

### LGBTQ+ Wage Gap - What LGBTQ+ Workers Earn For Every Dollar



# The LGBTQ+ Equality Project

## Sabbatical, Fall 2025



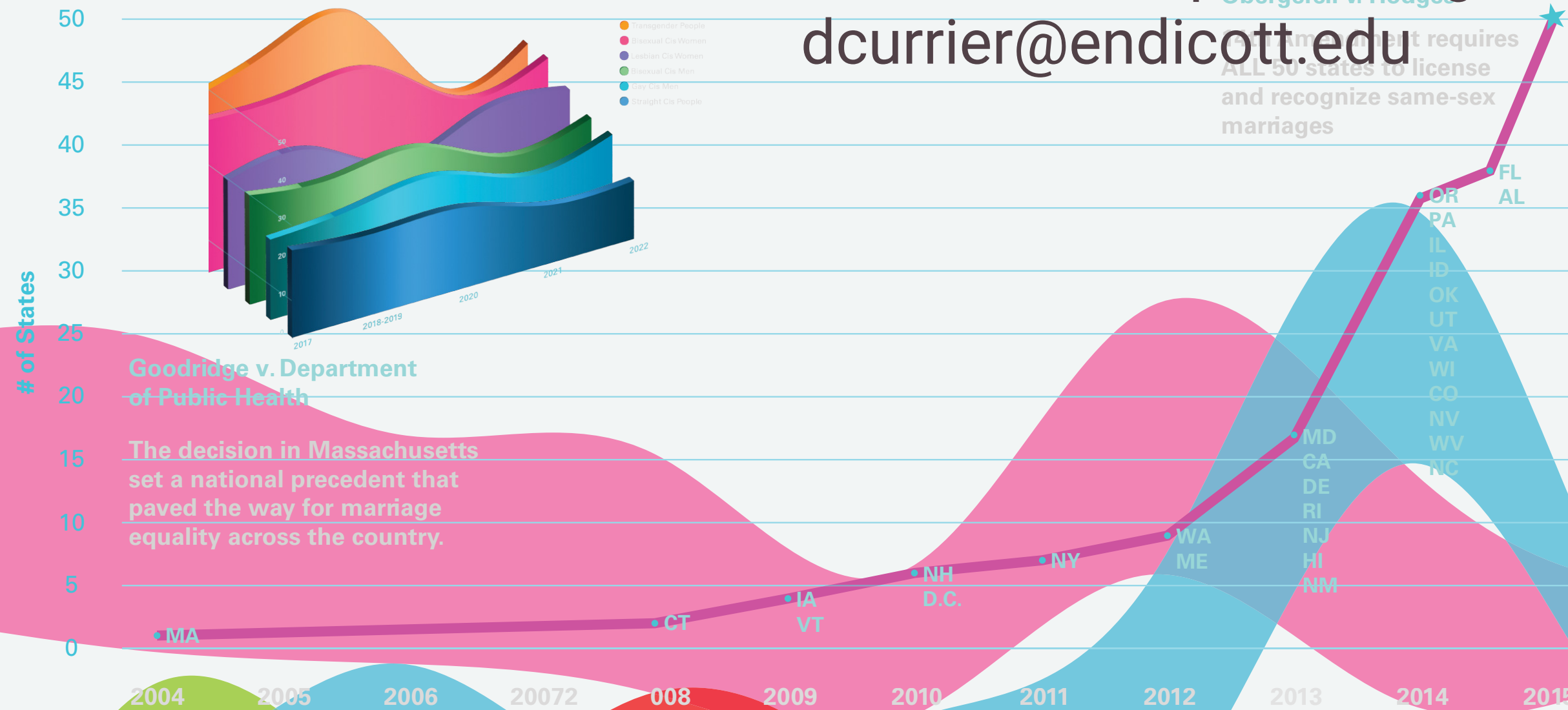
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Image Playground (Apple)

### State Adoption of Same-Sex Marriage

very Rates, Households with Children by Orientation & Gender Identity (SOGI)



### Goodridge v. Department of Public Health

The decision in Massachusetts set a national precedent that paved the way for marriage equality across the country.

## Concerning stats

**58%**

of surveyed LGBTQ+ youth considered *suicide* in the past year (2024)

Trevor Project

**16%**

of LGBTQ+ youth reported being subjected to *conversion therapy*

Trevor Project

\* Conversion therapy is a harmful, discredited practice that attempts to change or suppress a person's sexual orientation or gender identity.

**53%**

of LGBTQ+ students took out federal student loans to finance their education *compared to 31%* of non-LGBTQ+ respondents

The Center for LGBTQ Economic Advancement & Research

**55%**

of transgender respondents have taken steps to be *less visible* as an LGBTQ+ person at work and at school since November 2024

Movement Advancement Project

# Project Overview

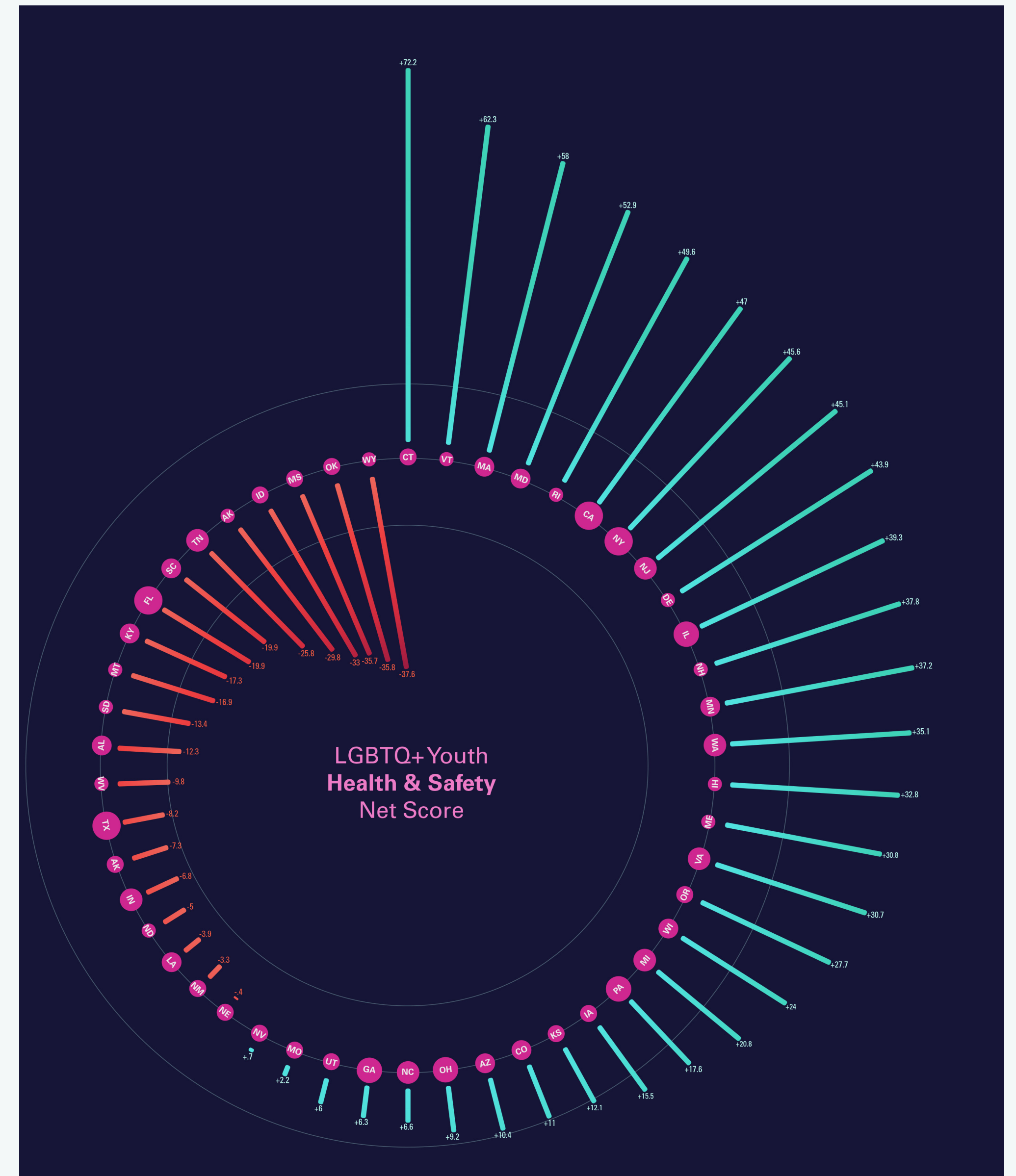
A data driven visual research initiative using information design to show how LGBTQ+ people are viewed, supported, and legislated across the U.S.

