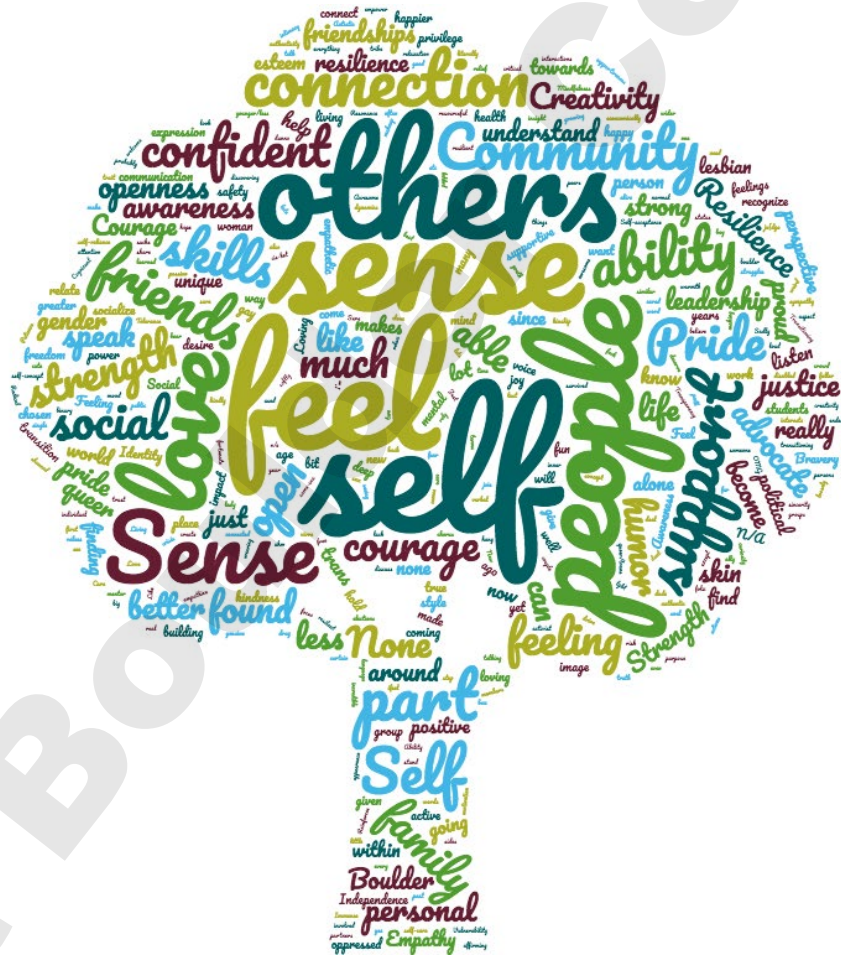


# OUT BOULDER COUNTY LGBTQ COMMUNITY SURVEY

2018



OUT BOULDER COUNTY

The 2018 Out Boulder County Community Survey was completed with support from the City of Boulder. Out Boulder County thanks the city, the survey respondents who shared their time, and the volunteers who helped with survey implementation.

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The cover image shows the ways in which survey respondents felt affirmed in their identity in Boulder County. Word size indicates frequency in an open-ended question.

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# INTRODUCTION

Located to the northwest of metro Denver, Boulder County has roughly 300,000 inhabitants across a range of urban, suburban, and rural environments. The county comprises the cities of Boulder and Longmont, mountain communities to the West, and rural plains to the North and East. The county seat, the city of Boulder, is home to the flagship campus of the University of Colorado with over 30,000 undergraduate and graduate students.

Long recognized as a welcoming and tolerant community, Boulder is home to a relatively large LGBTQ community. Despite this, anecdotal evidence suggests that members of the community continue to face discrimination and struggle with access to adequate support services.

Given that relatively little is known about the specific needs and experiences of Boulder County's LGBTQ community, the City of Boulder provided funding to complete the 2018 Out Boulder County Community Survey. The research team gathered information on community experiences on topics including employment, bias incidents, mental and physical health, and substance use among others.

The team gathered a broad sample by convenience sampling through multiple avenues. Results are presented for the sample overall and also disaggregated by different demographic categories.

# TARGET POPULATION, ELIGIBILITY, & SAMPLING

The research team sought to gather a large and diverse sample. Given the infeasibility of sampling at random from the population of LGBTQ community members, we opted for a convenience sampling approach that targeted a variety of organizations, events, media outlets, and locales in order to maximize the diversity of respondents. This included:

- *Canvassing 2018 pride events in the cities of Longmont and Boulder.*
- *Taking out ads in local papers.*
- *Posting information and links to social media (Facebook, Twitter, Instagram).*
- *Detailing survey information on the Out Boulder County newsletter.*
- *Reaching out to community partners.*
- *Spreading information through word of mouth.*
- *Sharing information with walk-ins at the Out Boulder County Pride House.*

This process ultimately yielded a full sample of 617 respondents. Respondents who completed less than 60% of the survey were dropped to avoid duplication. This resulted in an analytic sample of 453 respondents.



