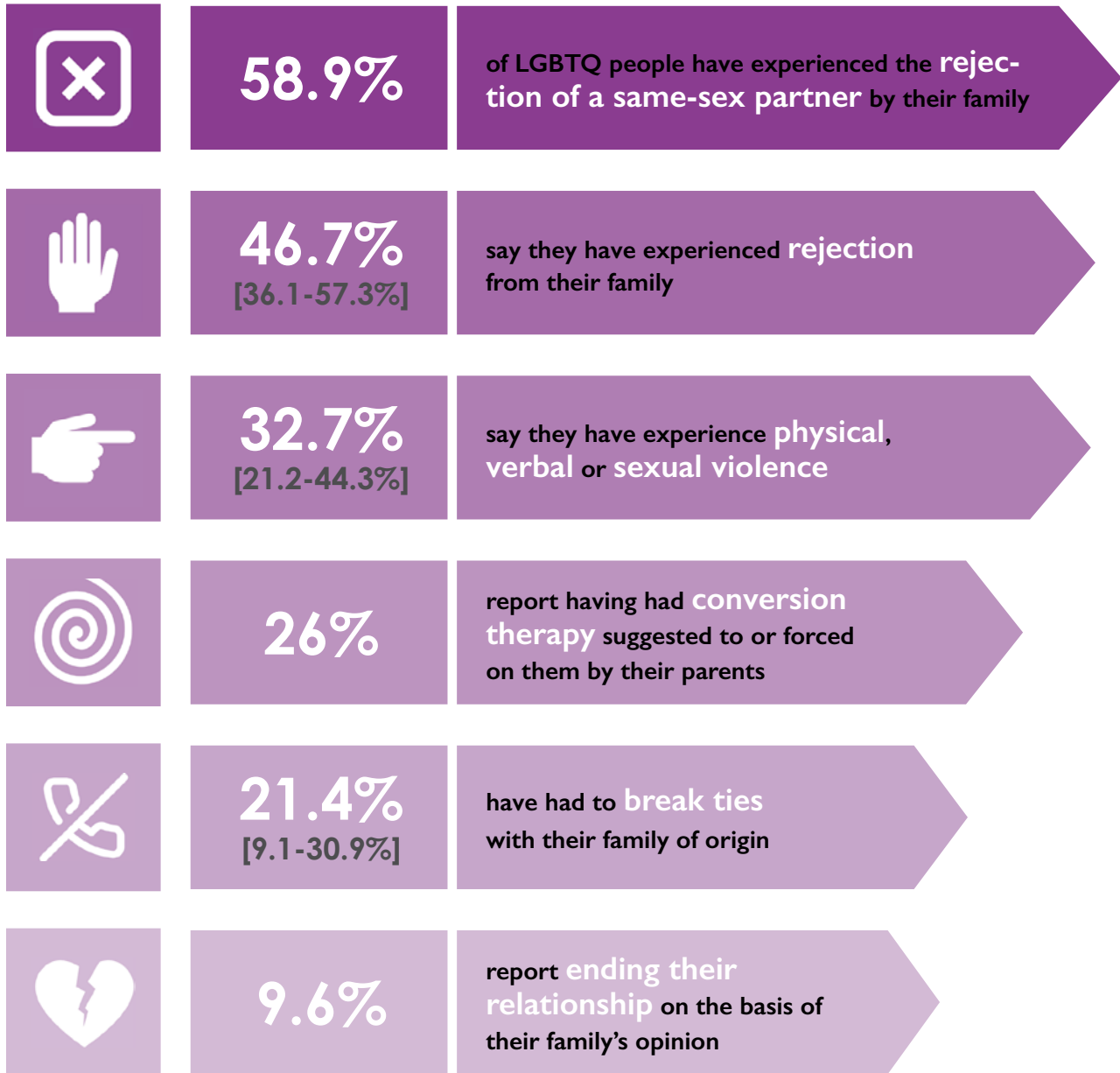
The number **26.1%** means that on average, in all of the studies reviewed on unmet health needs, **26.1%** (that is, a bit more than a quarter) of LGBTQ+ respondents reported having needs left unmet.

The values between square brackets indicate the range of the confidence interval. In this example, without the information enabling us to be more precise, we can assert that it is very probable that the true average lies between **21.5%** and **30.8%**.

AREAS OF LIFE REVIEWED

Relationships with Family of Origin





... because of their LGBTQ+ identity

Education

LGBTQ people report feeling uncomfortable revealing their sexual orientation or gender identity in their educational environment.



32.1%
[21.6-42.6%]

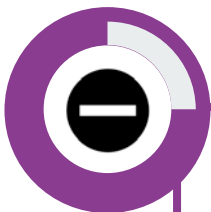
of LGBTQ people are **afraid for their safety**

29.8%
[24.6-35.1%]

of LGBTQ people have experienced **harassment, bullying and discriminatory treatment** at school

26%

of LGBTQ people report **not knowing a trusted adult** at school



25%

of **adult trans people** have been **denied access to the bathroom** matching their gender identify while at university

21%

of **adult trans people** have been **denied access to university residences** appropriate for their gender

Some educational settings
are not open to sexual diversity and the plurality of genders.