Focus on Youth Climate, Legislation Trends, Populations, Economic Disparities, Marriage & Family.

To date the project includes 7 large posters and over 50 infographics with a dedicated website to share the work publicly.

[www.mappingequality.org](http://www.mappingequality.org)

[View the body of work ->](#)



# Why Information Design?

**Design reveals relationships.**

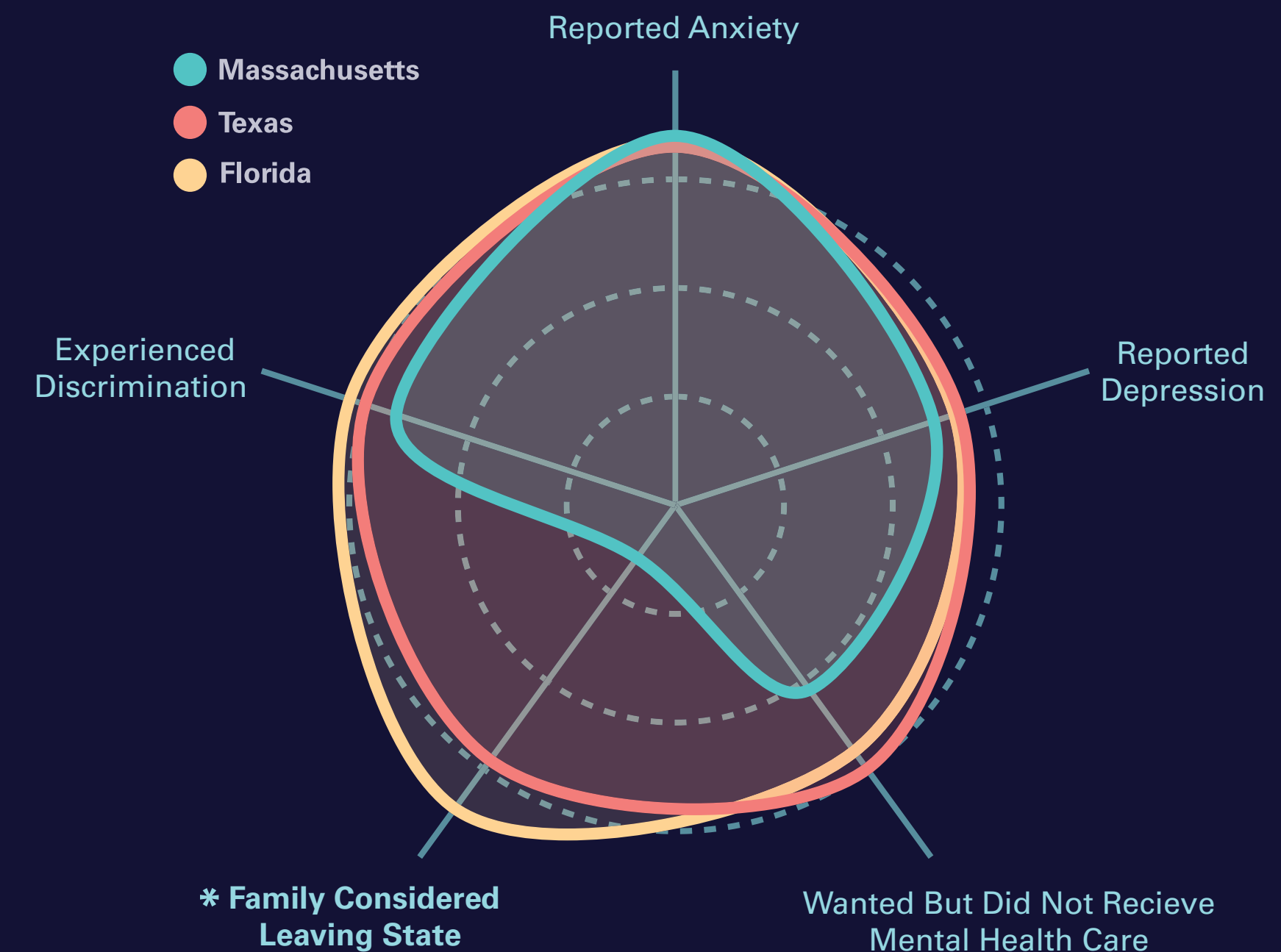
Text is sequential; design is relational

Makes geographic and structural comparisons immediate through systems (maps, indices, rankings) that clarify disparities in conditions and policy

This spatial encoding reduces cognitive burden

Expands access beyond academic audiences

## Massachusetts vs. Florida & Texas



# Iterative Process

Find reputable sources and get informed ->

## Engage the Field

Attended the **LGBTQ+ in Higher Ed** Leadership Institute in Milwaukee, WI, Fall 2025

## Define the Analytical Questions

What relationships am I trying to understand? Comparisons? Changes over times? Correlations? Distributions? What stands out as significant? What do I want to highlight? Look for *Tension, Contrast, and Pattern*.

**The story emerges from the questions, not the datasets.**

## Structure and Prepare the Data

Collect, normalize, index, rank, and format the data for specific comparative purposes.

### Main Sources:

Movement Advancement Project

Human Rights Campaign

Williams Institute

The Trevor Project

ACLU

# Iterative Process

## Analyze Through Design

Use visual systems (maps, rankings, paired indices, trend lines) to test and reveal patterns, determining the strongest solutions

