

A Survey of LGBTQ Experiences, Discrimination, and Perceived Necessity for an LGBT-  
Inclusive Human Rights Ordinance in Jacksonville, Florida

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Author Note

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University of North Florida.

Thank you to all the organizations and websites, including the Jacksonville Coalition for Equality, that helped us recruit participants. Special thanks to Bridging Out Jax, the Jacksonville Coalition for Equality, and the Jacksonville Council on City Involvement for providing questions six, eight, and nine of our survey and for providing the results of their studies. Finally, thank you to all LGBT Jacksonville residents that took the time to complete our survey.

We give permission for any party to disseminate, publish, or otherwise use our report and findings with the following requirements:

- 1) That our report and findings be represented accurately.

2) That our report be cited.

3) That a digital or physical copy of our report be offered or made available to any party's audience. Our contact information may be included as a method for obtaining a digital copy as we will e-mail digital report copies to any interested individuals.

These requirements are made with the hope to avoid distortion of our information by others and the belief that all should open access to the original report and findings so that they may reach their own personal conclusions about discrimination against LGBT residents in Jacksonville and whether it is necessary to expand Jacksonville's HRO to specifically include LGBT persons.

Correspondence about this report may be directed to Danielle Krusemark at [n00840657@ospreys.unf.edu](mailto:n00840657@ospreys.unf.edu) or Dr. Lynne Carroll at [lcarroll@unf.edu](mailto:lcarroll@unf.edu).

### Abstract

This study assessed LGBT Jacksonville residents' negative experiences, specific discrimination experiences, and the perceived necessity of a LGBT-inclusive Human Rights Ordinance (HRO) in Jacksonville, Florida. According to our findings, of 211 LGBT survey respondents, the majority (57.4%) reported experiencing some form of discrimination within the past five years. Additionally, the majority of LGBT survey respondents (97%) feel that it is necessary to expand Jacksonville's Human Rights Ordinance (HRO) to specifically include LGBT persons.

*Keywords:* LGBT, discrimination, Human Rights Ordinance, Jacksonville, FL

A Survey of LGBTQ Experiences, Discrimination, and Perceived Necessity for an LGBT-Inclusive Human Rights Ordinance in Jacksonville, Florida

In 2009, a Jacksonville Council on Citizen Involvement (JCCI) report found that 41% of its 211 lesbian, gay, bisexual, and transgender (LGBT) participants experienced discrimination within the past five years in Jacksonville, Florida (JCCI, 2012). Of the participants reporting discrimination, many reported experiencing discrimination at their places of employment (45%) and at local restaurants (40%; JCCI, 2012). Over half (56%) disagreed or strongly disagreed that Jacksonville laws adequately protected LGBT persons and their families (JCCI, 2012).

In 2012, a proposal to expand Jacksonville's Human Rights Ordinance (HRO) by including LGB persons was introduced and voted down by the Jacksonville city council. A revised version of the proposal, which included specific protection for transgender persons in addition to LGB persons, was also voted down by the Jacksonville city council. Later, in 2015, a proposal to expand Jacksonville's HRO by including LGBT persons was reintroduced ("Jacksonville to have," 2015). The expansion to Jacksonville's HRO would affect approximately 36,696 residents or 4.3% of Jacksonville's 853,382+ residents (Newport & Gates, 2015; "Jacksonville (city)," 2015).

The purpose of this study was to assess the breadth and nature of negative experiences and discriminatory behaviors experienced by LGBT persons and to explore LGBT perceptions of whether an expanded HRO with specific inclusion of protection based upon sexual orientation and gender identity and expression was necessary. Our goal is that our research sheds further light on the prevalence of discrimination against LGBT residents in Jacksonville and the necessity of expanding Jacksonville's HRO to specifically include LGBT persons.

## Method

### Participants

Any Jacksonville resident who self-identified as LGBT and was aged 18 or older was eligible to participate in this study. Participants gave electronic informed consent before proceeding with the survey. No costs or rewards were incurred for participating in this study.

Two hundred and twenty-one individuals completed or partially completed our study. Ten of the 221 failed one or more requirements (e.g., LGBT identification) and their data were excluded from analyses. The remaining 211 participants were eligible for our study and thus their data were used in analyses.

The majority of participants were either male ( $n = 96$ , 45.5%) or female ( $n = 93$ , 44.1%). Under five percent ( $n = 9$ , 4.3%) of participants were male-to female (MTF) transgender, 1.9% ( $n = 4$ ) were female-to-male (FTM) transgender, 1.9% ( $n = 4$ ) were genderqueer, 1.4% ( $n = 3$ ) were genderfluid, and 0.9% ( $n = 2$ ) identified as other (see Figure 2). When asked about their sexual orientation, 42.7% ( $n = 90$ ) of participants identified as gay male, 28.9% ( $n = 61$ ) as lesbian, 4.7% ( $n = 10$ ) as bisexual male, 11.4% ( $n = 24$ ) as bisexual female, 0.5% ( $n = 1$ ) as heterosexual transgender male, and 0.5% ( $n = 1$ ) as heterosexual transgender female, 5.2% ( $n = 11$ ) as queer, 2.4% ( $n = 5$ ) as pansexual, and 3.8% ( $n = 8$ ) as other (see Figure 3). Participants ranged in age from 18 to 68 ( $M = 40.69$ ,  $SD = 13.33$ ).

Most participants were Caucasian ( $n = 186$ , 88.2%). Another 4.7% ( $n = 10$ ) of participants were African-American, 3.3% ( $n = 7$ ) were Hispanic, 1.4% ( $n = 3$ ) were Asian or Pacific Islander, and 2.4% ( $n = 5$ ) were Biracial or Mixed (see Figure 4). Income background was mixed, but most participants fell in the lower half of income brackets. A little over fifteen percent ( $n = 33$ , 15.6%) of participants indicated their income bracket as less than \$19,000,

12.3% ( $n = 26$ ) as \$20,000 - \$29,999, 10.4% ( $n = 22$ ) as \$30,000 - \$39,999, 14.2% ( $n = 30$ ) as \$40,000 - \$49,999, 9.5% ( $n = 20$ ) as \$50,000 - \$59,999, 9.5% ( $n = 20$ ) as \$60,000 - \$69,999, 6.6% ( $n = 14$ ) as \$70,000 - \$79,999, 3.8% ( $n = 8$ ) as \$80,000 - \$89,999, 4.3% ( $n = 9$ ) as \$90,000 - \$99,999, and 13.7% ( $n = 29$ ) as over \$100,000 (see Figure 5).

## **Materials**

Our survey consisted of eleven questions, one of which was open-ended. Questions six, eight, and nine were drawn from previous assessments of LGBT experiences by the Jacksonville Coalition of Equality (see Appendix C; Bridging Out Jax, 2008; Jacksonville Coalition for Equality, 2014; JCCI, 2011; JCCI, 2012) The Merriam-Webster definition of discrimination and a description of what expanding of Jacksonville's HRO to specifically include LGBT persons would entail was embedded in the survey before relevant items (see Appendix C; *Merriam-Webster's online dictionary*, n.d.) Our survey was programmed through Qualtrics, an online survey and data collection website.

## **Procedure**

To reach potential participants, we asked 104 general (e.g., business, community) and LGBT-specific Jacksonville organizations and websites to distribute or otherwise advertise a short description of our study and the corresponding survey link (see Figure 5). Participants were recruited online through e-mail announcements, e-mail newsletters, social media postings, and website postings by willing general and LGBT-specific Jacksonville organizations and websites. Data collection took place from January 7, 2016 – January 31, 2016. At their discretion, participants completed survey items on general negative experiences in Jacksonville, discrimination experiences in Jacksonville, and the proposed expansion of Jacksonville's HRO to

specifically include LGBT persons. After completing the survey, participants were thanked for their participation.

### Results

The most common negative experiences of participants were teasing or off-color jokes about LGBT people, verbal abuse or threats, and bullying or intimidation (see Table 1). In addition to the provided negative experiences options, participants added that they had also experienced medical discrimination, demotion, hateful attitudes, disparate pricing, pictures being taken of them and posted on social media with slurs, feeling unsafe or judged, and damage to their property including a brick thrown through their truck windshield, damage to housing, and loosened lug nuts on car rims (“Other” category, see Table 1)..