44.6% [24.1-65.2%] of LGBTQ people report:

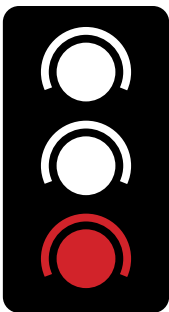
- the presence of **LGBTQ support groups**,
- **inclusive anti-bullying policies**,
- the presence of a **curriculum including** sexual diversity and the plurality of genders.

≈ **1 LGBTQ person in 3** reports **participating**:

- in LGBTQ events,
- support groups,
- trainings on LGBTQ realities.

≈ **1 support group in 2**

is **active** in their school.



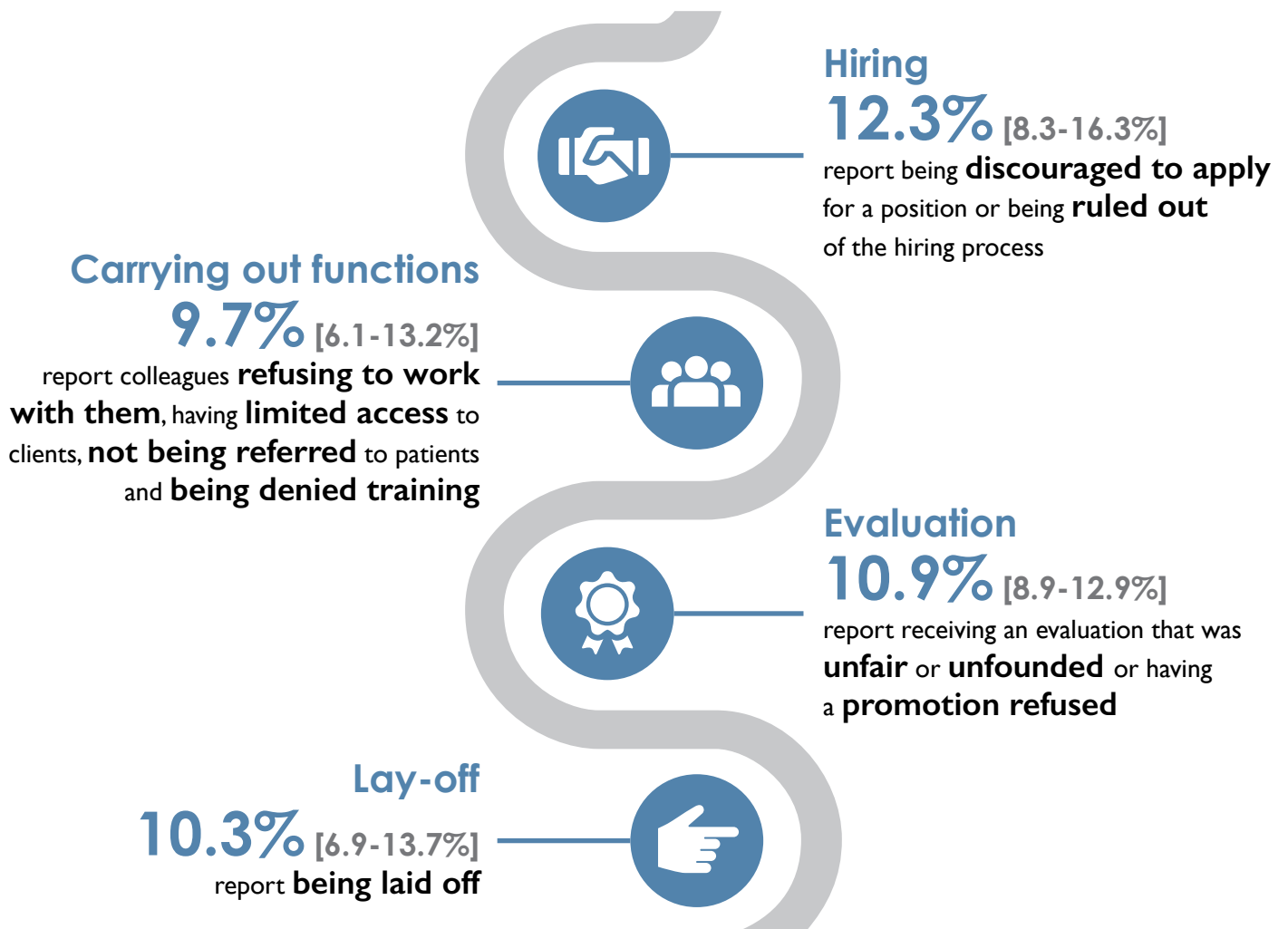
1 person in 3 (30.3%) is **reticent of the idea**
of **LGBTQ support groups** in their educational institution.

39.5% [21.0-58.0%] of LGBTQ people report a
heterosexist, intolerant or even **hostile environment**
to sexual diversity and the plurality of genders.

39.2% [21.7-56.8%] of LGBTQ people **do not feel**
comfortable revealing their sexual orientation or gender
identity in their educational institution.

Work

Access to employment and an impeded career path because of prejudices in regards to sexual orientation, gender identity or trans or non-binary life experiences.