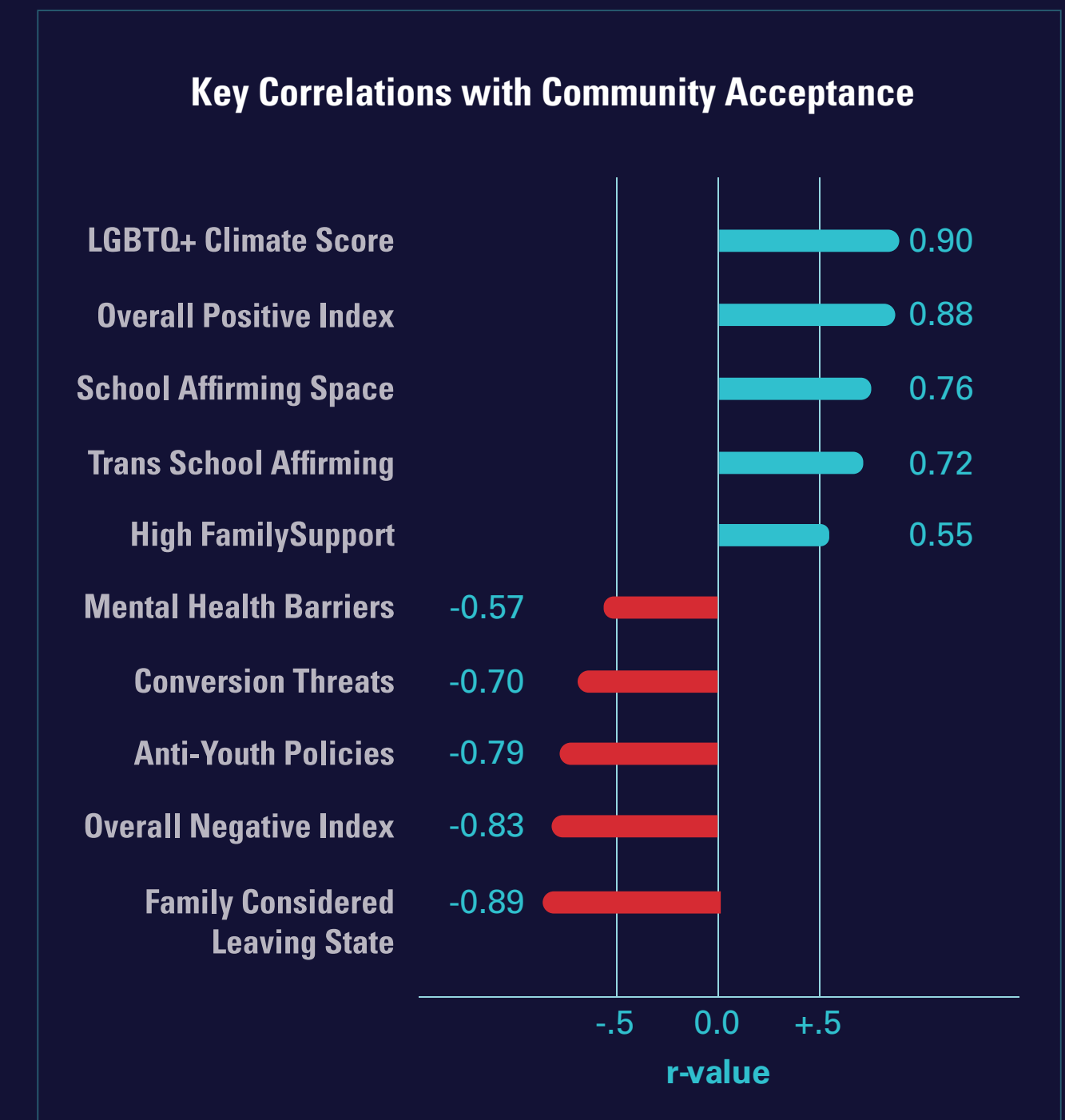
## Iterate and Refine

Utilize visual design properties and techniques to not only support but also strengthen the message. Determine composition and juxtaposition of elements to further meaning.

## Ethical Reflection

Does this structure clarify without sensationalizing? Does it preserve complexity? Does it responsibly represent consequence?

**Community Acceptance**  
is the strongest overall predictor  
of well-being for LGBTQ+ youth.



# Health & Safety of LGBTQ+ Youth

*Primary data source:* The Trevor Project's 2024 U.S. National Survey on the Mental Health of LGBTQ+ Young People (by state)

Positive and Negative Indices, along with the ranking methodology, were *independently developed*.

## Methodology Note:

- Indices include different numbers of variables due to greater availability of risk data than support data.
- All factors were normalized (0–100) and averaged to prevent bias.
- All measures are equally weighted so each factor contributes evenly to the overall state climate score, avoiding subjective weighting..

## Positive Index: **Most supportive -> Least supportive**

Overall level of support and affirmation for LGBTQ+ youth in each state to which they experience supportive, affirming conditions in their daily lives.

A higher Positive Index signals environments where LGBTQ+ youth are more likely to *feel seen, valued, and connected*, offering insight into the places where supportive systems are strongest and where they may serve as models for other states and regions.

## Variables

High support from family (%)

High support from friends (%)

Community accepting of LGBTQ+ people (%)

School Affirming space (%)

Transgender & Nonbinary School Affirming Space (%)

# Health & Safety of LGBTQ+ Youth

## Negative Index: **Least hostile -> Most hostile**

Presents a composite **lived-risk index** measuring both state hostility and how that hostility translates into harm.

Reflects the total burden of structural and social hostility on LGBTQ+ youth.

As such the Negative Index also includes outcomes such as mental health and discrimination variables that reflects the total human impact of hostility.

## Variables

Anti-LGBTQ Youth Policies Passed since 2020 (#)

Threatened w/ conversion therapy (%)

Subjected to conversion therapy (%)

Experienced discrimination (%)

Physically threatened or harmed (%)

Wanted but did not receive MH care (%)

Family considered leaving state (%)

Considered suicide (%)

Attempted suicide (%)

Reported depression (%)

Reported anxiety (%)

Politics affected "a lot" (%)