Whereas we targeted LGBTQ residents of Boulder County, we chose not to restrict participation to those of any particular identity. As a result, some respondents identifying as straight allies also completed the survey, particularly during canvassing at Pride events. Of the analytic sample, 8% identified as heterosexual allies. Qualitative evidence suggests that these were mainly individuals with LGBTQ family members and close friends.

Analyses were conducted in a way that accounts for the inclusion of heterosexual allies in the sample. For example, the incidence of hate crimes was calculated using only the relevant subsample (gay and lesbian, transgender, etc.). Below we also report findings disaggregated by stated sexual orientation and gender identity in order to both limit to populations most of interest and compare across groups.

The survey also targeted those who either lived or worked in Boulder County, or who otherwise spent substantial amounts of time there. However, the use of canvassing at Pride events resulted in some responses from people with a weaker connection to the County. We opted to allow participants with weaker links to Boulder County to complete the survey, and they were identified using an open-ended option for the town-of-residence question. Eighty-nine respondents (about 20%) reported that their current primary residence was outside of Boulder County. In many cases, these are individuals who work or otherwise spend substantial time in the area.

# SURVEY DESIGN

## THEMES

The research team identified several key areas of interest for the survey, including demographics, socioeconomics, perceptions of the local community, community engagement and social connections, religious and spiritual life, experience of discrimination and bias incidents, physical and mental well-being, and access to appropriate healthcare services.

Items were then iteratively workshopped among a group of Out Boulder County staff and outside research consultants. The team gave particular attention to items requesting information on sexual orientation and gender identity. Here respondents were given a range of options reflecting the most current and inclusive understanding of sexuality and gender. Since the team remained concerned that these options could limit the expression of respondents, additional open-ended items were included giving respondents the opportunity to say how they would identify if not asked to select from a list.

## THE SURVEY INSTRUMENT

The survey was implemented in both online and hardcopy formats. Respondents approached at Pride events or at the Pride House completed hard copy versions, while an anonymous link to the online survey was used to further broaden the range of distribution. The survey link was shared via social media, print media, and the Out Boulder County newsletter.

The online survey was housed on Qualtrics, with an introductory welcome page providing information on the purpose of the survey, funding sources, and expected time to finish. This page also mentioned the personal nature of some items and encouraged respondents to find a private place to complete the survey. A cover page to the hard copy survey provided this same brief description.

The survey itself was divided into several sections with discrete themes. The first section addressed demographics and background information. The purpose of this section was to get a general feel for the composition of the LGBTQ community in Boulder County. Survey items addressed:



- *Sex assigned at birth and intersex variations.*
- *Current gender identity and sexual orientation (both response category and open-ended items).*
- *Age.*
- *Race/ethnicity.*
- *Location of current residence (by town).*
- *Religious affiliation.*

Another set of items addressed community engagement. Here the goal was to better understand how welcome and integrated LGBTQ community members feel in Boulder County and how they engage with the community. Items under this category addressed:

- *The degree to which respondents feel affirmed in their identity in Boulder County.*
- *Whether they make any contributions to LGBTQ organizations.*
- *Whether they volunteer with any LGBTQ organizations.*
- *Service on governmental boards or commissions.*
- *Service on non-profit or non-governmental boards of commissions.*
- *How they generally get news and information about community events.*
- *Participation and interest in particular social groups and community resources.*

Another section targeted socioeconomic. Here the survey collected information on:

- *Educational attainment and income.*
- *Employment status.*
- *The experience of barriers due to immigration status.*
- *Current and recent experience of homelessness.*

The survey team was also particularly interested to collect information on the experience of bias incidents and violence. Toward this goal, the survey included items asking:

- *Whether respondents had experienced hate crimes or verbal assault based on sexual orientation and gender expression.*
- *Whether respondents answering in the affirmative had reported the experience of hate crimes or verbal assault to relevant authorities.*

If they did not file a report, we asked them to provide a reason in an open-ended question. For those respondents who had experienced intimate partner abuse, we asked whether they were able to find support. If they reported that they were able to find support, we asked where.

Another section collected information on physical and mental well-being. Here questions addressed:

- *Experience of sadness and suicidality.*
- *Feelings of social isolation or lack of human connection.*
- *Tobacco use.*
- *Binge drinking.*
- *Marijuana use.*
- *Abuse of illicit substances.*

In a related vein, the research team wanted to know more about community needs in the area of healthcare. For this purpose, we asked about:

- *Health insurance status.*
- *Satisfaction with access to healthcare facilities and qualified medical providers.*
- *Satisfaction with access to hormone treatments.*
- *Satisfaction with LGBTQ competencies of healthcare providers.*

Participants were also asked whether, over the preceding 12 months, they had received an annual health exam and been tested for HIV and other sexually transmitted diseases.

In closing, the survey gave respondents the opportunity to share their feedback on Out Boulder County programming and resources.