... because of their LGBTQ identity

LGBTQ people are faced with an intimidating work climate.



verbal harassment
(offensive jokes, negative comments)

42.4%
[33.5-51.3%]



inappropriate questions about their
sexuality or personal life

38.9%
[29.4-48.4%]



rumours calling into doubt their
skills and reputation

25.4%
[11.8-39.0%]



suggestions to remain discrete

17%
[12.8-21.2%]



sexual harassment

12%
[6.3-17.8%]

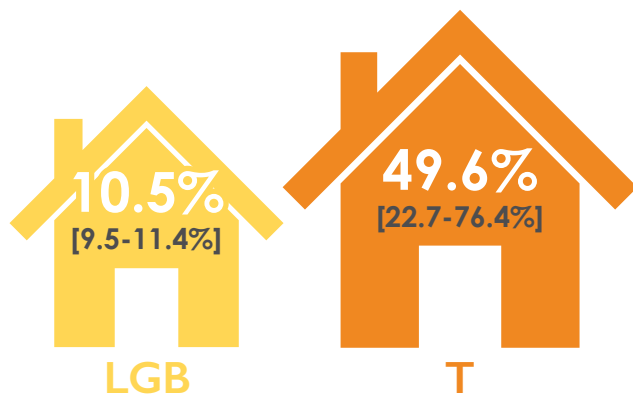


40.1% [30.6-49.6%] of people report having witnessed discrimination towards an LGBTQ person at work.

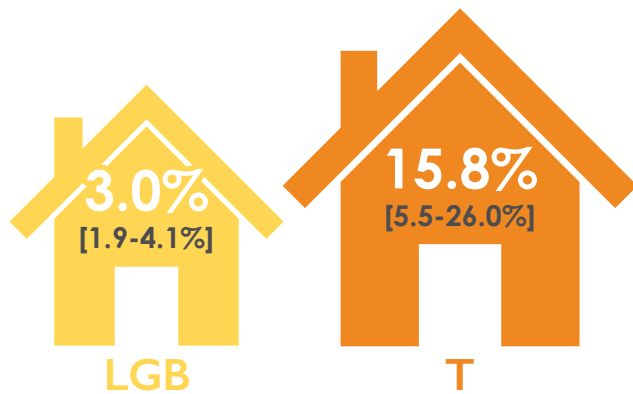
Access to Housing

LGBTQ people experience discrimination in access to housing.

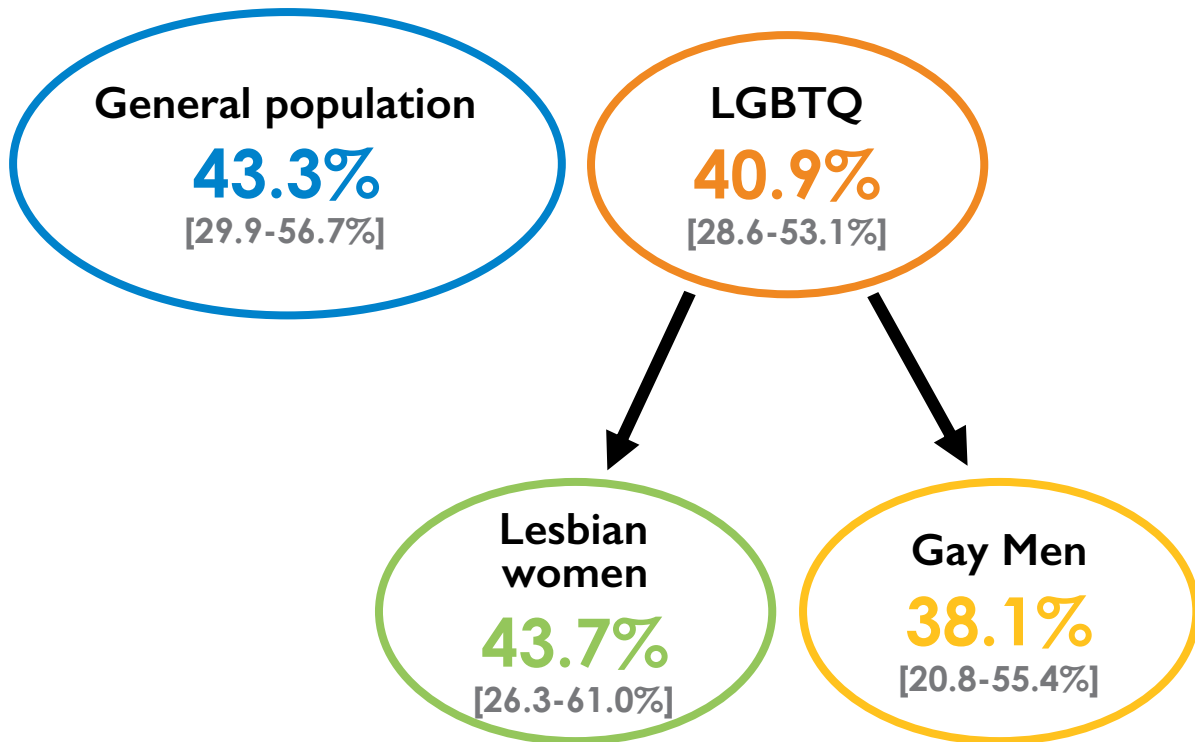
Have experienced **discrimination**
when trying to find housing