# Health & Safety of LGBTQ+ Youth

**LGBTQ+ Youth Climate Scores** reflect each state's overall environment: positive variables minus negative variables.

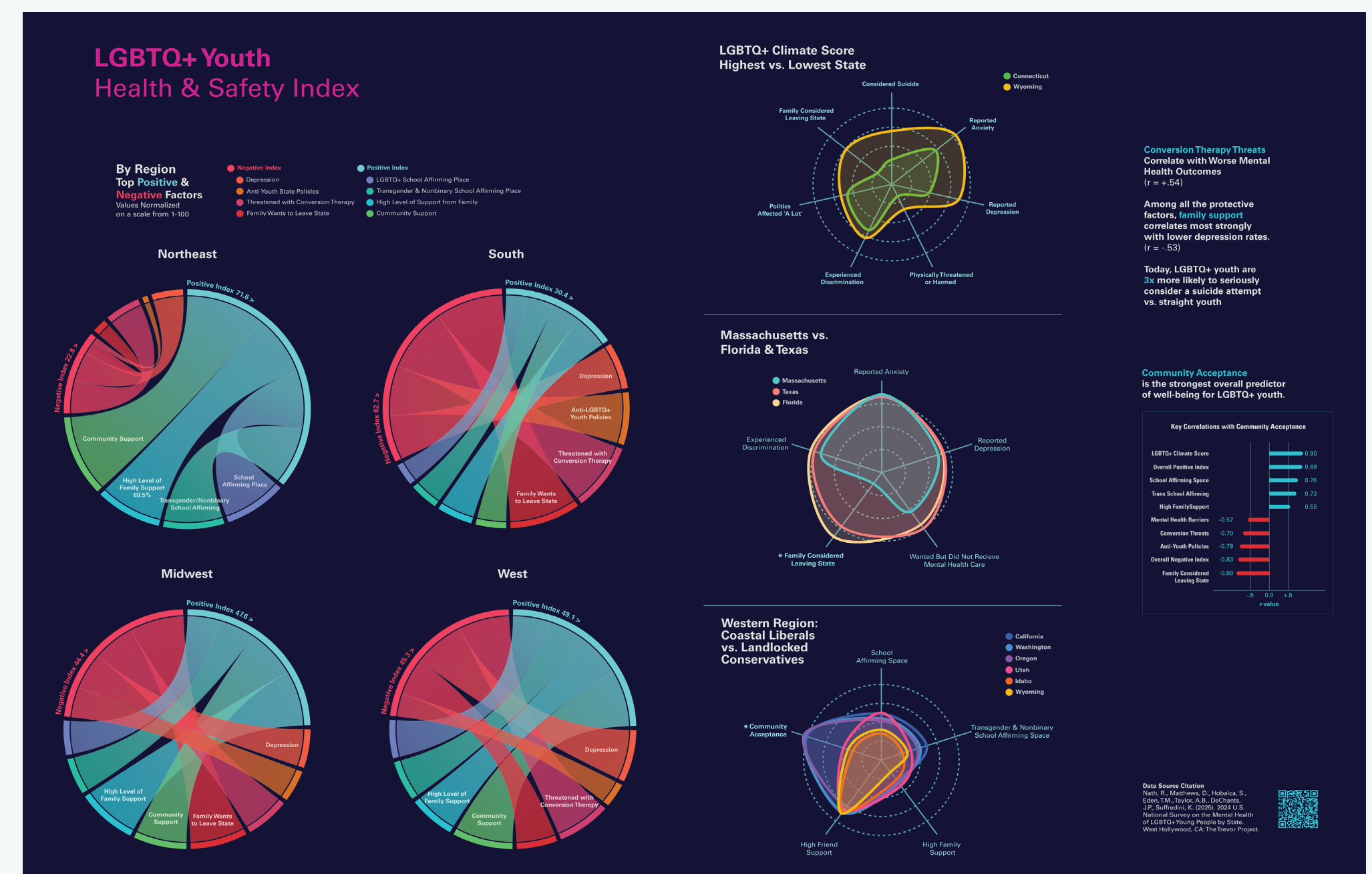
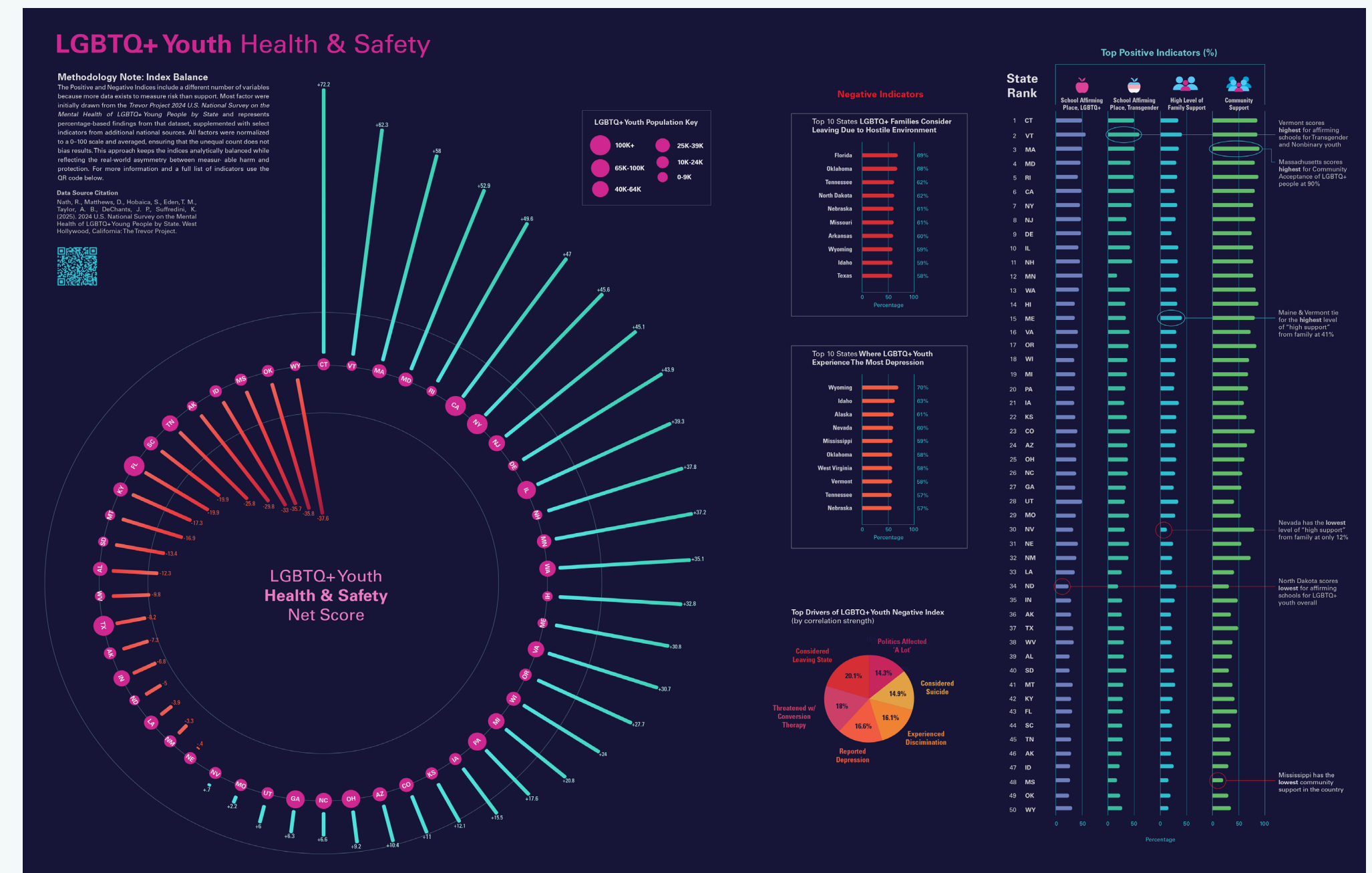
Higher scores indicate more supportive and affirming climates; hostile states register negative scores.

