

# The economic benefits of statewide LGBTQ nondiscrimination in Texas

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In Texas, there is no explicit statewide law protecting people from discrimination on the basis of sexual orientation or gender identity in employment, housing, and public spaces. Millions of LGBTQ Texans – and those who might move to Texas – lack basic legal protections to ensure they can live, work, earn a living, raise a family, and fully contribute to their communities.

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# Working vocabulary

- *Comprehensive* nondiscrimination:
  - housing
  - public accommodation
  - employment
  - can include credit
- Characteristics
  - sexual orientation (SO)
  - gender identity (GI)

# Federal law

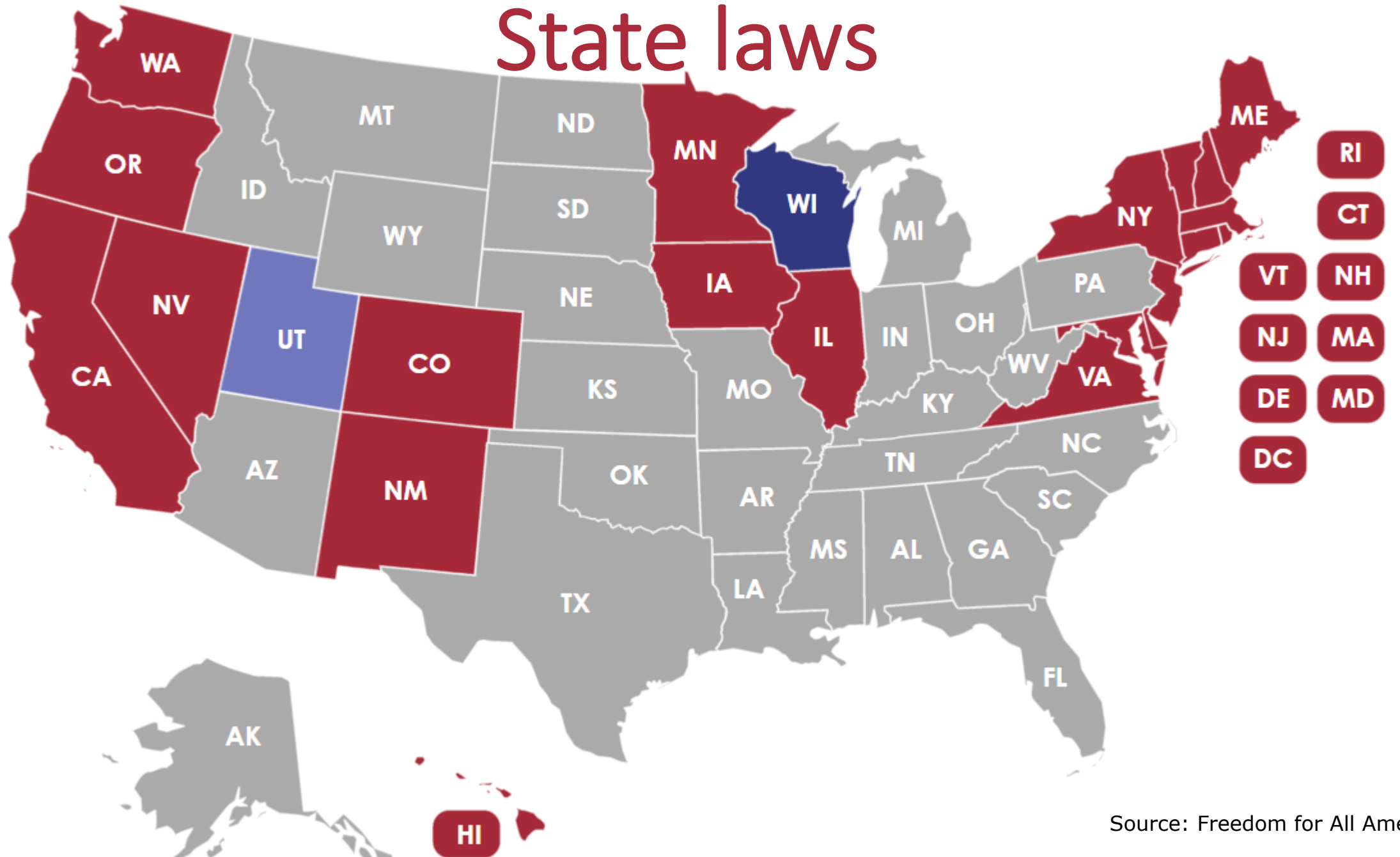
- There are currently no explicit, comprehensive protections from discrimination for SO/GI in federal law
- *Title VII* employment protections recently decided at SCOTUS (SO and GI)
  - These may be extended to housing and healthcare over the coming years
- Some education, federal employee, and hate crime protections exist