Have not been allowed
to move in because they are LGBTQ

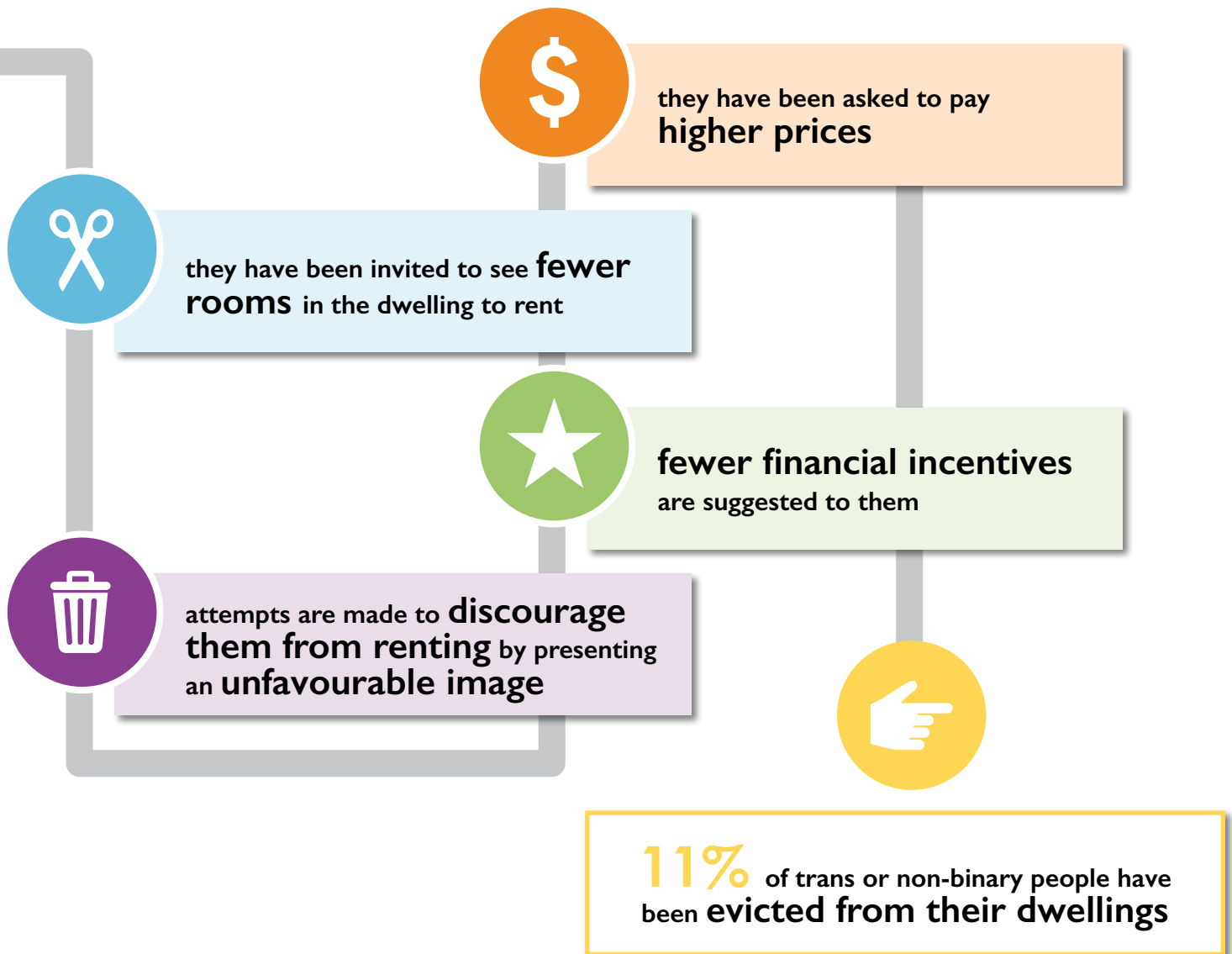


Received **positives responses** and **been invited to visit** the dwelling.