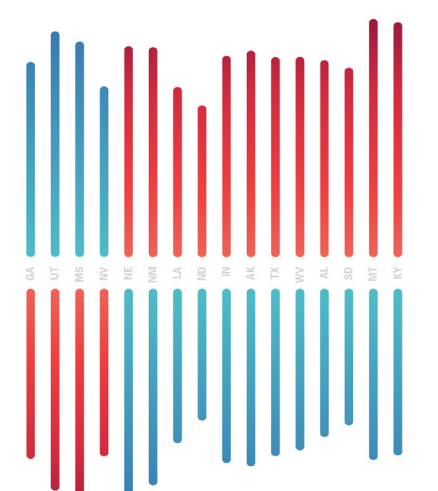
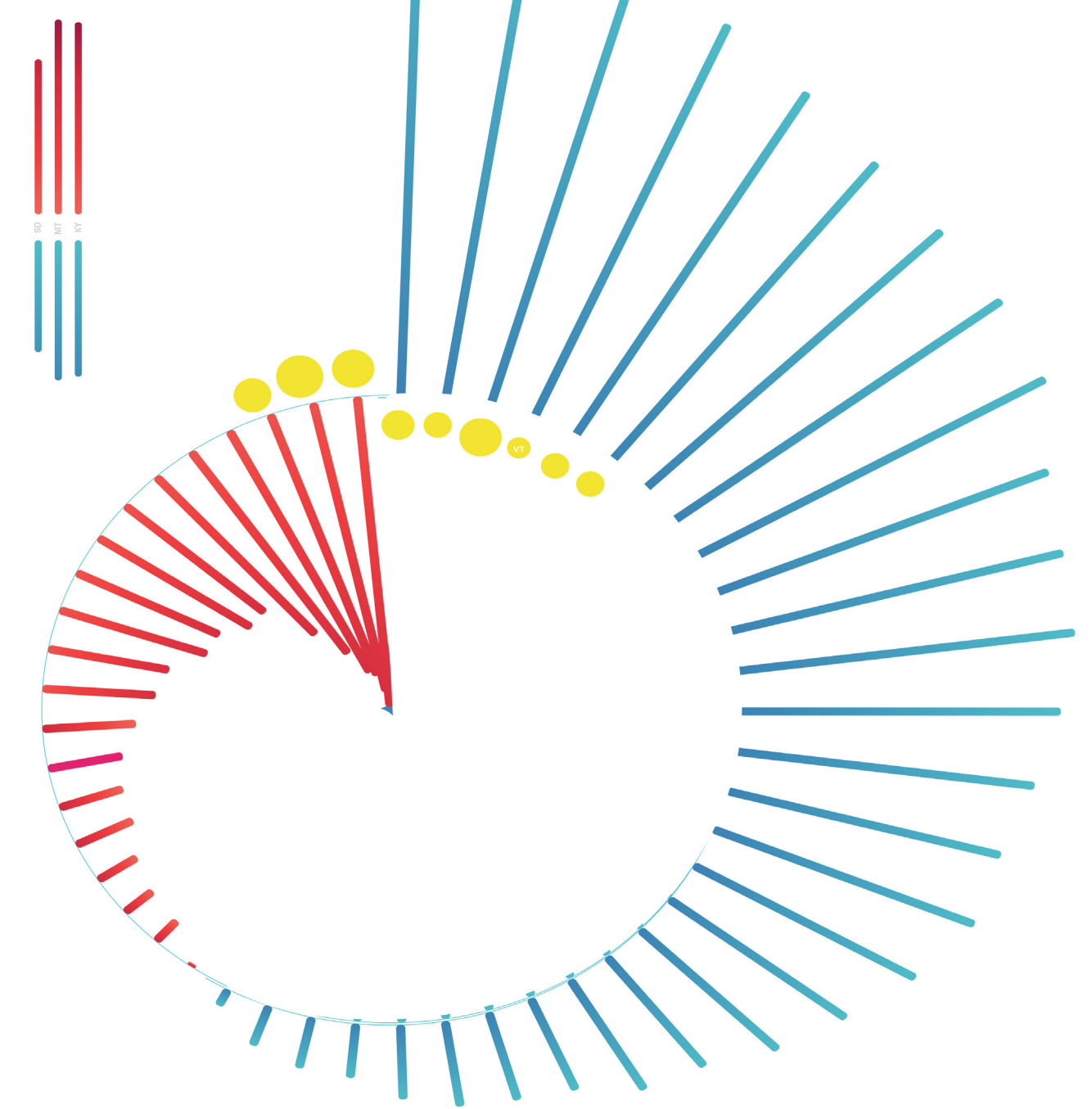
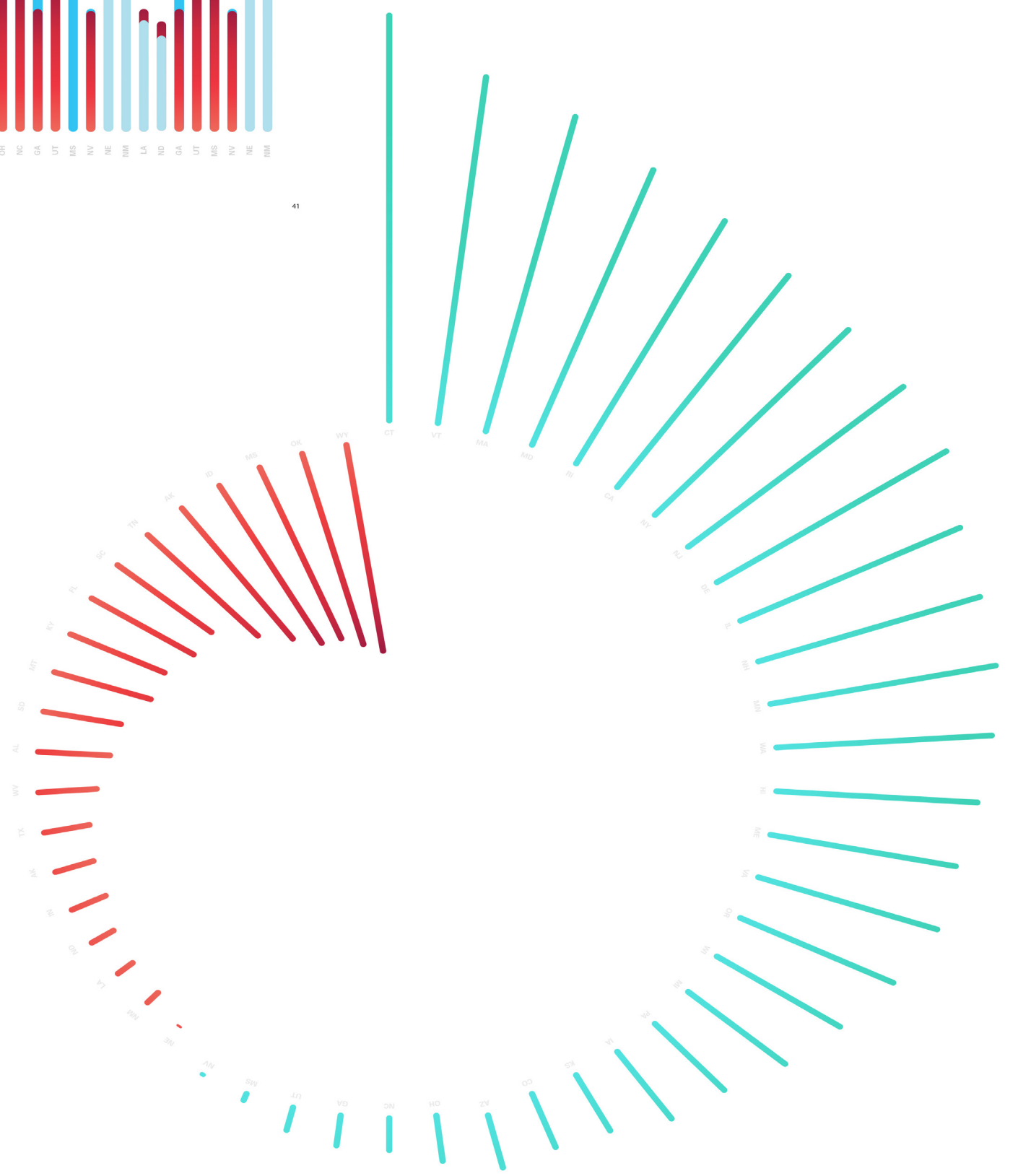
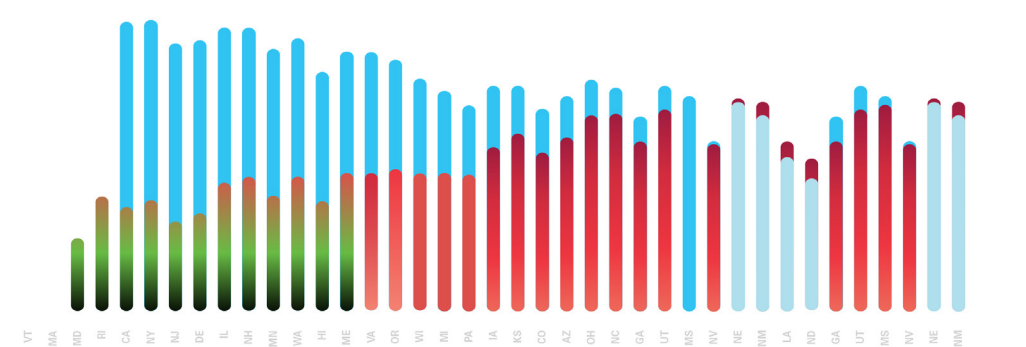