When asked specifically about their discrimination experiences, the majority of participants ( $n = 116$ , 57.4%) indicated that they had experienced discrimination based on their sexual orientation or gender identity in Jacksonville, Florida within the past five years. Almost twelve percent ( $n = 24$ , 11.9%) of participants were unsure if they had experienced such discrimination, and 30.7% ( $n = 62$ ) of participants indicated that they had not experienced such discrimination in Jacksonville within the past five years (see Figure 6). The most common places where participants experienced discrimination were their job, a restaurant, club, or bar, and a job interview (see Table 2).

In general, participants had negative views about Jacksonville’s welcoming and protection of LGBT persons. Most participants ( $n = 132$ , 62.6%) disagreed or strongly disagreed with the statement “Jacksonville is a city that embraces diversity”; 18.9% ( $n = 40$ ) of participants agreed or strongly agreed that Jacksonville is a city that embraces diversity (see Figure 7). Over half ( $n = 117$ , 55.5%) of participants disagreed or strongly disagreed with the statement “I

(would) recommend Jacksonville to LGBT persons and their families.” Nineteen percent of participants ( $n = 40$ ) agreed or strongly agreed they (would) recommend Jacksonville to LGBT persons and their families (See Figure 8). Finally, 81.9% ( $n = 173$ ) participants disagreed or strongly disagreed with the statement “The laws in Jacksonville adequately protects LGBT persons and their families.” Only 4.7% ( $n = 10$ ) of participants agreed or strongly agreed that laws in Jacksonville adequately protect LGBT persons and their families (see Figure 9). Perhaps unsurprisingly, 97% ( $n = 194$ ) of participants indicated that yes, an expansion to Jacksonville’s HRO to include LGBT rights was needed (see Figure 10).

### **Discussion**

The results of this study should be interpreted with care because of the following. First, our sample was composed of self-reporting volunteer participants, many of whom were required to have access to a computer and the internet. There are always limitations related to generalizability given who self-selects to participate in surveys such as this. Second, our sample had a distinct lack of diversity; most participants were Caucasian and most were gay men or lesbians. Therefore, our results may not accurately represent the experiences of transgender, bisexual, or racial minority Jacksonville residents, whom may have different concerns and experiences than those of gay men or lesbians.

When compared to the results of the 2009 JCCI report, our results differ in several significant ways. First, a significantly larger amount of our participants reported experiencing bullying or intimidation and teasing or off-color jokes about LGBT people than did participants of the 2009 JCCI report ( $ps < 0.01$ ). Second, a significantly larger number of our participants reported that they had experienced discrimination in Jacksonville within the past five years than did participants of the 2009 JCCI report ( $p < 0.01$ ), indicating that more, not less, LGBT

Jacksonville residents have experienced discrimination. Third, a significantly lower number of our participants reported experiencing discrimination at their job, at school, and at a bank or loan office than did participants of the 2009 JCCI report ( $ps < 0.01$ ).

When comparing data from 2008, 2011, 2014, and 2016, there has been a steady increase in the numbers of LGBT persons who view Jacksonville as an unwelcoming place and perceive current protections of LGBT citizens as inadequate (see Table 3; Bridging Out Jax, 2008; JASMYN & Jacksonville Coalition for Equality, 2011; Jacksonville Coalition for Equality, 2014; JCCI, 2011). The sole exception is that from 2014 to 2016, the percent of LGBT persons that either disagreed or strongly disagreed with the statement “Jacksonville is a city that embraces diversity” has significantly decreased ( $p < 0.01$ ; see Table 3).

Because the previous surveys (2008, 2011, 2014) did not assess respondents’ views about the inclusion of sexual orientation and gender identity and expression to the HRO, no comparative data are available. However, our findings were clear: the overwhelming majority of LGBT Jacksonville residents felt that an expansion to Jacksonville’s HRO to include LGBT rights *is* needed.

## Appendix A

## UNF Institutional Review Board (IRB) Notice of Approval



UNIVERSITY of  
NORTH FLORIDA.

Office of Research and Sponsored Programs  
1 UNF Drive  
Jacksonville, FL 32224-2665  
904-620-2455 FAX 904-620-2457  
Equal Opportunity/Equal Access/Affirmative Action Institution

**MEMORANDUM**

**DATE:** January 7, 2016

**TO:** Dr. Lynne Carroll, PhD  
Psychology

**FROM:** Dr. Jennifer Wesely, Chairperson  
On behalf of the UNF Institutional Review Board

**RE:** Declaration of Exempt Status for IRB#844947-1:  
"LGBT Discrimination in Jacksonville, FL"

UNF IRB Number: <del>844947-1</del> Exemption Date: 01-07-2016 Status Report Due Date: 01-07-2019 Processed on behalf of UNF's IRB <i>KLG</i>
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Your project, "LGBT Discrimination in Jacksonville, FL" was reviewed on behalf of the UNF Institutional Review Board and declared "[Exempt](#)" [category 2](#). Based on the recently revised [Standard Operating Procedures](#) regarding exempt projects, the UNF IRB no longer reviews and approves exempt research according to the [45 CFR 46](#) regulations. Projects declared exempt review are only reviewed to the extent necessary to confirm exempt status.

**Importance of Anonymity:** This study was declared "[Exempt](#)" [category 2](#) based on the understanding that all data will be entirely anonymous and all participants will be 18 years old or older. Although you will ensure data are anonymous in SurveyMonkey and will use the "Anonymize Response" option in Qualtrics, there is a chance that individuals could provide potentially identifiable information about themselves when responding to the open ended survey question about their experiences with discrimination. For this reason, please include a note in your survey instructions, reminding participants not to provide information in their responses that could be used to identify themselves. If, in the course of data collection, you find that individuals are providing identifiable information, the UNF IRB will need to be informed within 3 business days. If identifiable information is collected for this study, an amendment will be needed and your study will need to undergo Expedited review.

Once data collection under the exempt status begins, the researchers agree to abide by these requirements:

- All investigators and co-investigators, or those who obtain informed consent, collect data, or have access to identifiable data are trained in the ethical principles and federal, state, and institutional policies governing human subjects research (please see the [FAQs on UNF IRB CITI Training](#) for more information).
- An informed consent process will be used, when necessary, to ensure that participants voluntarily consent to participate in the research and are provided with pertinent information such as identification of the activity as research; a description of the procedures, right to withdraw at any time, risks, and benefits; and contact information for the PI and IRB chair.

- Human subjects will be selected equitably so that the risks and benefits of research are justly distributed.
- The IRB will be informed as soon as practicable but no later than 3 business days from receipt of any complaints from participants regarding risks and benefits of the research.
- The IRB will be informed as soon as practicable but no later than 3 business days from receipt of the complaint of any information and unexpected or adverse events that would increase the risk to the participants and cause the level of review to change. Please use the [Event Report Form](#) to submit information about such events.
- The confidentiality and privacy of the participants and the research data will be maintained appropriately.

While the exempt status is effective for the life of the study, if it is modified, all substantive changes must be submitted to the IRB for prospective review. In some circumstances, changes to the protocol may disqualify the project from exempt status. Revisions in procedures or documents that would change the review level from exempt to expedited or full board review include, but are not limited to, the following:

- New knowledge that increases the risk level;
- Use of methods that do not meet the exempt criteria;
- Surveying or interview children or participating in the activities being observed;
- Change in the way identifiers are recorded so that participants can be identified;
- Addition of an instrument, survey questions, or other change in instrumentation that could pose more than minimal risk;
- Addition of prisoners as research participants;
- Addition of other vulnerable populations;
- Under certain circumstances, addition of a funding source

To submit an amendment, please complete an [Amendment Request Document](#) and submit it along with any updated documents affected by the changes via a new package in IRBNet. If investigators are unsure of whether an amendment needs to be submitted or if they have questions about the amendment review process, they should contact the IRB staff for clarification.