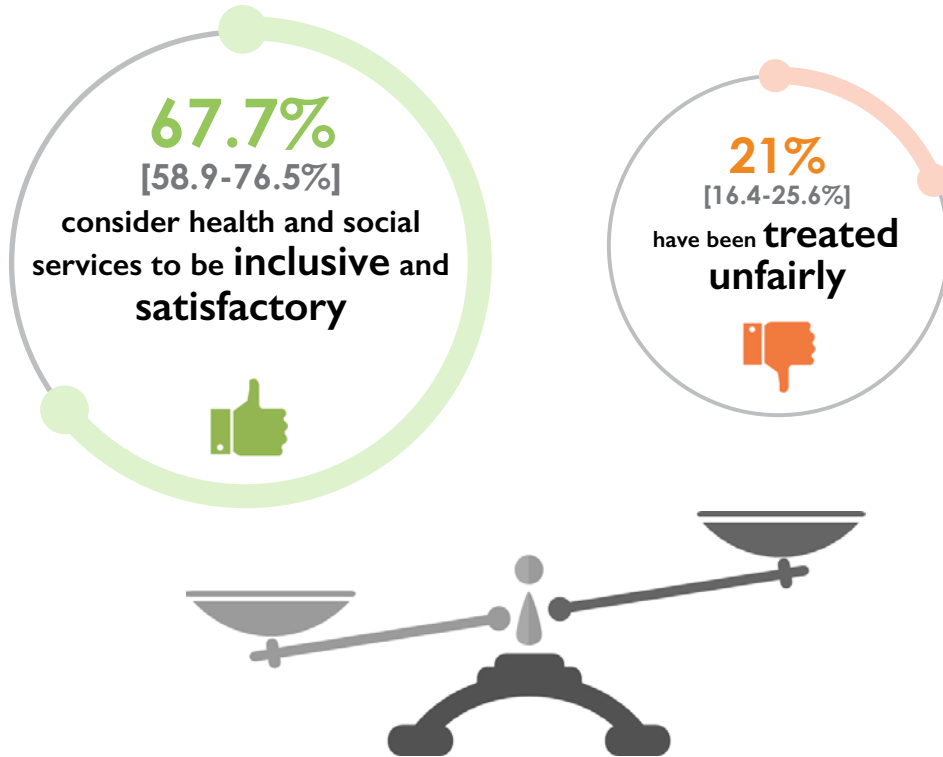


of young gay men between the ages of 18 and 29 in urban areas have experienced **residential instability** in the past month

Trans and non-binary people have faced unfair treatment and strategies to discourage them from accessing a dwelling.

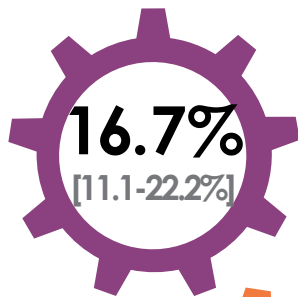


Health and Social Services

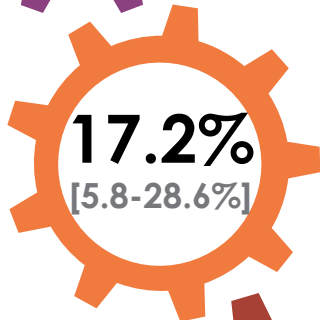


61.5% [58.3-64.7%] have **revealed** their sexual orientation, gender identity or their trans or non-binary life experiences **comfortable discussing** this with health professionals

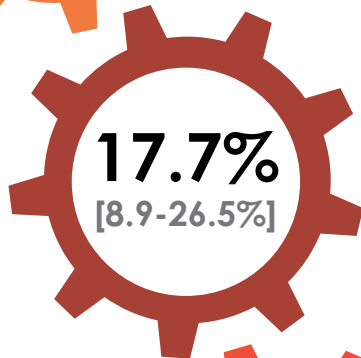
The intolerant climate in health and social services leads some LGBTQ people to neglecting their health needs.



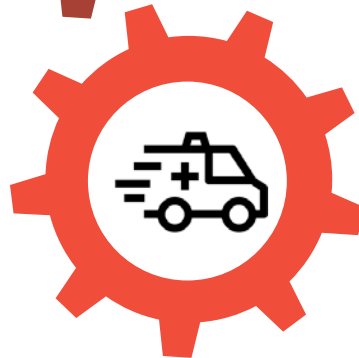
report the **climate** of health services is **not very welcoming and tolerant** to sexual diversity



have been **denied care** by health professionals



have reported **putting off** the use of **health and social services** because of worries about reactions and attitudes of health care professionals