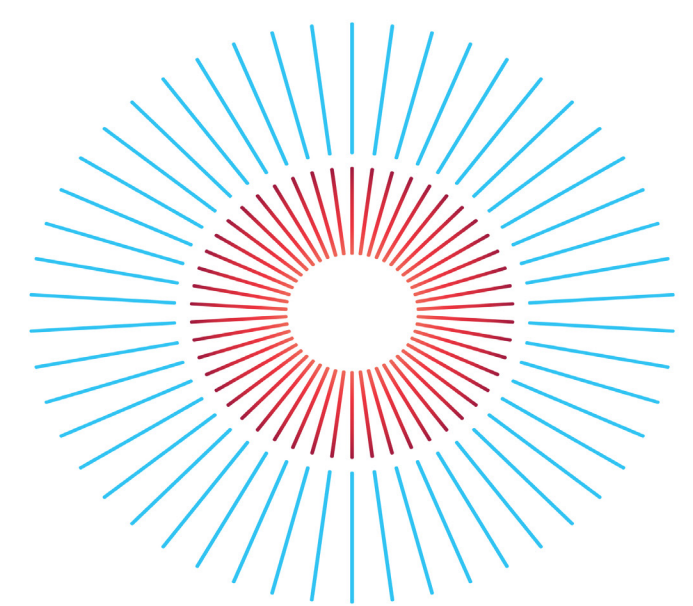
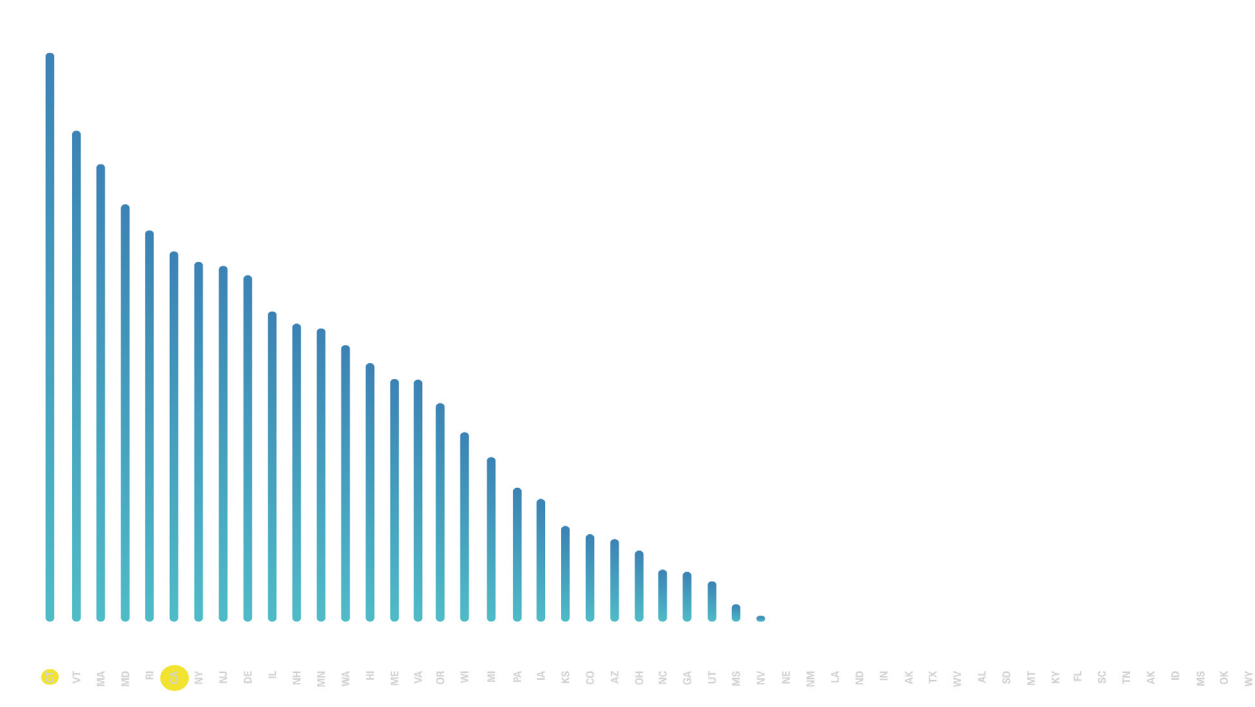
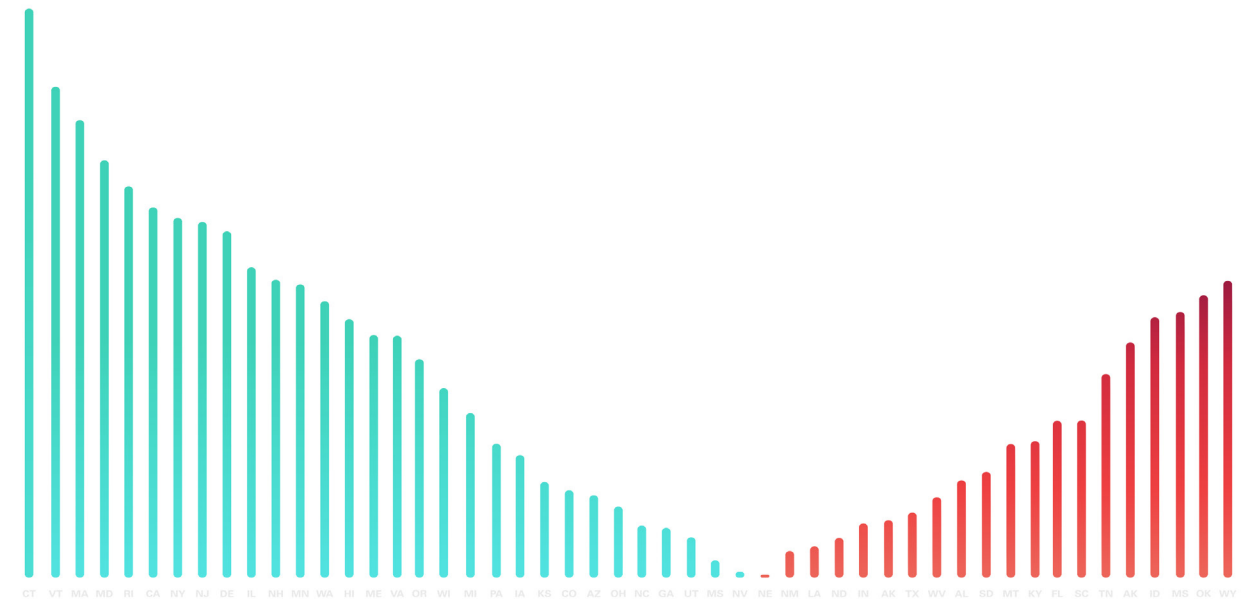