## CONSIDERATIONS FOR SENSITIVE INFORMATION

Since the survey included sensitive items touching on issues such as mental health and the experience of bias incidents, the research team took steps to help ensure confidentiality and anonymity.

The survey requested no names or otherwise personally identifying information. A cover page provided respondents with an overview. During pride events, respondents were provided with clipboards and pens and encouraged to find a comfortable place to privately complete the survey. On completion, they deposited the survey into a box.

Since the survey touched on sensitive topics, the research team felt it was important to provide information on community resources. This included contact information for organizations offering support services in the areas of suicide prevention, domestic violence, healthcare access, and substance abuse.

For the online version, referral/support information was provided as a pop-up only when respondents indicated that they had experienced a challenging event or were otherwise at risk. For the print version, this information was included as a flier that respondents could detach and take with them.

The online version of the survey also used forced response for many key questions. However, the survey development team removed forced response from questions addressing more sensitive topics (domestic abuse, illicit substance use, etc.). This gave respondents the ability to opt out of responding to such items.



## SAMPLE

Self-reports of gender identity, sexual orientation, race/ethnicity, and geographic location provided a broad and reasonably representative sample. Fifty-five percent of the sample identified as a woman, 29% as a man, 10% as non-binary, and nearly 10% as transgender. Most respondents identified as gay/lesbian/same gender loving (55%), with the second and third most common responses being queer (25%) and bisexual (18%), respectively. The sample also closely tracked county figures in the areas of race and ethnicity. Just over 90% considered themselves White and nearly 12% identified as Hispanic. Reflecting the limited diversity of Boulder County, relatively few respondents identified as Native American (5%), Asian (3%), or Black (1%). A full description of the sample composition is found under the demographics section below.

# ANALYSIS

The final analytic sample included 453 respondents. All data analysis was conducted in Stata version 15.1. Statistical tests include t-tests and chi-squared tests for group comparison as well as regression models for determining variables that are predictive of outcomes of interest. Logistic regression was used for binary outcomes.

A word of caution is warranted in the interpretation of these tests. Inferential statistical tests are based on the premise that a sample can be seen as representative of (i.e., randomly sampled from) a larger population. In this case, significant findings are interpreted as meaning that, if there were no true difference in the population, it is highly unlikely that the difference or relationship found in the sample would be due to chance.

Since our sampling method cannot be seen as truly random, some sampling bias is likely. LGBTQ citizens who rarely interact with the community, for example, are less apt to have been sampled. As a result, significant statistical tests should be seen as extending findings to a larger population of citizens who are similar in composition to survey respondents.

# DEMOGRAPHICS

## GENDER IDENTITY AND SEXUAL ORIENTATION

Thirty-five percent of respondents were assigned male at birth, whereas 65% were assigned female. Just under 3% of respondents had an intersex variation.

For questions addressing identity and orientation, respondents were allowed to select more than one option. As a result, numbers and percentages for these will add up to more than the expected total. This was done to allow respondents maximum flexibility in their expression. We also included open-ended items where respondents could enter how they prefer to identify in the absence of pre-set categories.

For the question exploring gender identity, 29% identified as a man, while 55% identified as a woman. Just under 3% identified as agender, 10% identified as nonbinary, and 15% identified as genderqueer. Five percent identified as transgender, 7% identified as a transgender woman, and 5.5% identified as a transgender man. Just under 3% expressed that their gender identity was not represented among the options included.

Under sexual orientation, 55% identified as lesbian or gay (same gender loving). Eighteen percent were bisexual, 25% were queer, and 8% were straight allies. Fourteen percent identified as pansexual, and 3% were questioning. Five percent expressed that their sexual orientation was not represented among the options included.

## RACE AND ETHNICITY

As with gender identity and sexual orientation, respondents were allowed to select multiple options for race and ethnicity. As a result, figures will add up to more than 100%. Responses suggest that the sample is reflective of the population in Boulder County<sup>1</sup>:

<sup>1</sup> Country demographic information is drawn from: United States Census. (2018). QuickFacts: Boulder County, Colorado, Retrieved from <https://www.census.gov/quickfacts/fact/table/bouldercountycolorado/PST045217>