**Your study was declared exempt effective 01/07/2016.** Please submit an [Exempt Status Report](#) by **01/07/2019** if this project is still active at the end of three years. However, if the project is complete and you would like to close the project, please submit a [Closing Report Form](#). This will remove the project from the group of projects subject to an audit. An investigator must close a project when the research no longer meets the definition of human subject research (e.g., data collection is complete and data are de-identified so the researcher does not have the ability to match data to participants) or data collection *and* analysis are complete. If the IRB has not received correspondence at the three-year anniversary, you will be reminded to submit an [Exempt Status Report](#). If no [Exempt Status Report](#) is received from the Principal Investigator within 90 days of the status report due date listed above, then the IRB will close the research file. The closing report or exempt status report will need to be submitted as a new package in IRBNet.

All principal investigators, co-investigators, those who obtain informed consent, collect data, or have access to identifiable data must be CITI certified in the protection of human subjects. As you may know, **CITI Course Completion Reports are valid for 3 years.** Your completion report is valid through 09/05/2017 and Ms. Krusemark's completion report is valid through 09/06/2016. The CITI training for renewal will become available 90 days before your CITI training expires. Please renew your CITI training when necessary and ensure that all key personnel maintain current CITI training. Individuals can access CITI by following this link: <http://www.citiprogram.org/>. Should you have questions regarding your project or any other IRB issues, please contact the research integrity unit of the Office of Research and Sponsored Programs by emailing [IRB@umf.edu](mailto:IRB@umf.edu) or calling (904) 620-2455.

UNF IRB Number: 844987-1  
 Exemption Date: 01-07-2016  
 Status Report Due Date: 01-07-2019  
 Processed on behalf of UNF's IRB - KLL

This letter has been electronically signed in accordance with all applicable regulations, and a copy is retained within UNF's records. All records shall be accessible for inspection and copying by authorized representatives of the department or agency at reasonable times and in a reasonable manner. A copy of this memo may also be sent to the dean and/or chair of your department.

UNF IRB Number: 844967-1  
Exemption Code: 01-02-2016  
Status Report Due Date: 01-07-2019  
Processed on behalf of UNF's IRB KLG

Appendix B  
Recruitment Email Template Form

Dear \_\_\_\_\_,

Danielle Krusemark and Dr. Lynne Carroll of UNF are running a study on LGBT experiences in Jacksonville, Florida. This study is free to take and completely anonymous. No identifying information will be collected. Questions will be asked about discrimination experiences and expanding Jacksonville's HRO to specifically include LGBT individuals. Participants must be 18 or older, live in Jacksonville, Florida, and identify as LGBT. Would you be willing to share this study with your organization/group? The survey may be found at this link: \_\_\_\_\_

Thank you,

Danielle Krusemark

N00840657@ospreys.unf.edu

Appendix C  
Sample Survey

This survey is designed to assess the experiences of LGBT residents in Jacksonville, Florida. Specifically, this survey will contain questions about discrimination based on sexual orientation or gender identity in JACKSONVILLE, FLORIDA and the proposed expansion to Jacksonville's Human Rights Ordinance (HRO) to specifically include LGBT individuals.

**REQUIREMENTS:** Participation is restricted to individuals that are (1) 18 years of age or older, (2) identify as LGBT, and (3) live in Jacksonville, Florida. It is important to answer each question **HONESTLY** and **TO THE BEST OF YOUR ABILITY** so that an accurate picture of LGBT experiences in Jacksonville, Florida is captured.

Results may be presented to Jacksonville government and organizations or publicly published. No identifying information will be collected or released, your identity is unknown. Your participation is completely anonymous and voluntary. We do not anticipate any risks, but if you find yourself distressed, please end your participation immediately. You may end your participation at any time for any reason by exiting out of your browser window. You will not be penalized for ending your participation. This survey is free to take. There are no monetary benefits or compensation for taking this survey.

Thank you in advance for your participation! If you have any questions regarding this survey, please email Danielle Krusemark at [n00840657@ospreys.unf.edu](mailto:n00840657@ospreys.unf.edu) or Dr. Lynne Carroll at [lcarroll@unf.edu](mailto:lcarroll@unf.edu). If you have questions or concerns about your rights as a participant, please email the UNF Institutional Review Board (IRB) at [irb@unf.edu](mailto:irb@unf.edu).

If you meet the above participation requirements, understand what the study entails, and agree to participate, please press the “Next” button to move on to the next page. If you do not meet the above participation requirements or do not agree to participate, please exit your browser window.

1. What is your sexual orientation?

Gay Male

Lesbian

Bisexual Male

Bisexual Female

Heterosexual Male

Heterosexual Female

Other

2. What is your gender identity?

Male

Female

Female-to-Male Transgender

Male-to-Female Transgender

Other

3. What is your age?

4. What is your ethnicity?

Caucasian

African-American

Asian or Pacific Islander

Hispanic or Latino(a)

Native American

Other

5. Which best describes your income bracket?

- Less than \$19,000
- \$20,000 - \$29,999
- \$30,000 - \$39,999
- \$40,000 - \$49,999
- \$50,000 - \$59,999
- \$60,000 - \$69,999
- \$70,000 - \$79,999
- \$80,000 - \$89,999
- \$90,000 - \$99,999
- Over \$100,000

6. Please answer how you agree or disagree with the following statements about Jacksonville and its LGBT community.

Strongly agree      Agree      Unsure      Disagree      Strongly disagree

- (a) Jacksonville is a city that embraces diversity.
- (b) I (would) recommend Jacksonville to LGBT persons who are considering moving here.
- (c) The laws in Jacksonville adequately protect LGBT persons and their families.

**Discrimination is defined as: unfair or unequal treatment of a person or group of people differently from other groups of people**

7. Have you faced discrimination in JACKSONVILLE, FLORIDA based on your sexual orientation or gender identity within the past five years?

Yes      Unsure      No

8. If yes, where have you faced discrimination in the past five years? (check all that apply):

My job	Within LGBT organizations	Hospital
My school	Family planning	Police or law enforcement
My place of worship	Adoption services	Court system
My physician's office	Job interview	Jail or prison
Bank or loan office	Restaurant, club, or bar	Other (please specify)
Housing		

9. Have you experienced any of the following situations related to your sexual orientation or gender identity in the past five years in the Jacksonville area? (check all that apply)

- Physical violence
- Verbal abuse or threats
- Bullying or intimidation
- Teasing or off-color jokes about LGBT people
- Shunning or isolation
- Being fired or terminated
- Denied service
- Evicted from housing
- Other (please specify)

10. Please provide a description what occurred during the most recent time that you have experienced discrimination in JACKSONVILLE, FLORIDA because of your sexual orientation or gender identity. If you have not experienced this, please leave skip this question.

If Jacksonville's Human Rights Ordinance (HRO) was expanded to specifically include LGBT individuals, businesses would not be allowed to hire, transfer, punish, terminate, or decide pay for an employee based on the employee's sexual orientation, gender identity, or gender expression.

Landlords would not be allowed to deny renting or selling housing to an individual based on the individual's sexual orientation, gender identity, or gender expression.

It would not be allowed to deny access to public accommodations which are "any establishment, service, place, or building which offers, sells or otherwise makes available to the public any good, service, privilege, or advantage" based on an individual's sexual orientation, gender identity, or gender expression.

**11. In your opinion, is the expansion of Jacksonville's HRO to include LGBT rights is needed?**

**Yes    No**

## References

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[percentage.aspx?utm\\_source=Social+Issues](#)