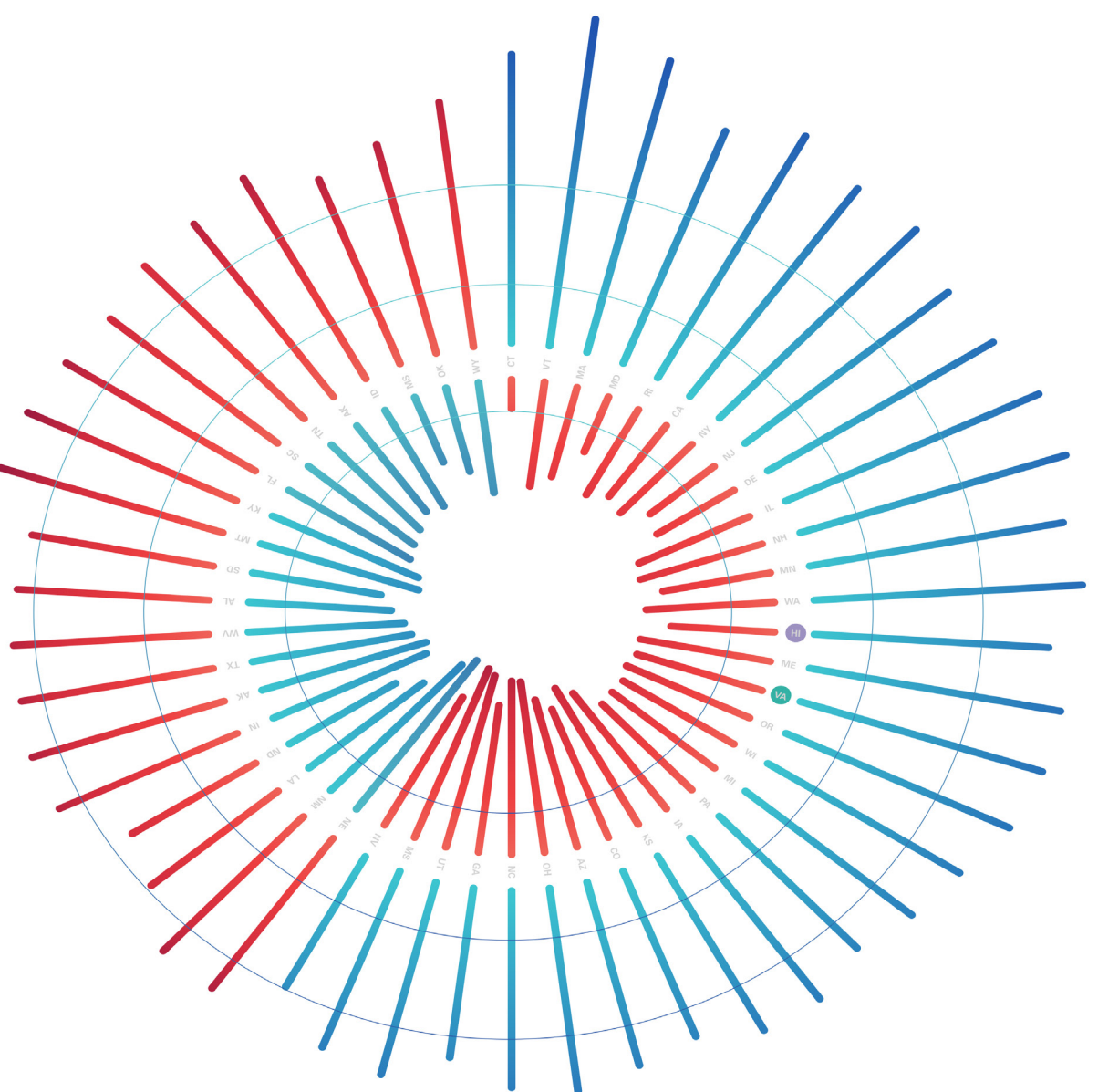
A uniquely designed spiral form visualizes the variance between positive and negative factors across states.