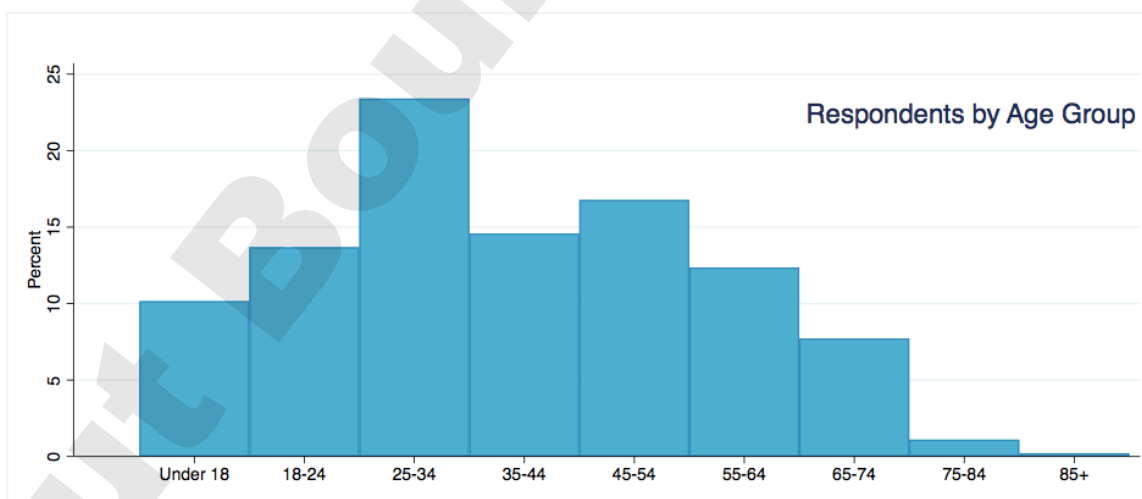
- *Ninety percent of respondents selected White, while the greater County is 90.5% White.*
- *Twelve percent of the sample selected Hispanic, and just over 10% of the County is Hispanic.*

Apart from White and Hispanic respondents, numbers representing other groups are relatively low and reflect county-wide estimates:

- *5% Native American*
- *3% Asian.*
- *1% Black.*
- *1% Pacific Islander.*
- *<4% not listed.*

## AGE

Through our convenience sampling approach, we aimed to obtain a sample with a range of ages. As can be seen in the figure below, we achieved a broad coverage with respondents across age categories. The most commonly selected option for age was 25-34 (24%). About 9% were over the age of 65.

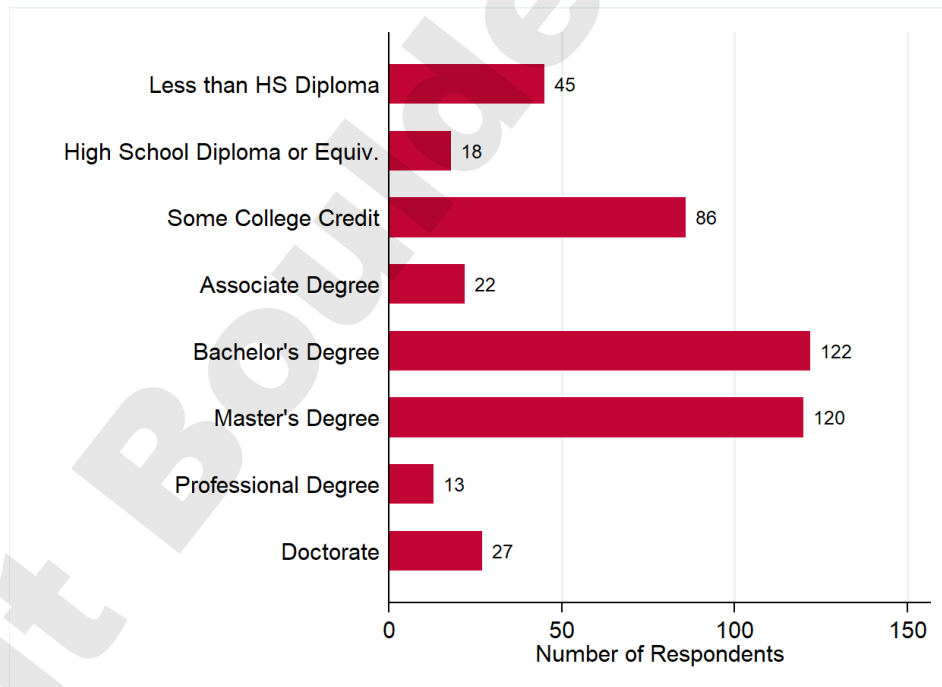


Persons over the age of 65 represent nearly 14% of the population in Boulder County<sup>2</sup>. The difference between county estimates and our sample may be explained in two ways. First, it may be representative of there being fewer LGBTQ people from that age group residing in the county. On the other hand, this may reflect a limitation in our sampling that resulted in older community-members being slightly underrepresented. To address this, some additional community outreach is warranted within the population aged 65+ to validate findings from this survey.

## EDUCATIONAL ATTAINMENT

A large proportion of respondents had completed some form of higher education. This reflects both the presence of a large public university in city of Boulder and the fact that the county has a higher educational attainment than the national average.

Respondents most commonly had completed either a Bachelor's or Master's degree (about 27% each) with a further 19% having completed some college credits but without yet having completed a degree. Nearly 10% had either a professional degree (MD, JD, etc.) or a doctorate (PhD, EdD, PsyD, etc.)



<sup>2</sup> Country demographic information is drawn from: United States Census. (2018). QuickFacts: Boulder County, Colorado, Retrieved from <https://www.census.gov/quickfacts/fact/table/bouldercountycolorado/PST045217>



The percentage of respondents who had completed a Bachelor's degree or higher (62%) closely tracks estimates for Boulder County (60%)<sup>3</sup>.