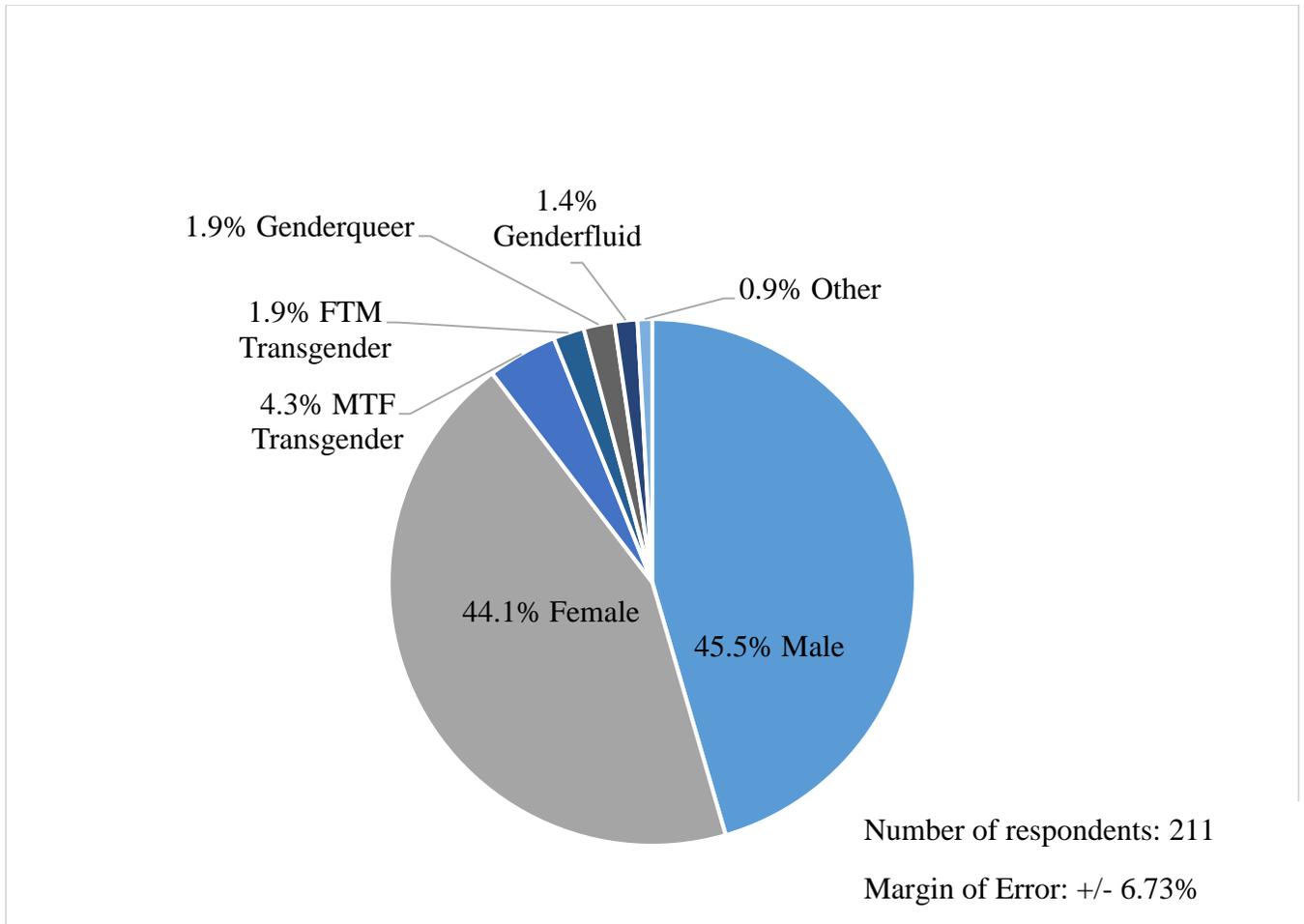


Figure 1. Gender identity composition of participants.

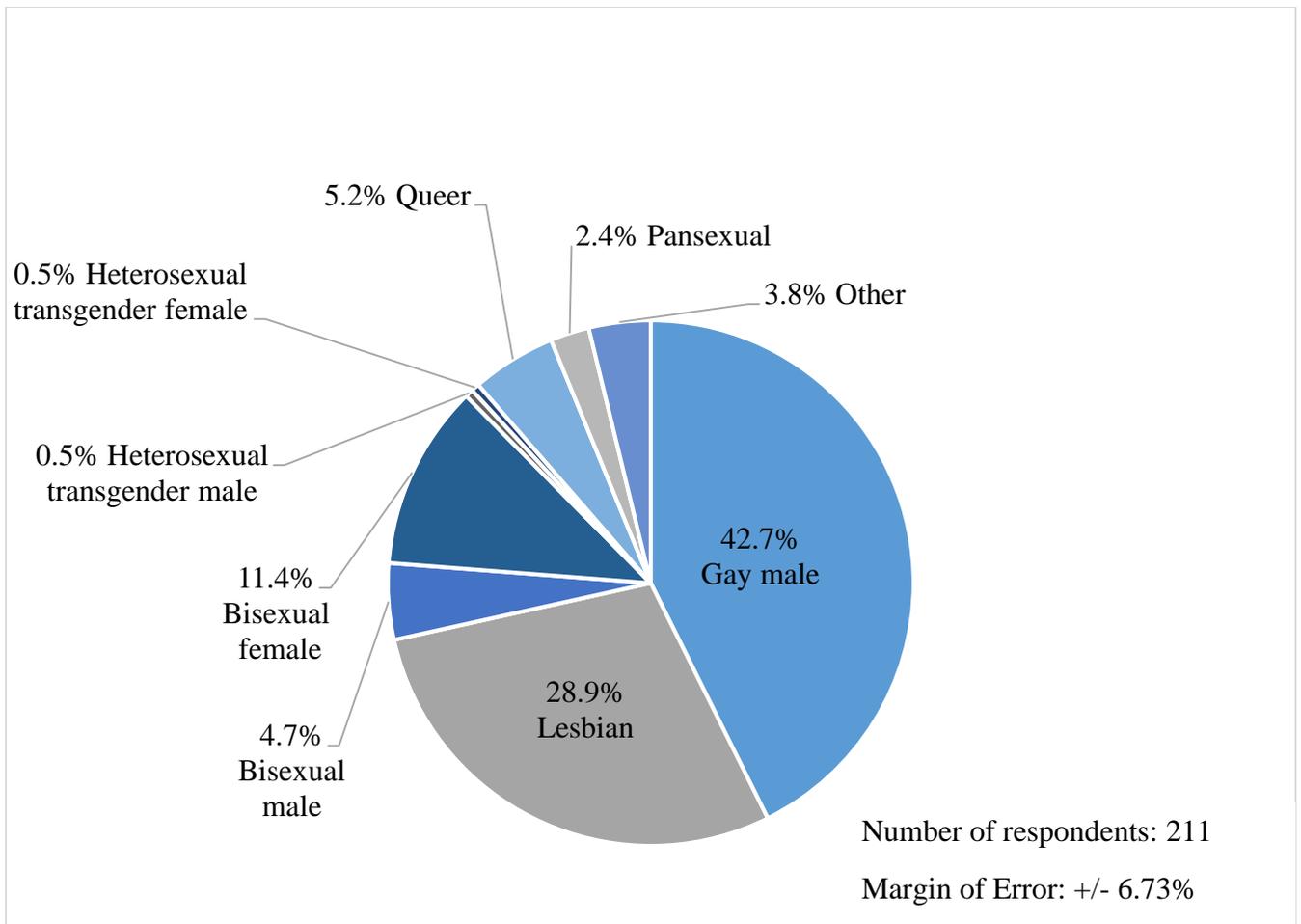


Figure 2. Sexual orientation composition of participants.