# Texas law

- Texas law includes:
  - **Fair Housing:** race, color, religion, sex, national origin, disability, familial status
  - **Employment:** race, color, disability, religion, sex, national origin, age 40+
  - **No Public Accommodations law**
- Several cities have LGBTQ-inclusive municipal NDOs, covering about 20% of the Texas population



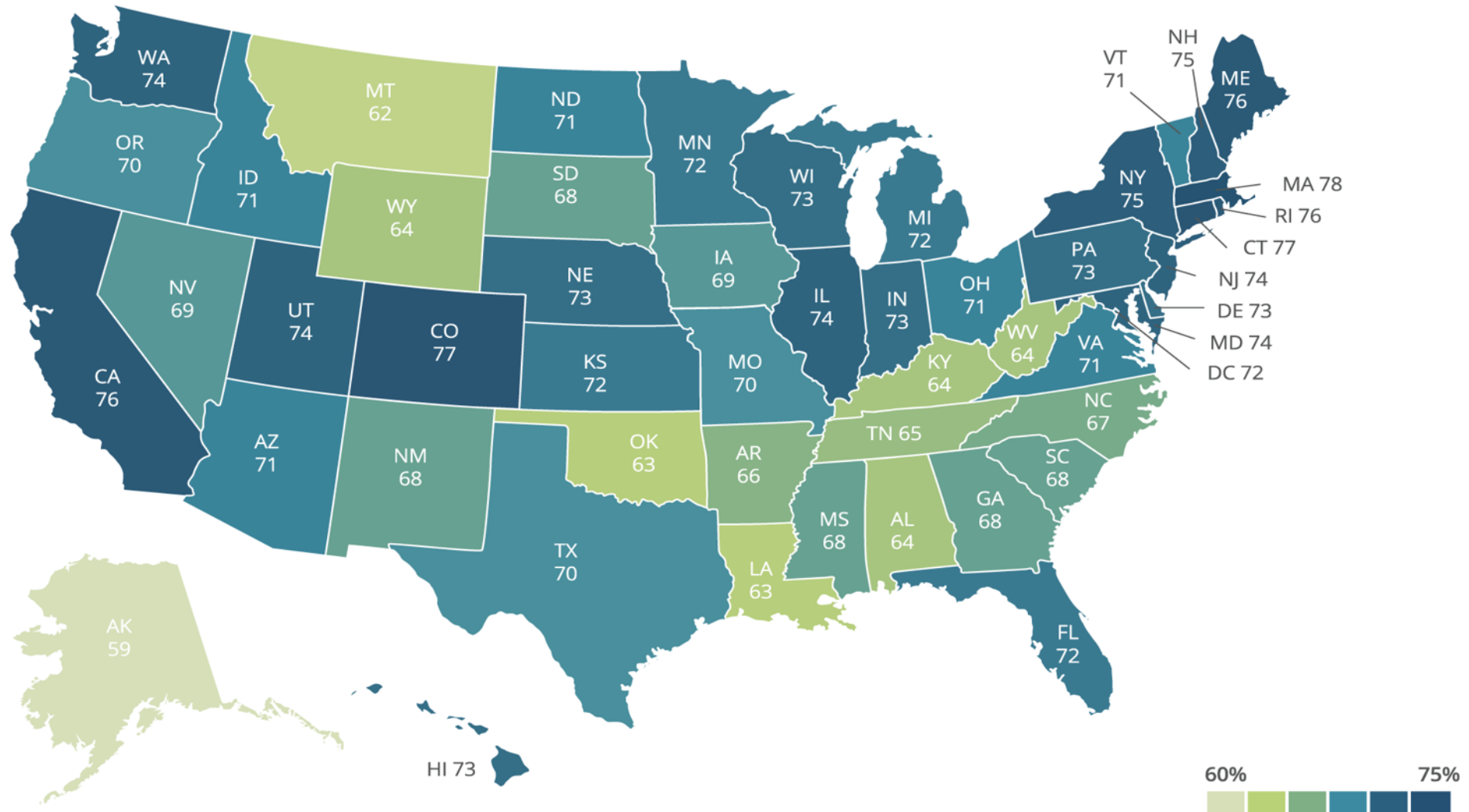
# State laws



Source: Freedom for All Americans

## FIGURE 13. Majorities in Every State Favor Nondiscrimination Protections for LGBT People

Percent who favor laws that would protect gay, lesbian, bisexual, and transgender people against discrimination in jobs, public accommodations, and housing:



Sources: PRRI American Values Atlas 2019.



Dr. Ray Perryman, Ph.D.  
President and CEO,  
The Perryman Group

# TEXAS NONDISCRIMINATION IN THE CONTEXT OF COVID-19

DR. RAY  
“PERRYMAN

*In the aftermath of the  
pandemic, nondiscrimination  
becomes even more important.  
Competition will markedly  
intensify as states seek to  
revitalize their economies.”*

From “The Potential Impact of a Comprehensive Non-Discrimination  
Act on Business Activity in Texas: May 2020,” by The Perryman Group





# FOR THE NEXT BIENNIUM: \$738 MILLION IN STATE REVENUES, \$531 MILLION IN LOCAL GOVERNMENT REVENUES

**180,000**

new jobs