Of the 45 respondents who had not completed high school or equivalent, 41 were under the age of 18 and the remaining 4 were aged 18-24. This indicates that most were on track to finish high school on time.

Of the 18 respondents who had a high school diploma equivalent and no higher education, 15 were 24 years old or younger. The remaining 3 were over the age of 35.

Eighty-six respondents had completed some college credits without having completed an Associate's or Bachelor's degree. Of these, just over a third were below the age of 25, likely representing current college students. The remaining two thirds were spread out across age groups, representing a population that may benefit from alternative routes to re-enter higher education.

Overall, findings reflect the relatively high educational attainment of Boulder County. The county's proportion of respondents with graduate and professional degrees is higher than national averages.<sup>4</sup>

<sup>3</sup> Country demographic information is drawn from: United States Census. (2018). QuickFacts: Boulder County, Colorado, Retrieved from <https://www.census.gov/quickfacts/fact/table/bouldercountycolorado/PST045217>

<sup>4</sup> United States Census. (2018). Educational Attainment in the United States: 2018, Retrieved from: <https://www.census.gov/data/tables/2018/demo/education-attainment/cps-detailed-tables.html>

# SOCIOECONOMICS

Boulder county comprises a range of settings ranging from urban to rural. The City of Boulder and nearby mountain towns are on average relatively affluent, with the aerospace, bioscience, clean technology, and IT/tech industries all being well represented<sup>5</sup>. The eastern portions of the County are located on the high plains and continue to maintain more agricultural roots<sup>6</sup>.

## EMPLOYMENT

### Overall employment status

The survey asked respondents to indicate their current employment status. The results reveal a substantial proportion of students, reflecting in part the presence of the University of Colorado.

Of the full analytic sample:

- 42.6% were employed full time.
- 18.5% were students.
- 13% were self-employed.
- 9% were employed part time.
- 8% were retired.
- Just under 4% were unemployed.
- Just under 3% were unable to work.
- 2% were homemakers.

In addition to a large proportion of students, a notable proportion of respondents were self-employed or retired.

To assess whether employment status differs by gender identity, sexual orientation, Table 1 disaggregates findings by group.

<sup>5</sup> Boulder Economic Council. (2019). Key Industries and Companies. Retrieved from: <http://bouldereconomiccouncil.org/boulder-economy/key-industries-companies/>

<sup>6</sup> Boulder County: (2019). History and Demographics of Boulder County. Retrieved from: <https://www.bouldercounty.org/government/about-boulder-county/history/>

**Table 1: Employment Status by Subgroup**

Subgroup	Employed Full-Time	Employed Part-Time	Unemployed
<b>Gender identity (n)</b>			
<b>Woman (247)</b>	41%	7%	4%
<b>Man (132)</b>	50%	9%	3%
<b>Nonbinary (47)</b>	36%	13%	4%
<b>Genderqueer (66)</b>	33%	11%	8%
<b>Transgender (24)</b>	50%	0%	0%
<b>Trans Woman (30)</b>	43%	7%	0%
<b>Trans Man (25)</b>	36%	8%	8%
<b>Sexual orientation</b>			
<b>Lesbian or gay (249)</b>	49%	7%	3%
<b>Queer (112)</b>	46%	11%	4%
<b>Bisexual (80)</b>	39%	10%	4%
<b>Demographics</b>			
<b>Latinx (53)</b>	47%	11%	4%
<b>White (408)</b>	42%	9%	4%

By disaggregating employment status in this way, the following points become apparent:

- *Those with certain non-conforming gender identities (non-binary, genderqueer, and trans men) are less likely to be employed full-time than their counterparts with more conforming identities.*
- *An exception is trans women, whose full-time employment mirrors that of non-trans women. Similarly, those who selected transgender without a gender were also employed full-time at rates comparable to their gender-conforming peers.*

On the one hand, these results suggest some positive inroads for transgender community members. On the other hand, there is still room for concern that non-gender conforming community members may face barriers to full-time employment.

### Overall income

The survey also asked respondents to indicate their household income, including all people living in the same home according to a series of income brackets. The overall analytic sample covered the range of income response categories (See Figure 1).