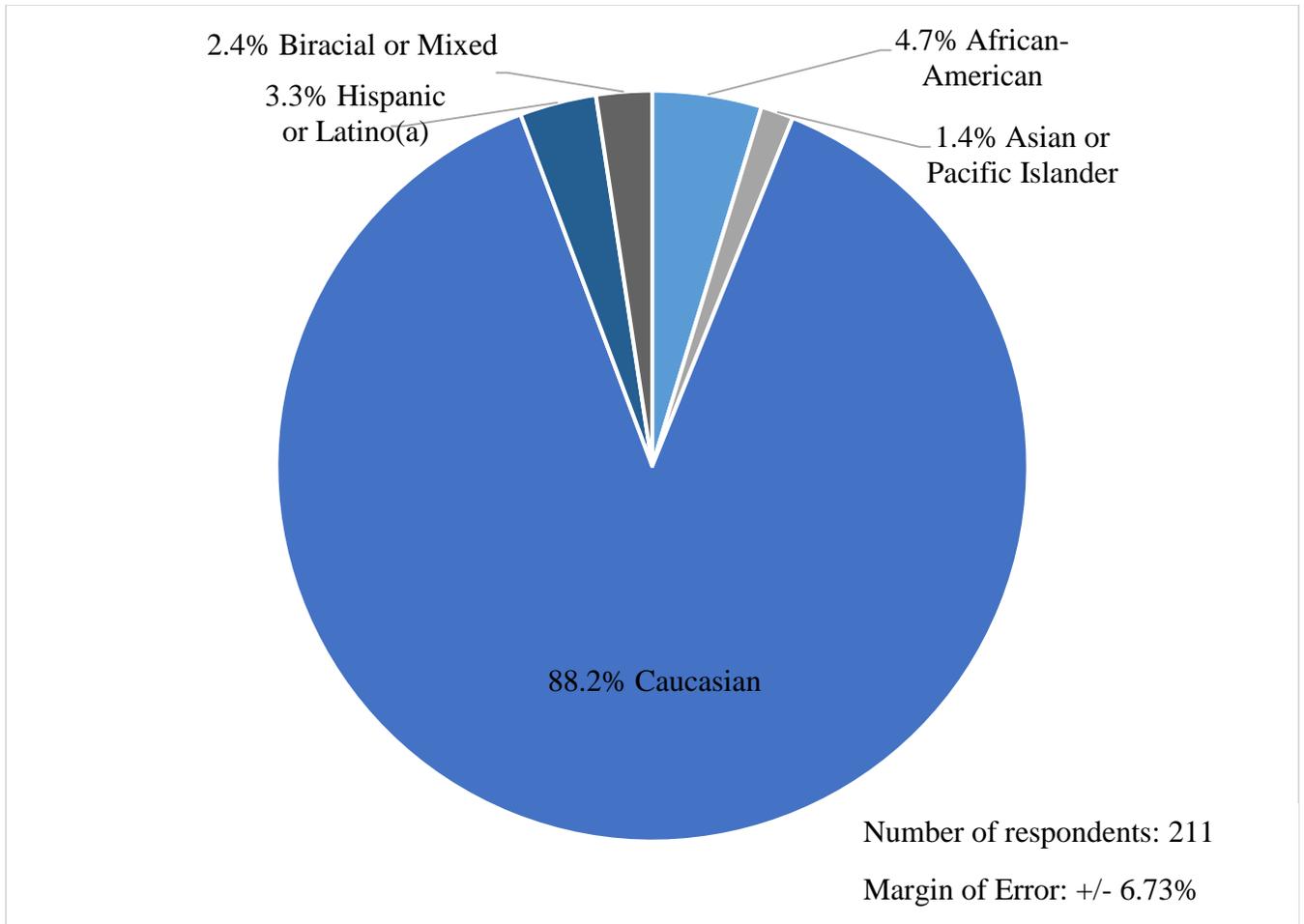


Figure 3. Ethnic composition of participants.

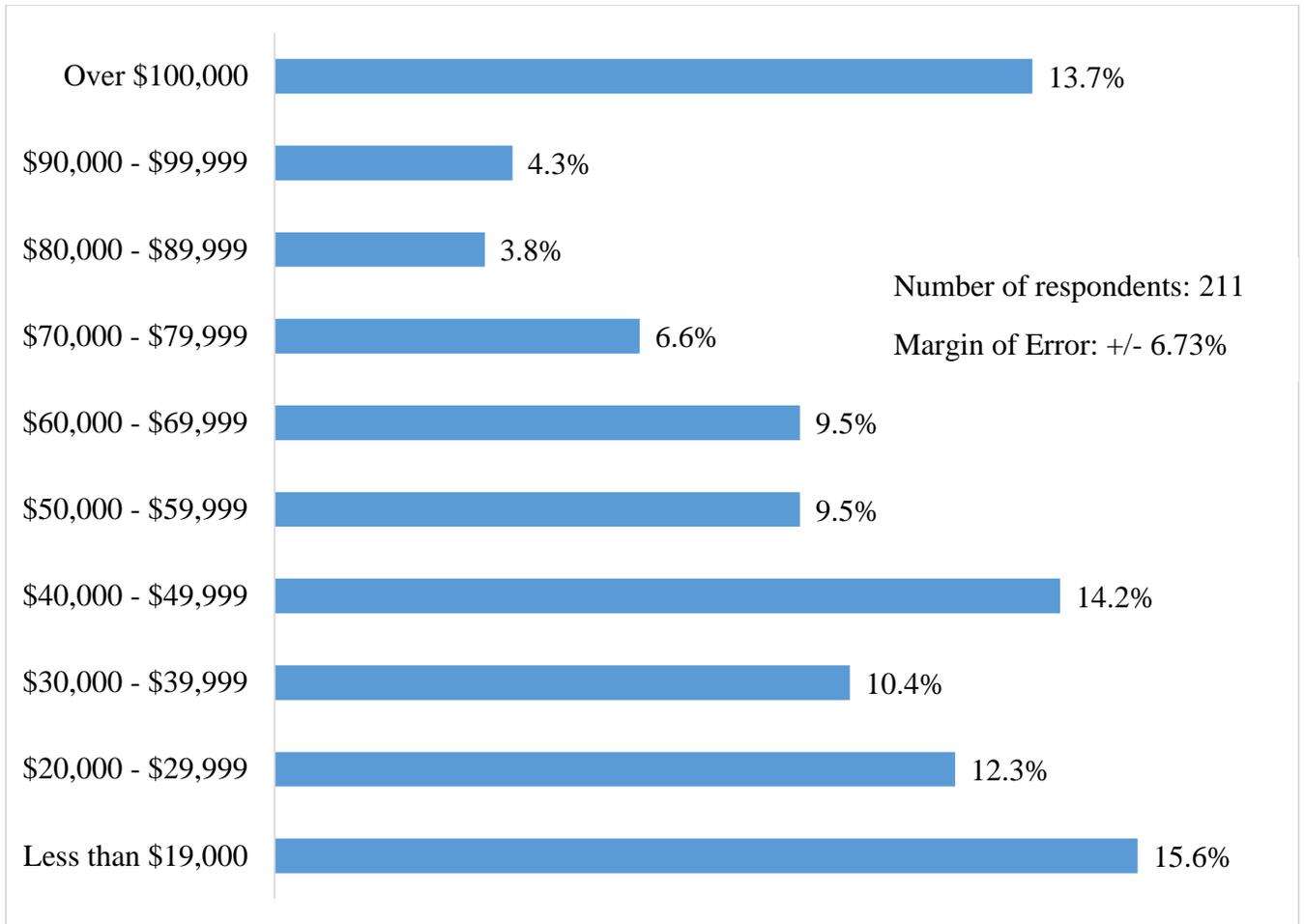


Figure 4. Income bracket composition of participants.