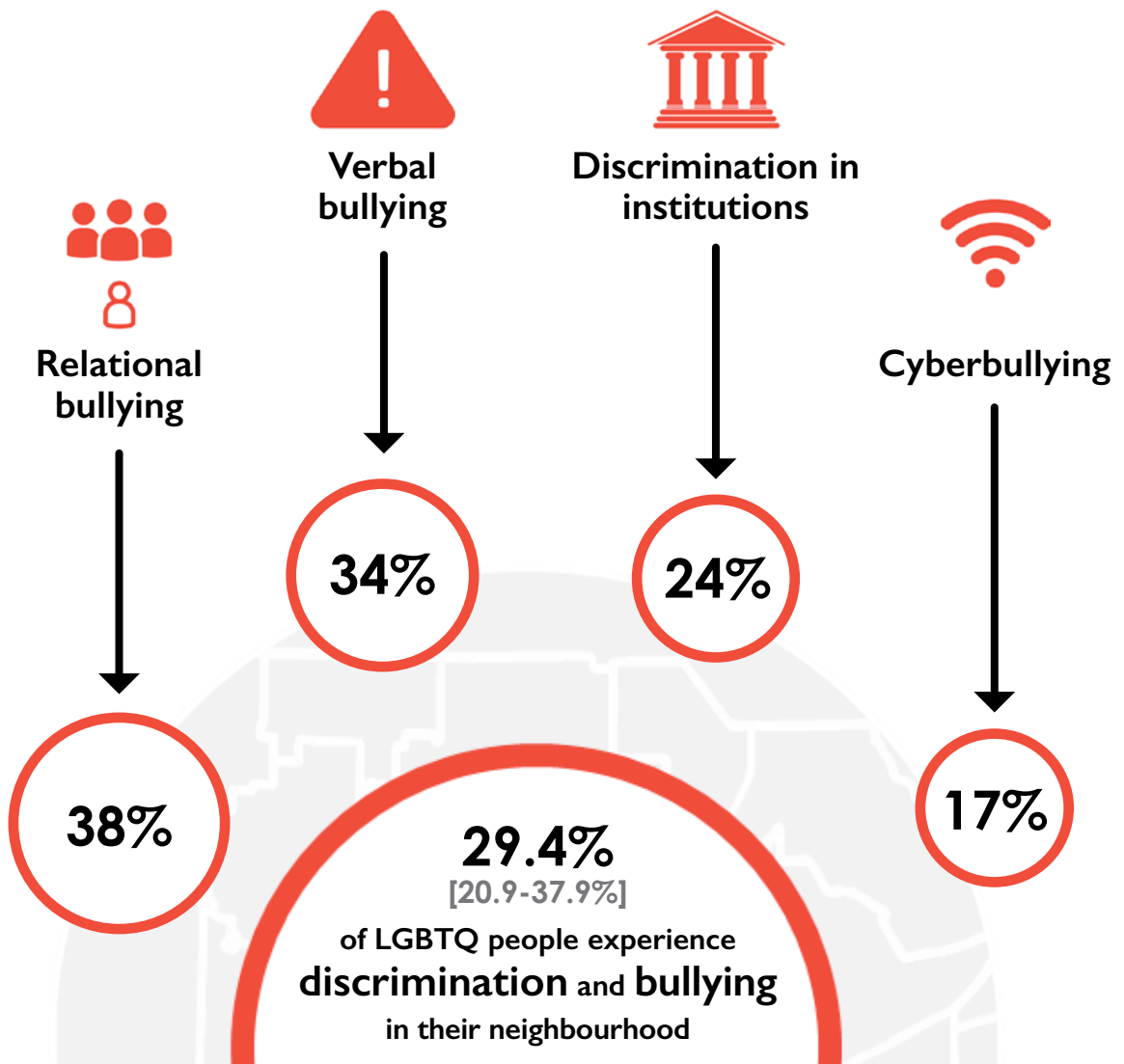


[21.5-30.8%]
report having **health needs not met**

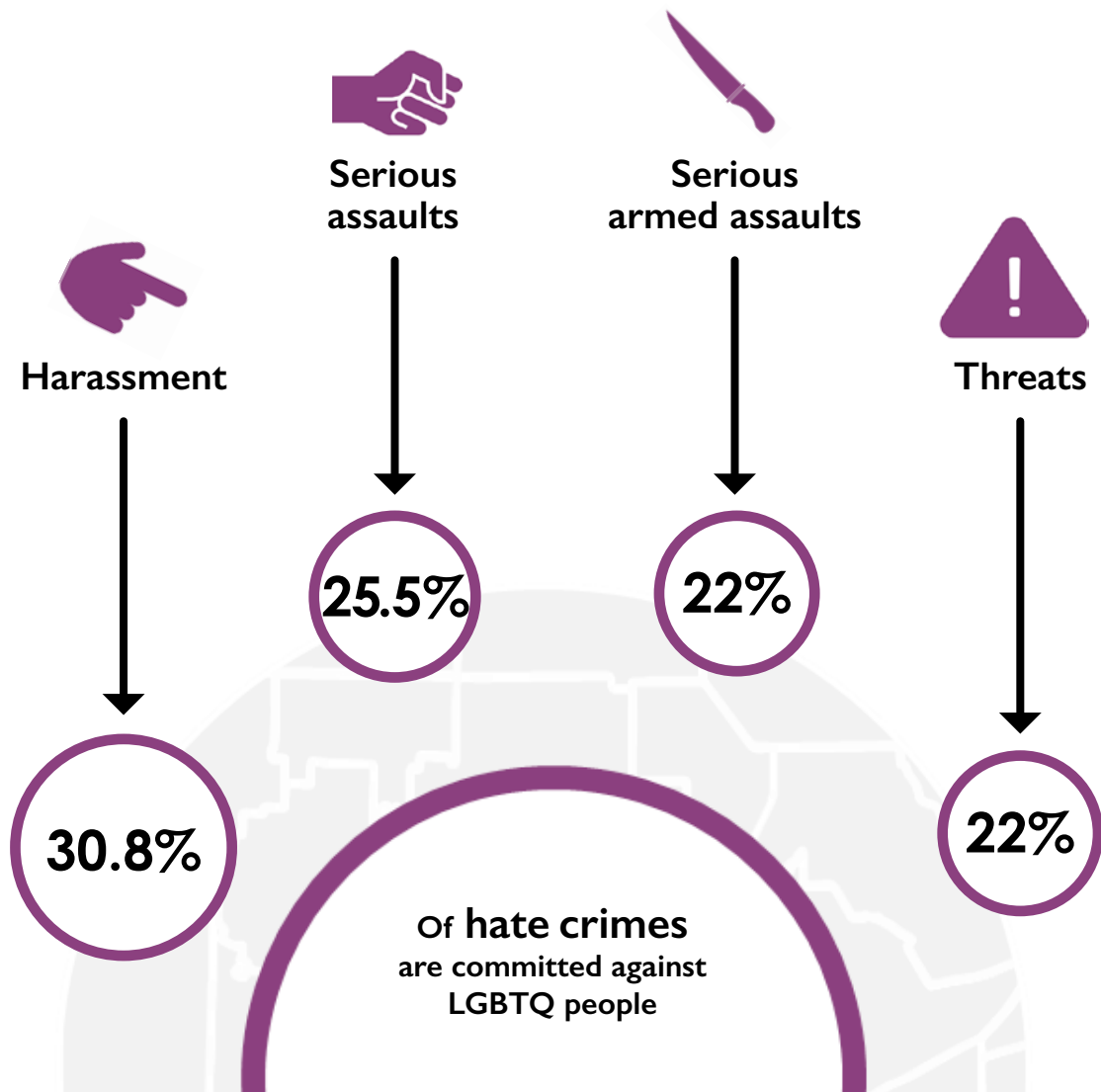
... because of their LGBTQ identity