**Figure 1: Spread of Household Income**

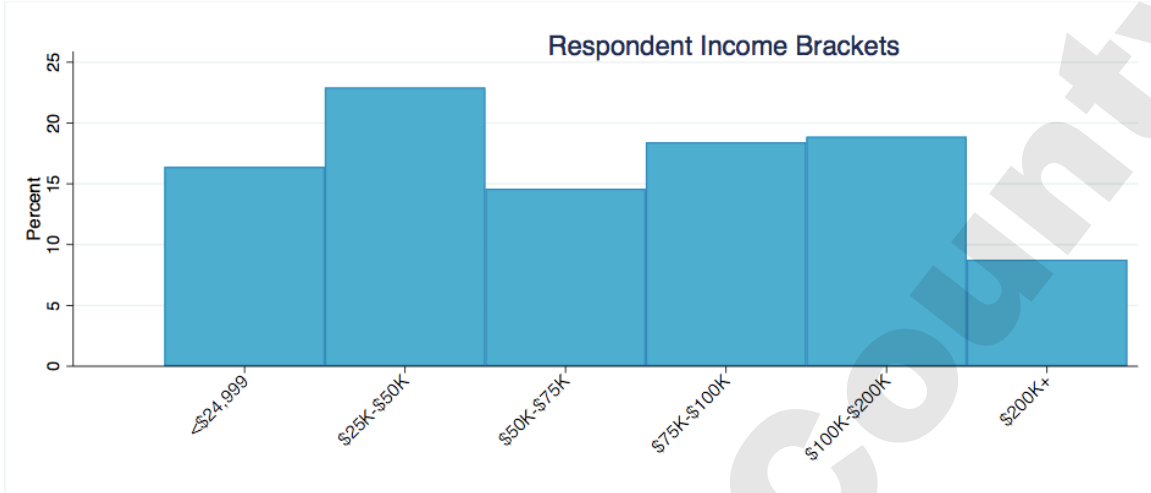


Table 2 shows proportions of respondents living in lower income households by subgroup. The analysis shows both households earning less than \$50,000 and \$25,000 annually. The former represents just under 40% of the full analytic sample, while the latter represents just over 16%.

**Table 2: Proportion Low Income by Subgroup**

Subgroup	HH Income <math><\\$50,000</math>	HH Income <math><\\$25,000</math>
<b>Gender identity (n)</b>		
Woman (247)	37%	15%
Man (132)	34%	11%
Nonbinary (47)	53%	23%
Genderqueer (66)	61%	29%
Transgender (24)	63%	25%
Trans Woman (30)	47%	13%
Trans Man (25)	40%	12%
<b>Sexual orientation</b>		
Lesbian or gay (249)	27%	11%
Queer (112)	46%	17%
Bisexual (80)	53%	20%
Straight (39)	15%	13%
<b>Demographics</b>		
Latinx (53)	49%	23%
White (408)	38%	15%

The results of breaking down income by subgroup in part mirror the employment findings above. Respondents identifying as transgender (no gender specified) and genderqueer were most likely to live in lower income households. Overall, the results demonstrate a relationship between gender conformity and household income, with the more gender-conforming respondents living on average in higher-income households.

In light of this finding, we compared respondents selecting any non-conforming gender category (trans, transgender woman, transgender man, agender, nonbinary, or genderqueer) with respondents who made no such selection. Results showed that the non-conforming respondents were significantly more likely to live in households in the lowest income bracket<sup>7</sup>.

Notably, just 15% of the subgroup of straight allies who completed the survey lived in households earning less than \$50,000. This is a substantially lower proportion than any other subgroup.

## HOMELESSNESS

The survey included several items aimed at exploring socioeconomic conditions and documenting challenges that might be faced by members of our community. The survey included two items addressing homelessness—one asking whether the respondent was experiencing homelessness at the time of taking the survey, and another inquiring about the experience of homelessness over the prior month.

Nine respondents (2%) reported that they had experienced homelessness in the month prior to completing the survey. Of these, 6 respondents (1.3%) were homeless at the time of completion. While not large in magnitude, these numbers highlight the need for community resources targeting economic crisis.

Of the 9 respondents who had recently experienced homelessness:

- *Four were between the ages of 18 and 24.*
- *The remaining 5 spanned age categories included in the survey.*
- *Five selected a race other than White.*
- *Six had completed some college coursework but had no college degree.*
- *One had completed an undergraduate college degree.*

<sup>7</sup> The difference is significant ( $p < 0.05$ ) using both a chi-squared test to compare the difference in proportions and using a logistic regression model controlling for age.

- *Two qualified as having a disability under the Americans with Disabilities Act.*
- *Five indicated a gender-nonconforming identity (trans, genderqueer, gender fluid, etc.)*

Respondents with recent experience of homelessness faced mental health challenges. Within this group, 78% felt that they were lacking social connection and 44% had made a suicide plan in the month prior to completing the survey.

The findings demonstrate a need for services targeting those experiencing housing insecurity. Worth noting is that those susceptible to homelessness were disproportionately from more vulnerable communities (e.g., gender non-conforming and non-White).

## **MIGRATORY STATUS**

As seen in the racial and ethnic composition, Hispanics represented the largest group apart from Whites, reflective of the large Hispanic population in the State of Colorado. The Out Boulder County team was curious to better understand how migratory status affected members of the community. To address this, the survey included a question asking respondents whether they had experienced barriers because of their immigration status. Seventeen respondents (almost 4%) answered either *Yes* or *Maybe*. When looking only at those who identified as Hispanic, this figure jumps to just over 13%.