Chord diagram highlights relationships between multiple conditions, showing how factors collectively pull a region toward a positive or negative climate.

A radar (radial area) chart compares multiple variables along a shared axis, making supportive and hostile state profiles easy to contrast in one intuitive view.

Explore the full visual analysis ->





Artboard in Adobe Illustrator  
Analyze through design - exploring form and determining the strongest solutions

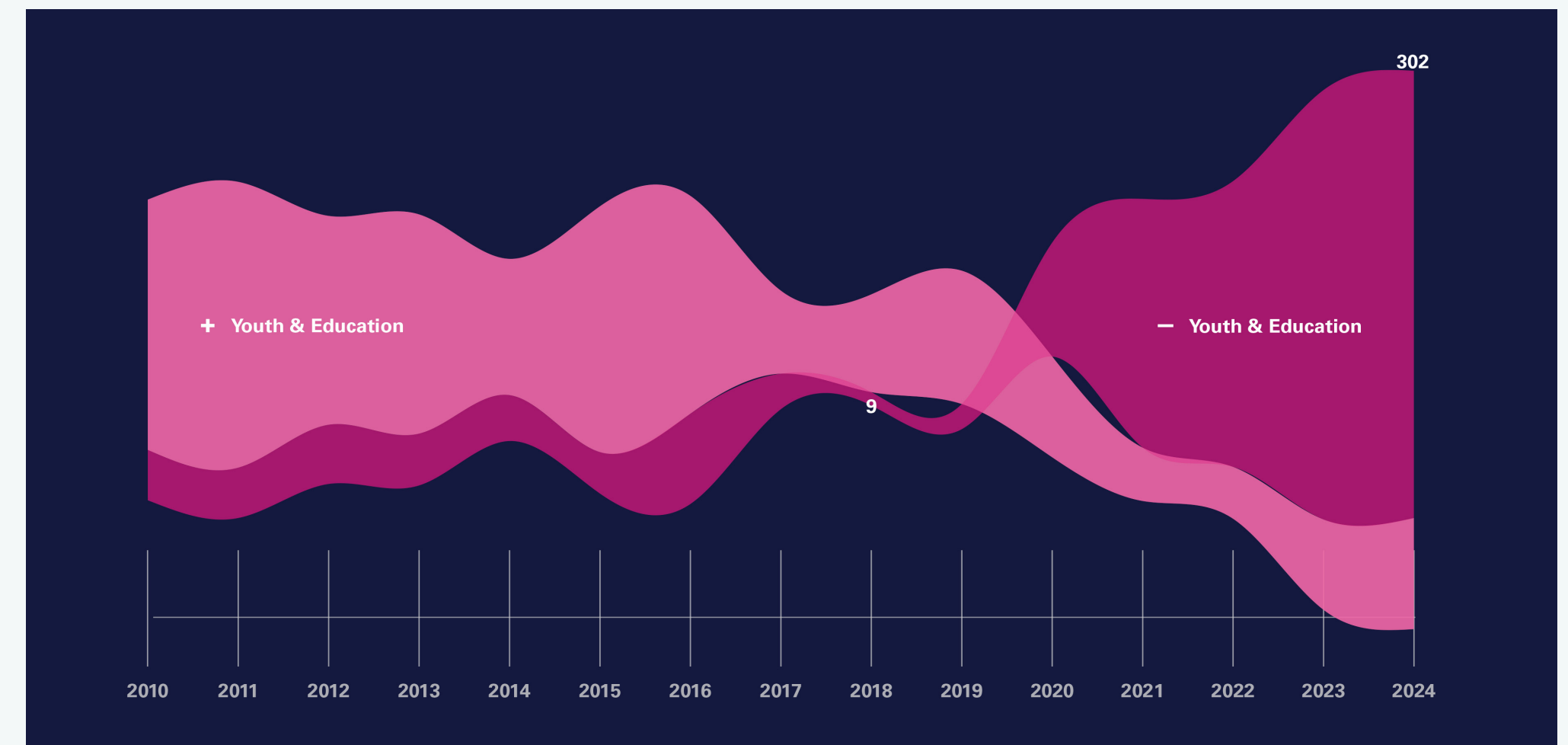
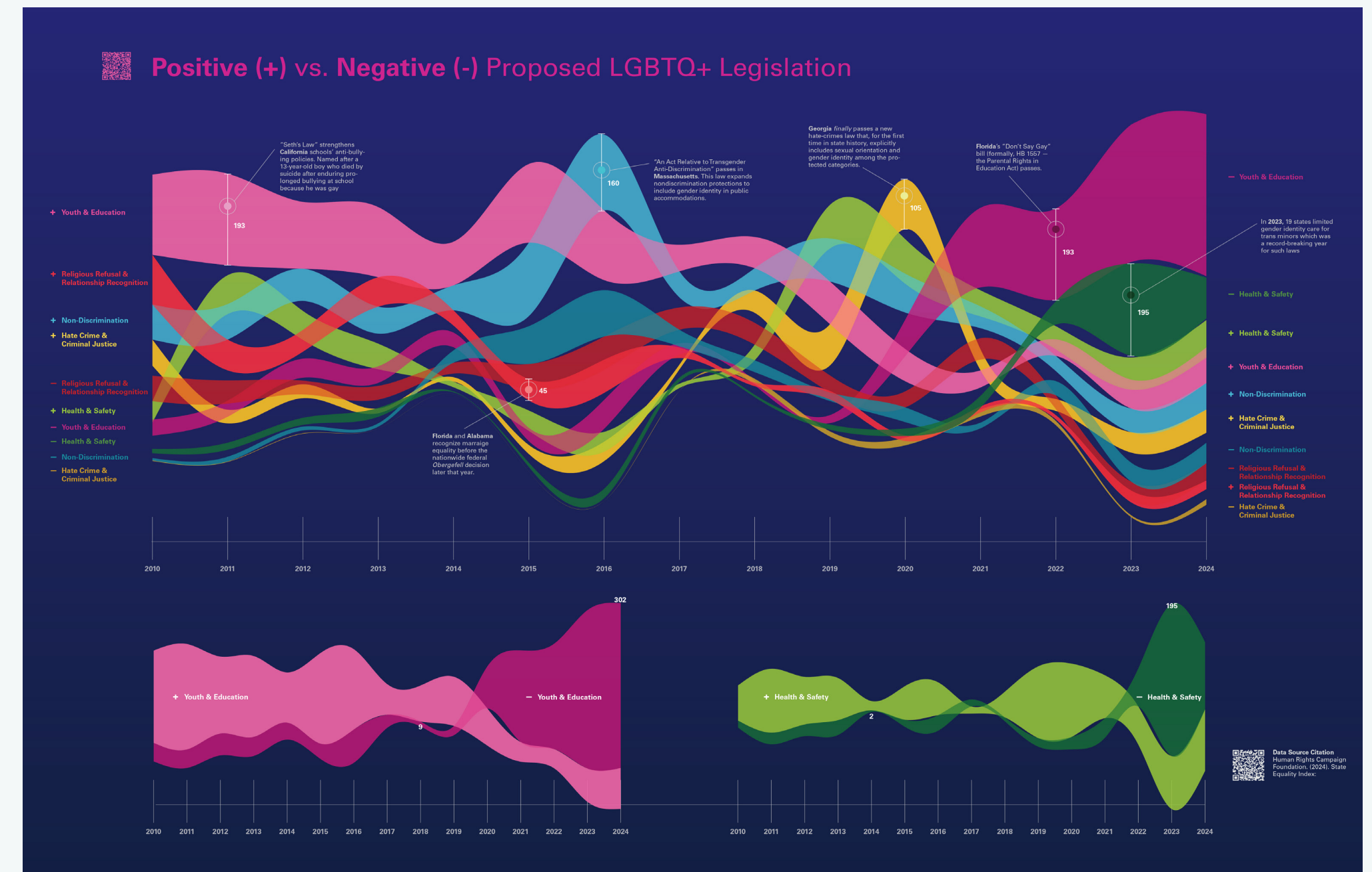
# Positive (+) vs. Negative (-) Proposed Legislation

This information design communicates the shifting landscape of proposed LGBTQ+ legislation over the past 14 years, illustrating how the balance between positive and negative bills has transformed across key policy areas.

The *streamgraph format* reveals not only the volume of activity each year, but also the momentum and volatility of different categories from youth and education to health, safety, non-discrimination, and criminal justice.

90% of LGBTQ+ young people said their well-being was negatively impacted due to recent politics (2024).

Trevor Project



Explore the full visual analysis ->

# Applications & Tools

ChatGPT for research and analysis

Adobe Illustrator for design and creation of infographics

Flourish for data visualization

Tableau for data visualization

Excel for data organization

Adobe Express for QR Codes



# Next Steps

## Visibility

The project was featured in the February newsletter of **LGBTQ Leaders in Higher Education**.

Follow up with Naomi Goldberg, Executive Director of the **Movement Advancement Project** (MAP), who introduced me to members of her team, and Ankit Rastogi, PhD (they/them), Director of Research at Advocates for Trans Equality (A4TE Education Fund).

Submitted to two **design competitions** so far - *Data Is ART Competition*, sponsored by the University of Virginia School of Data Science and the *IEEE PacificVis Visual Data Storytelling Contest*.

Gallery **exhibition** planned for fall 2026 in the Overlook, SVPA. Working with gallery director, Tim Hansen on that exhibition. Planning for some large scale wall graphics.

Applied for a **Marion & Jasper Whiting Foundation** fellowship - "Designing from the Margins: Expanding Inclusive Design Pedagogy through Visual Research at the University of Victoria's Transgender Archives". Waiting to hear back!

# External Recognition & Peer Review Feedback

## Shortlisted for PacificVis 2026 Visual Data Storytelling Contest

The peer feedback was especially helpful in clarifying where the analytical and design contributions are strongest and where future development can occur.

“The author brings genuine analytical novelty through the independently developed LGBTQ+ Youth Health & Safety State Rankings, which construct original positive and negative indices from Trevor Project survey data.”

“The design avoids generic dashboard aesthetics and has a clear editorial sensibility. The overall quality is well above typical data visualization submissions and reflects serious craft.”

“The aesthetics and structure makes it both engaging to read and easy to follow. Although the story is presented in a static format, the visual design and overall presentation are exquisite.”

### *Area for opportunity*

“Would be interesting to see how things changed over time or adding interactivity when hovering on different states to show the past and current situation.”

*“Congratulations! We are delighted to inform you that your PacificVis 2026 Visual Data Storytelling Contest entry 1019: LGBTQ+ Equality Project has been selected as part of the shortlist of contest submissions.”*

## More Next Steps

### Expand Body of Work: Qualitative Focus & Motion

Survey/interviews to bring in lived experiences

Expand design to include narrative voices alongside quantitative data

Create a motion piece for at least one topic area to show changes over time.



*Thank You Endicott College!*

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