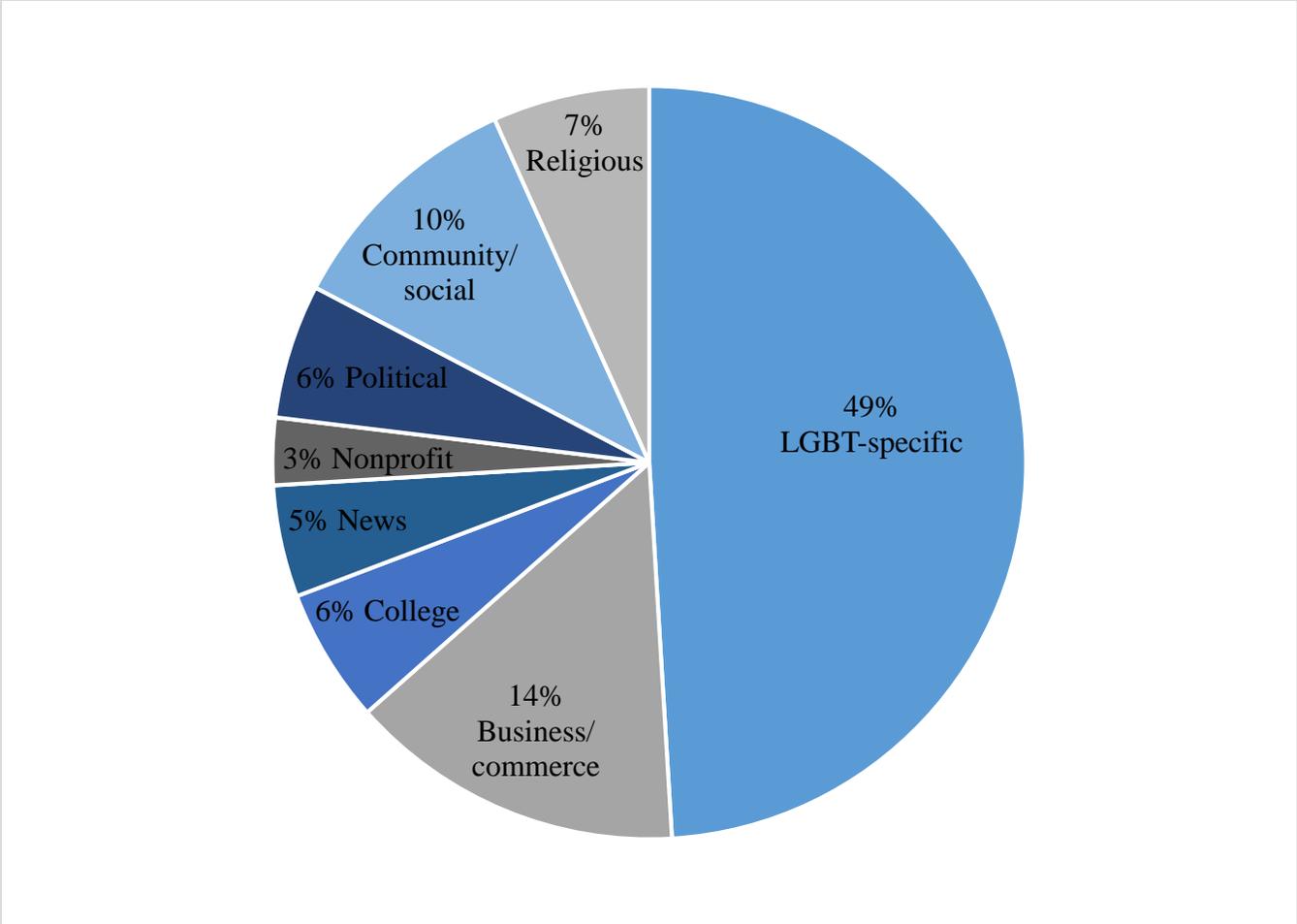


Figure 5. Topic composition of organizations, groups, and websites contacted for participant recruitment.

Table 1

*LGBT Negative Experiences in Jacksonville, Florida*

<p>Have you experienced any of the following situations related to your sexual orientation or gender identity in the past five years in Jacksonville, Florida?</p> <p>Number of respondents: 211 Margin of Error: +/- 6.73%</p>	
Situation	% of participants who have experienced
Teasing or off-color jokes about LGBT people	61.1%
Verbal abuse or threats	33.2%
Bullying or intimidation	32.2%
Shunning or isolation	24.2%
Denied service	12.3%
Being fired or terminated	5.7%
Physical violence	5.7%
Other	3.8%
Evicted from housing	0.5%

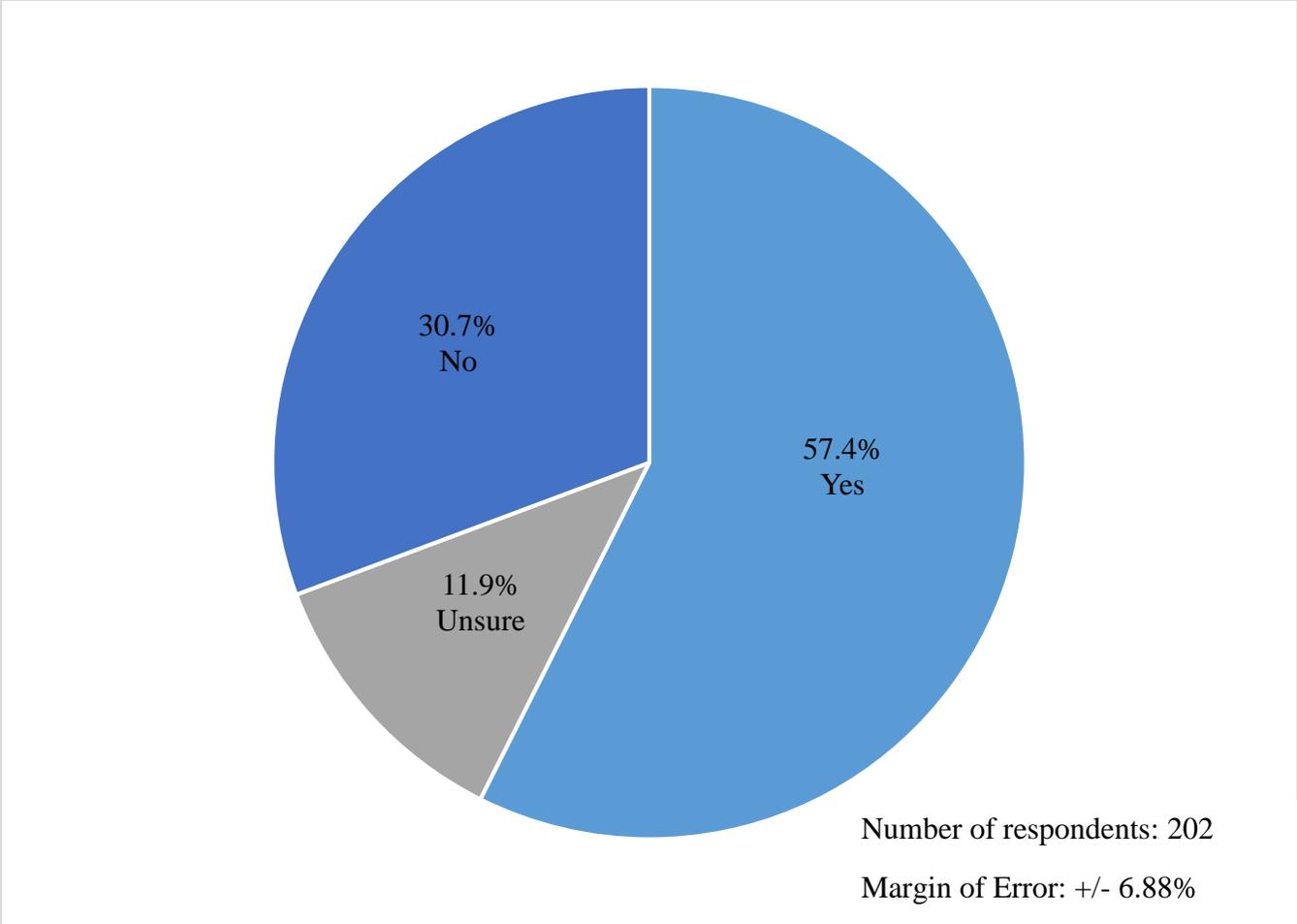


Figure 6. Participants’ response distribution to the question, “Have you faced discrimination in Jacksonville, Florida based on your sexual orientation or gender identity within the past five years?”