## COMMUNITY ENGAGEMENT

Fifty-five percent of respondents indicated that they felt affirmed in their LGBTQ identity in Boulder County. About 19% did not feel affirmed, and 26% were either uncertain or didn't answer. The table below shows the percent who felt affirmed by gender identity, sexual orientation, and demographic sub-group.

**Table 3: Sense of Affirmation by Subgroup**

Subgroup	% feeling affirmed (n)
<b>Gender identity</b>	
Woman	52% (247)
Man	55% (132)
Agender	67% (12)
Nonbinary	70% (47)
Genderqueer	65% (66)
Transgender	75% (24)
Trans Woman	70% (30)
Trans Man	56% (25)
Not listed	67% (12)
<b>Sexual orientation</b>	
Lesbian or gay	61% (249)
Queer	59% (112)
Bisexual	45% (80)
Pansexual	64% (64)
Questioning	57% (14)
Not listed	33% (24)
<b>Demographics</b>	
Over the age of	62% (97)
Household income < \$50,000	52% (175)
<b>Full sample</b>	<b>55% (453)</b>

The following factors were predictive of whether respondents felt affirmed in their identity in Boulder County<sup>8</sup>:

<sup>8</sup> Results are from a logistic regression model where the outcome is report of feeling affirmed and predictors are gender non-conformity, location of residence (Boulder area vs. East County), lower income status, age above 65, and attainment of a bachelor's degree.

- *Those who were gender non-conforming were significantly more likely to report feeling affirmed.*
- *Those who reside in the city of Boulder and surrounding mountain areas were significantly more likely to report feeling affirmed than those living in other areas.*
- *Having completed a college degree was also associated with a greater likelihood of feeling affirmed.*

With regards to contributions to LGBTQ organizations, just over 50% of respondents reported that they made financial donations and just over a third reported that they donated their time as a volunteer in some capacity. A total of 10 respondents (just over 2%) served on a governmental board or commission, and 56 (12%) served on the board of a non-profit or non-governmental board or commission.



## RELIGIOUS AND SPIRITUAL LIFE

Sixty-seven percent of respondents stated that they were raised in some particular religious tradition. Of these the majority mentioned Christianity and various specific Christian denominations (Catholic, Protestant, Baptist, Lutheran, Episcopalian). Relatively few respondents mentioned Islam, Buddhism, Hinduism, and other non-Christian faiths.

Of those who were raised in a particular religious tradition, about 18% stated that they were still active in the same faith tradition.



Figure 2: Most Common Religious Upbringings



# DISCRIMINATION & BIAS INCIDENTS

## HATE CRIMES

The survey included a number of items addressing the experience of hate crimes. For reference, the following definition of hate crimes was provided: “A criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.”

### Gender identity

In response to a question asking whether they had experienced a hate crime based on gender identity, 11% of the full analytic sample responded *Yes* and 7% responded *Maybe*. Of those who responded *Yes* or *Maybe*, 21% indicated that they had reported the incident.

Transgender and non-conforming members of the community may be more likely to experience hate crimes due to their gender identity than their gender-conforming peers. When limiting the sample to only those respondents who identified as transgender, 46% responded *Yes* or *Maybe*.

### Sexual orientation

Respondents were also asked if they had experienced a hate crime based on their sexual orientation. For this item, analysis drops those respondents who identified as heterosexual allies. Of the remaining sample, 19% responded *Yes* and 9% responded *Maybe*. Of those who responded *Yes* or *Maybe*, 25% indicated that they had reported the incident.

### Race, ethnicity, or national origin

Over 6% of the full sample reported that they had experienced a hate crime based on race, ethnicity, or national origin. However, this includes the majority of respondents who

consider themselves White. When limiting to those who did not select White for the race/ethnicity item, the figure rises to 29%.

*“I checked maybe because there have been lots and lots of microaggressions and small acts in public that have made me feel unsafe, but I have never been physically harmed.”*

## WHY DON'T VICTIMS OF HATE CRIMES FILE REPORTS?

A majority of those who experienced a hate crime based on gender identity, sexual orientation, or racial/ethnic background did not report the incident. The most commonly given reasons for not reporting were:

- *Feeling that the report would not be taken seriously or that nothing would come of it.*
- *Feeling that the process of reporting would be as traumatic, or more so, than the experience itself.*
- *Uncertainty as to whether the event was serious enough to report or qualified as a hate crime.*
- *Not knowing how or where to file a report.*
- *Power dynamics at work and fear of negative career impact.*
- *Embarrassment and shame.*

## VERBAL ASSAULT

### Gender identity

In response to a question asking whether they had experienced a verbal assault based on gender identity, 29% responded *Yes* and 6% responded *Maybe*. Of those who responded *Yes* or *Maybe*, 16% indicated that they had reported the incident.

As with the experience of hate crimes, it is likely that transgender community members will be at greater risk of experiencing verbal assault based on their gender identity. As a result, this analysis limits the sample to respondents who identified as transgender. Among this subsample, 71% report experiencing verbal assault based on gender identity.