Neighbourhood

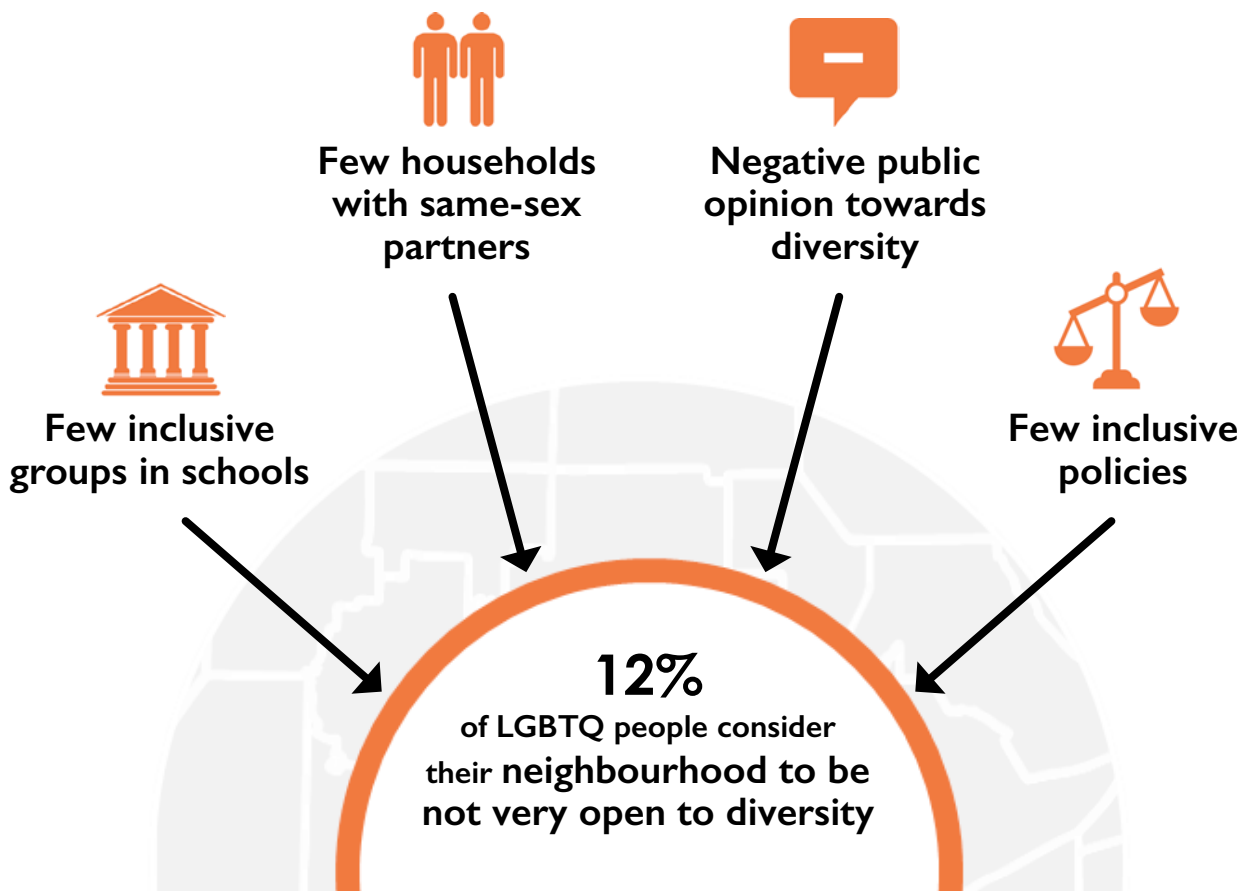
LGBTQ people experience stigmatization, discrimination and harassment where they live.