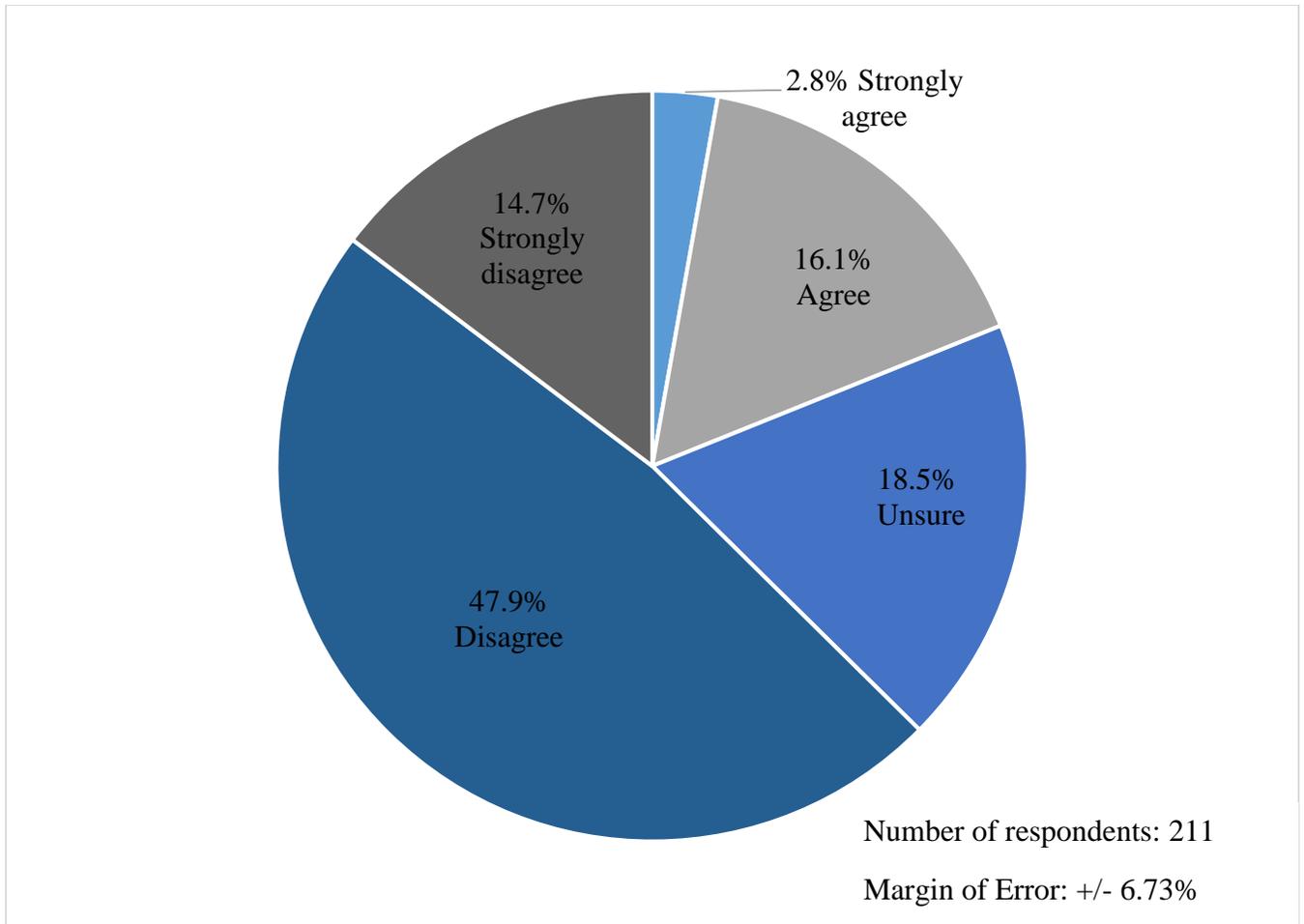


Figure 7. Participants indicated how much they agreed with the following statement, “Jacksonville is a city that embraces diversity.”

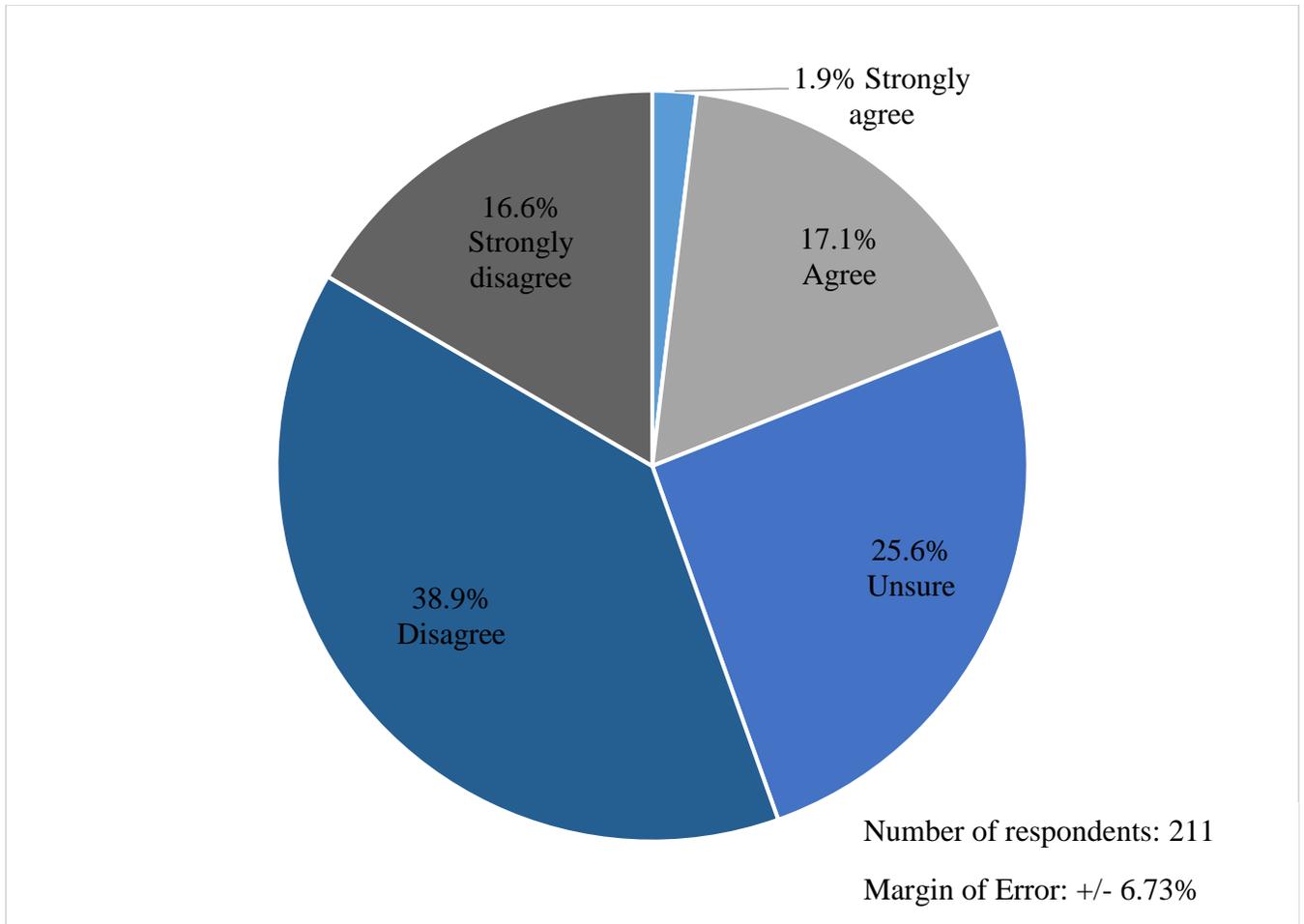


Figure 8. Participants indicated how much they agreed with the following statement, "I (would) recommend Jacksonville to LGBT persons and their families."