### Sexual orientation

In response to a question asking whether they had experienced a verbal assault based on sexual orientation, 45% responded Yes and 9% responded Maybe. Of those who responded Yes or Maybe, 13% indicated that they had reported the incident.

### Race, ethnicity, or national origin

Over 6% of the full sample reported that they had experienced a hate crime based on race, ethnicity, or national origin. However, this includes the majority of respondents who consider themselves White. When limiting to those who did not select White for the race/ethnicity item, the figure rises to 29%.

### WHY DON'T VICTIMS OF VERBAL ASSAULT FILE REPORTS?

In most cases, respondents expressed a feeling that there is no recourse for verbal assault.

# WELLBEING

## PHYSICAL AND MENTAL HEALTH

Fifty-six respondents (12%) had a disability as determined by the American's with Disabilities Act (ADA). Thirty-two (7%) were uncertain as to whether they had ADA recognized disability.

Numerous studies have documented an elevated incidence of health risk behaviors among the LGBTQ community. To better understand how this affects our local community, the survey included a series of items targeting risky health behaviors such as smoking, binge drinking, and drug use.

- *Just over 8% were current tobacco users.*
- *Just over 87% had engaged in some form of exercise of the month prior to completing the survey.*
- *About 17% reported that they binge drank in the month prior to taking the survey.*
- *Over a third (39%) had used marijuana in the preceding month.*
- *Thirteen percent had used some form of hallucinogen during the year prior to taking the survey.*
- *Less than a half a percent reported having used heroin in the prior year, and just over 2 percent reported having used meth in the prior year.*
- *About 10% had used some other non-prescribed drug for recreational purposes during the prior year.*

Nearly a third (~32%) of respondents felt that they were lacking human connection during the month prior to completing the survey, and 25% reported feeling sad or hopeless during the same period. Thirteen percent had made a suicide plan in the prior month, and 4% had made a suicide attempt in the preceding month.

We conducted statistical tests to determine who was most at risk for depression, suicidality, and isolation<sup>9</sup>. We examined gender conformity, low income status, age, and educational attainment as predictors of these outcomes.

- *Selecting a gender non-conforming identity was significantly associated with suicidality and sense of social isolation but not reports of feeling sad or hopeless.*
- *Older respondents (above age 65) were significantly less likely to feel sad or hopeless.*
- *Lower income respondents (total household income <\$50,000) were significantly more likely to report feeling sad or hopeless or lacking in social connection. They were not, however, significantly higher in suicidal ideation.*
- *Completion of a college degree was significantly associated with better mental health outcomes.*

## HEALTHCARE SERVICES

About 8% were dissatisfied or somewhat dissatisfied with access or proximity to healthcare services. About 10% were dissatisfied or somewhat dissatisfied with access to qualified medical care providers.

Over 8% were dissatisfied with the LGBTQ competencies of healthcare providers in Boulder County, while over 13% were somewhat dissatisfied. However, 154 respondents either indicated that this item was not applicable to them or did not respond. These are likely respondents whose primary residence is outside of Boulder county or who travel to nearby Denver for medical care. When limiting to those whose primary residence is in the County, 33% reported being dissatisfied or somewhat dissatisfied with the LGBTQ competencies of healthcare providers in Boulder County.

About 6% of the full sample were dissatisfied or somewhat dissatisfied with access to hormone treatments. However, this service generally is of interest to the subset of the sample identifying as transgender. Correspondingly, a majority of the analytic sample (72%) indicated that this item was not applicable. When limiting to only those respondents who 1) responded to this question and 2) did not select *not applicable*, 27% were dissatisfied or somewhat dissatisfied with access to hormone therapies. Conversely, 83% felt satisfied or somewhat satisfied with access to hormone treatments.

<sup>9</sup> Both chi-squared tests and logistic regression models were used.

## GEOGRAPHIC COMPARISONS

For the purpose of this study, the research team was interested in disaggregating findings by geographic location. More specifically, the sample was separated into those who lived in 1) relatively affluent Boulder, surrounding communities, and mountain towns, and 2) the more rural Eastern portion of the county. Of those respondents whose primary residence was in Boulder County, they were evenly divided between these two geographic groups.

Boulder area and East County residents were compared in terms of mental and physical health, access to/satisfaction with healthcare services, socioeconomics, religiosity, and sense of affirmation<sup>10</sup>.

Residents of East County expressed the same sense of affirmation in their identity as did residents of the Boulder area. The two groups were also comparable in terms of mental health outcomes and rate of binge drinking. Residents of East County were, however, significantly more likely to report using marijuana in the month prior to taking the survey.

The two groups also expressed similar attitudes about access to, and satisfaction with, healthcare services. There was a notable exception, however, in that residents of the Boulder area were significantly less satisfied with the LGBTQ competencies of their healthcare providers as compared to those in the eastern portion of the county.

In terms of socioeconomics, respondents from East County were significantly more likely to live in lower income households (both under \$25,000 and under \$50,000). Educational attainment was comparable between the two groups.

<sup>10</sup> The two groups were compared using chi-squared tests.