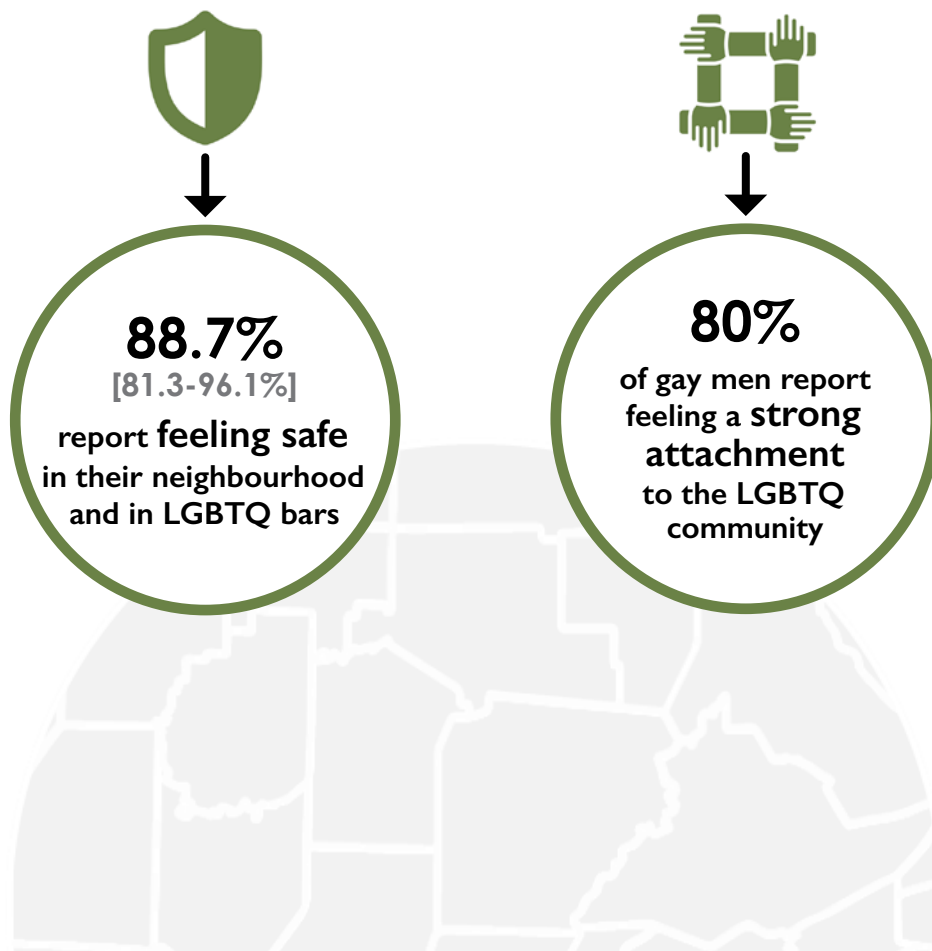
LGBTQ people experience violence where they live.



LGBTQ people consider their neighbourhood to be not very inclusive.



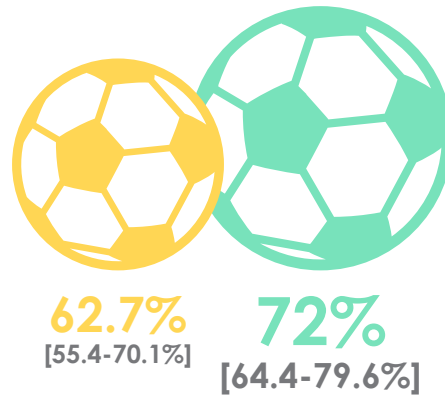
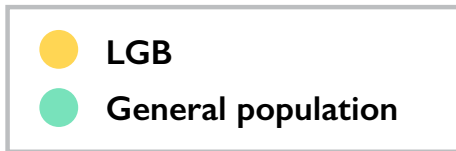
Importance of specific spaces



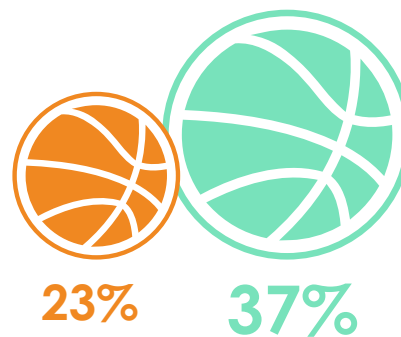
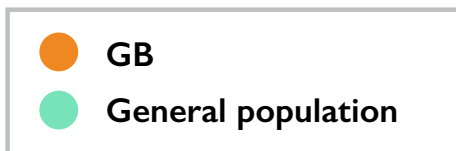
Sports

LGB people report a lower participation in sports than heterosexual people.

Participation in all forms of sports activities



Participation in competitive sports clubs or intense sports activities



LGBTQ people are confronted with
heterosexist environments when playing sports.



79.7% of student athletes report
homophobic comments in their sports team



12% of LGB people report experiencing **homophobia**
or **discrimination** in their team



Gay and bisexual men report **more** discrimination
than **lesbian or bisexual women**





These **non-inclusive environments** make athletes **more reluctant to reveal** their sexual orientation to their sports team

53% of lesbian women have revealed their sexual orientation

48% of gay and bisexual men have revealed theirs



≈ **1 heterosexual athlete in 5 (19.7%)** reports **disagreeing** with guidelines put in place to protect LGBTQ athletes

Community and Spiritual Life

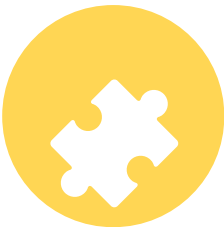
LGBTQ Youth Religious and Community Associations



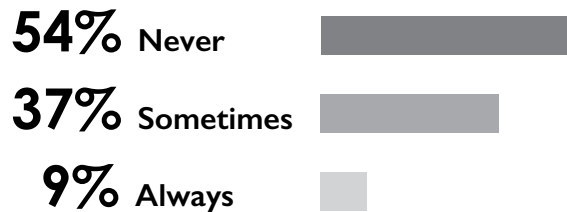
58% of LGBTQ youth do not reveal their **sexual orientation** to their religious community.



60% of LGBTQ youth report **conflicts** after revealing their sexual orientation to their religious community.



Very few LGBTQ youth report **openly defining** themselves as both LGBTQ and religious.



For more information on the Understanding Inclusion and Exclusion of LGBTQ People (UNIE-LGBTQ) Project of the Chaire de recherche sur l'homophobie at the Université du Québec à Montréal (UQAM):

savie-lgbtq.uqam.ca

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Education

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