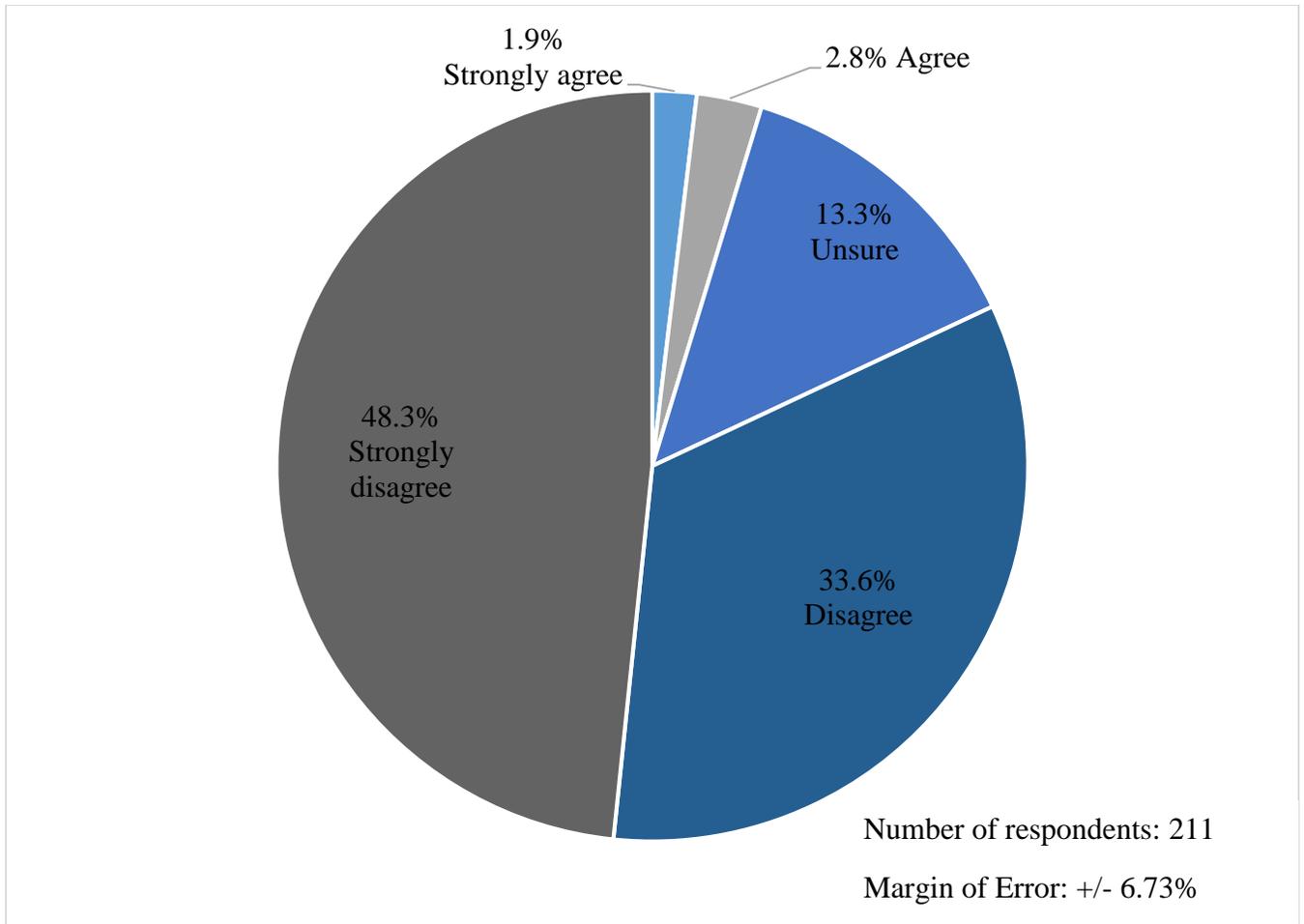
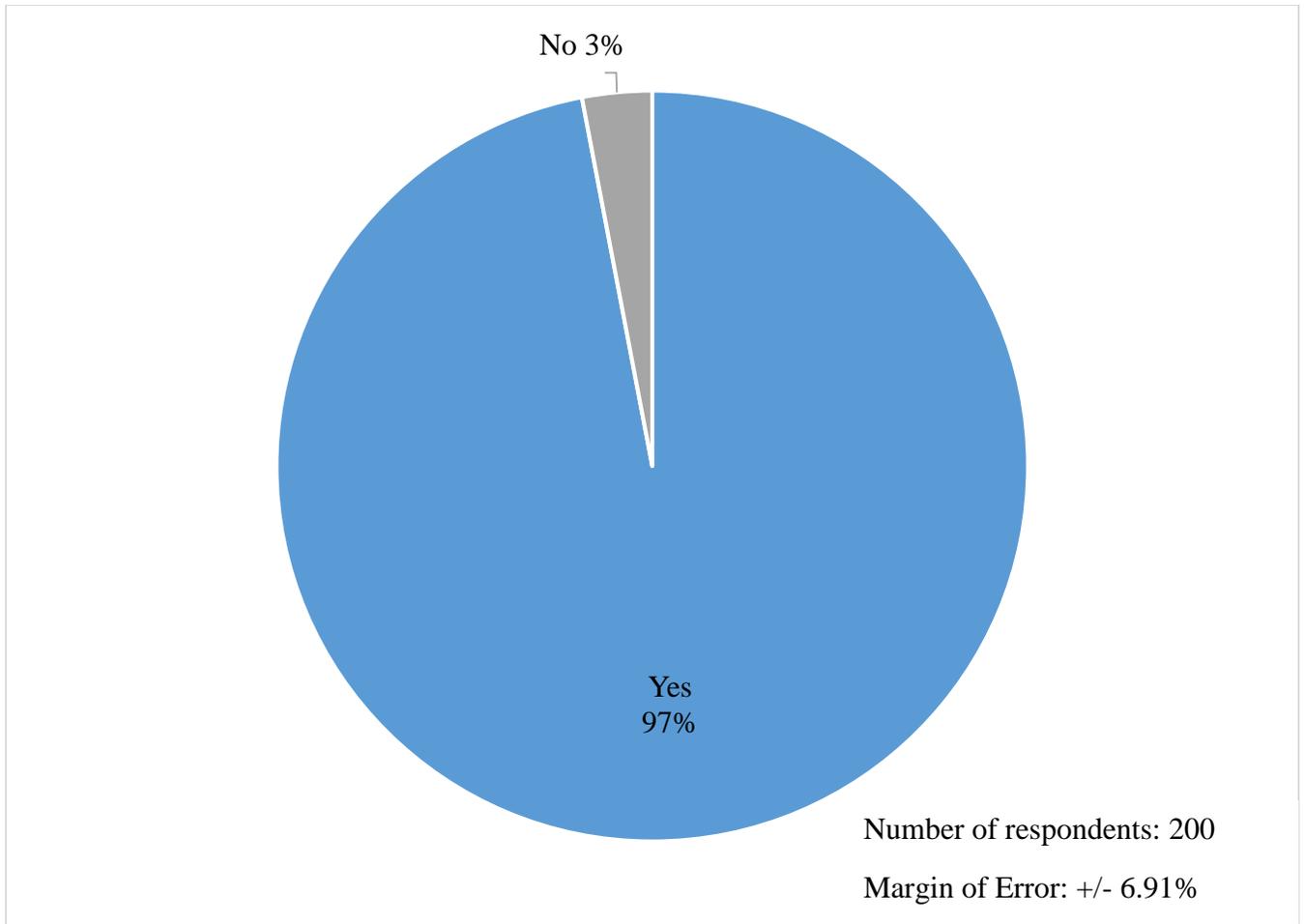


Figure 9. Participants indicated how much they agreed with the following statement, "The laws in Jacksonville adequately protect LGBT persons and their families."

Table 2

*Locations of LGBT discrimination in Jacksonville, Florida*

<p>If yes, where have you faced discrimination in Jacksonville, Florida in the past five years?</p> <p>Number of respondents: 211</p> <p>Margin of Error: +/- 6.73%</p>	
Location	% of participants who have experienced discrimination at this location
My job	27.5%
Restaurant, club, or bar	22.7%
Job interview	13.3%
My place of worship	11.8%
Police or law enforcement	10.9%
My physician's office	10.9%
Other	10%
My school	8.5%
Hospital	8.5%
Housing	7.1%
Within LGBT organizations	5.2%
Court system	4.3%
Adoption services	3.3%
Bank or loan office	2.4%
Jail or prison	2.4%
Family planning	1.4%



*Figure 10.* Participants responded to the item “In your opinion, is the expansion of Jacksonville’s HRO to include LGBT rights needed?” Perceived necessity of expanding Jacksonville’s HRO to include LGBT rights.

Table 3

*LGBT Respondents' Ratings of Survey Items # 6a, 6b, and 6c*

Researchers	Bridging Out Jax	JCCI	Jacksonville Coalition for Equality*	
Year of study	2008	2011	2014	2016
Sample size	<i>N</i> = 259	<i>N</i> = 214	<i>N</i> = 167	<i>N</i> = 211
	% of participants that agreed or strongly agreed (% of participants that disagreed or strongly disagreed)			
6a) Jacksonville is a city that embraces diversity.	34% (34%) <sup>a</sup>	31% (41%) <sup>a</sup>	13% (78.92%)	19% (63%)
6b) I (would) recommend Jacksonville to LGBT persons who are considering moving here	43% (21%)	32% (38%)	22% (54%) <sup>b</sup>	19% (56%) <sup>b</sup>
6c) The laws in Jacksonville adequately protect LGBT persons and their families	15% (49%)	3% (63%)	1% (69%) <sup>c</sup>	4.7% (81.90%) <sup>c</sup>

*Note.* Missing percentages are those participants who marked "Unsure." Therefore, all

percentages presented may not add up to 100.

<sup>abc</sup> Nonsignificant changes.

\* Data only available from online respondents.