**702,000**

new jobs

**\$2.8 billion**

in state tax receipts

**\$73.6 billion**

in state tax receipts

**\$2 billion**

in local government  
tax receipts

**\$56.4 billion**

in local government  
tax receipts



**By 2025:**

**By 2045:**

# WHAT TEXAS CAN GAIN: GROSS PRODUCT



**\$19.8 BILLION**

in annual tech &  
tourism gross product

**2021-2025**



**\$1.3 TRILLION+**

in gross product

**2021-2045**



**180K+ JOBS**

in tech & tourism

by 2025



**702K+ JOBS**

in tech & tourism

by 2045

GAINS DUE TO PASSAGE OF A STATEWIDE, LGBTQ-INCLUSIVE NONDISCRIMINATION LAW

# WHAT TEXAS CAN GAIN: SHORT-TERM STATE & LOCAL REVENUES

Business activity generates taxes for state and local governments. Increased business activity stemming from a statewide nondiscrimination law could result in an **annual** gain of:



**\$1.2  
BILLION**

in **annual** state revenue

**2021-2025**



**\$900  
MILLION**

in **annual** local govt. revenue

**2021-2025**



# WHAT TEXAS CAN GAIN: LONG-TERM STATE & LOCAL REVENUES

Business activity generates taxes for state and local governments. Increased business activity stemming from a statewide nondiscrimination law could result in a cumulative gain of:

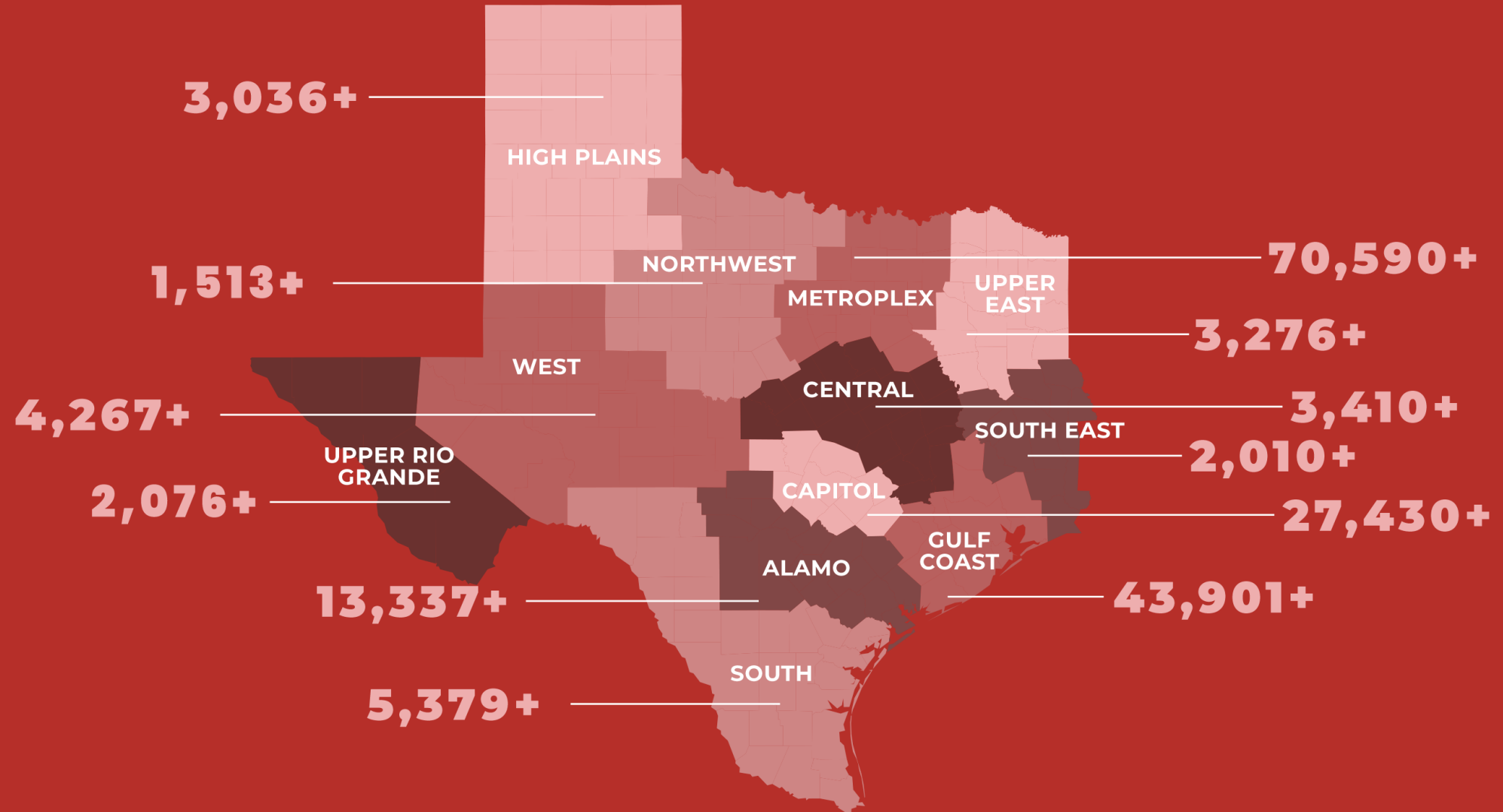


**\$73.6  
BILLION**  
in state revenue  
(Through 2045)



**\$56.4  
BILLION**  
in local govt. revenue  
(Through 2045)

# WHAT TEXAS CAN GAIN: JOBS THROUGH 2025



# WHAT TEXAS CAN GAIN: JOBS THROUGH 2045

