A CONVERSATION WITH COLORADANS

INSIDE: SURVEY HIGHLIGHTS AND ANALYSIS (p. 2-5) | LGBT-RELATED LAWS (p. 6) | NEWS AND ANALYSIS FROM A STATEWIDE POLL (p. 7)

www.one-coloradoeducationfund.org
The photographs in this publication are all of LGBT people who live throughout the state of Colorado. From Grand Junction to Fort Collins and Denver to Colorado Springs, LGBT individuals and families live in all parts of our state. All the pictures taken in this publication were taken by photographer Mark Manger.

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We are Coloradans and there are more than five million of us. We are young and old, men and women, boys and girls, working, retired and studying for our degrees. We are black and white and brown, tall and short, athletic and, well, less athletic. We are lesbian, gay, bisexual, transgender (LGBT) and straight. We are One Colorado.

The fund opened the conversation with a survey. We reached out to LGBT people in Colorado and asked them to tell us about themselves, how they live and what issues they feel are most important. At the same time, we commissioned a statewide poll to ask all Coloradans about their lives and understanding of issues affecting LGBT people and their families.
One Colorado Education Fund asked LGBT individuals across our state to complete an online or printed survey. The fund provided the survey in English and Spanish and more than 4,600 people responded. Their answers show their aspirations. Like all Coloradans, LGBT individuals seek the opportunity to fully participate in American life. The survey results can be viewed in five categories—self, family, career, society, and spirituality—that create a full life.

**SELF**
The opportunity to be a healthy, autonomous and responsible adult.

Includes the ability to grow up with safe and supportive family, schools and streets.

**FAMILY**
The opportunity to love and raise a family.

Includes recognition for partnerships and support for parenting and adopting children.

**CAREER**
The opportunity to earn a living and support a family.

Includes equal access to education and employment opportunities.

**SOCIETY**
The opportunity to participate in the community and democracy.

Includes equal access to community and government services.

**SPIRITUALITY**
The opportunity to pursue one’s spiritual path.

Includes freedom of religion.

The fund’s survey drew responses from adults of all ages, racial and ethnic backgrounds and from urban, suburban and rural Colorado.

Seven in 10 respondents have lived in Colorado more than 10 years. And like most Coloradans, a majority are white (87 percent). Ten percent are Latino and four percent are black.

A majority are gay men or lesbians (83 percent); nine percent are bisexual; and three percent are transgender.

In analyzing data from the US Census and other sources, the Williams Institute at UCLA School of Law estimated that more than 186,000 LGBT individuals live in Colorado, including 12,000 transgender people. The Census showed that gay and lesbian couples live in 62 of Colorado’s 64 counties.

“We ALL KNOW EACH OTHER. WE ARE FRIENDS, NEIGHBORS AND COWORKERS.”

“INSURANCE DOESN’T COVER OUR MEDICAL NEEDS AND WITHOUT TRANSITIONING, IT’S NOT WORTH LIVING. IT’S ALL TOO COMMON TO HEAR AND EXPERIENCE THE SUICIDE ATTEMPTS AND SUCCESSES, THE BACK ALLEY MEDICAL PROCEDURES THAT LEAVE US ON OUR DEATHBED.”

– A transgender person in Adams County
Many survey respondents wrote that Colorado has become more tolerant and yet...

Only 50 percent of respondents say they are open about their sexual orientation or gender identity with extended family—meaning half are not.

- Roughly one-third say they are not very open with non-LGBT friends
- 50% of those who have supervisors or coworkers are only somewhat open or not open with coworkers or supervisors
- 38 percent are not very open with healthcare providers

The survey also revealed potential reasons that individuals are not open. In the last 12 months,

- 57 percent report experiencing homophobia, transphobia or harassment on the street
- 51 percent report experiencing homophobia, transphobia or harassment in a public place

And for those who suffered abuse, most felt they had nowhere to turn. Eighty-seven percent did not report the verbal abuse to anyone and 65 percent did not report the physical violence.

For many, the abuse started early. Sixty percent of men reported being harassed or bullied in middle school or high school due to sexual orientation or gender identity.

When asked to rank the most important social service issues among 13 choices, ensuring safe schools for LGBT youth led the list. More than one-third of respondents, 34 percent, selected schools as their number one priority. Access to LGBT-welcoming health care pulled the second highest response with nine percent.

As a child in middle school and high school, I was silenced and was not safe to come out at school. In my health class, in response to my argument for equal rights, a peer said, ‘All gays should be put on an island and burned.’

- A bisexual woman in Arapahoe County

I feel it’s always been a don’t ask and don’t tell state.

- A lesbian in Douglas County

More than half of survey respondents are in committed relationships and the average couple has been together nearly ten years.

Family life and recognition of relationships are very important to Colorado’s LGBT community. A majority of LGBT individuals who responded own their own home (52 percent). And slightly more (53 percent) report living with their partner and family. Thirty-four percent of those in committed relationships have a Designated Beneficiary Agreement, which became possible through legislation enacted in 2009.

Nearly one-fifth of respondents are currently or have been in a heterosexual marriage.

Twenty-two percent of all respondents are parents. Another 50 percent of all respondents say they may become parents. More than one-third of women who responded are parents. Of transgender Coloradans, 29 percent are parents.

When asked their top priority for policy or social issues, most chose family. A full 50 percent of respondents selected “Expanding rights/recognition of LGBT families” as their number one priority.
More than one-quarter of respondents earn less than $25,000. Most earn between $25,000 and $75,000 and, on average, they’ve worked more than seven years at their current job.

Transgender people are much more likely to be poor: one-quarter transgender respondents earn less than $10,000.

Employment discrimination remains an issue. More than half (52 percent) of transgender Coloradans report having been discriminated against due to their sexual orientation or gender identity. Among gay men and lesbians, 27 percent say they have experienced employment discrimination.

Among all respondents who were not hired, missed a promotion or fired because of their sexual orientation or gender identity, nearly three-quarters said they did not report it. Only three percent of those who experienced employment discrimination reported the discrimination to the Colorado Civil Rights Commission.

Despite not being able to serve openly, nine percent report having served in the military.

Regardless of income, LGBT Coloradans contribute to community nonprofit organizations and serve in leadership roles at an impressive rate.

83 percent of all respondents have given money, goods or services to nonprofit organizations

53 percent report giving their time as volunteers

24 percent report serving on a committee or board for a charitable group

31 percent of transgender people have served on a committee or a board for a charitable group

Organizations that benefit from this largess cover a variety of interest areas. The largest number of respondents, 43 percent, report giving to human services, such as legal or employment services, hunger relief, housing and shelter, recreation, sports, and youth development organizations.

Nearly four in 10 give to organizations that focus on minority, women’s or disabled person’s rights, voter education, community, economic development and similar issues.

Environmental and animal causes attract nearly one-third of LGBT individuals’ interest. More than one-quarter of respondents prioritize education in their giving and roughly the same number prioritize health-related organizations.

LGBT Coloradans also run for public office, serve as elected officials and contribute to political candidates and causes.

And, like many Americans, access to health care is a concern.

15 percent of all respondents have no health insurance

29 percent of transgender people have no health insurance

60 percent receive health insurance through their employer

42 percent have employers who offer health insurance for domestic partners

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"I had to leave my former career after being harassed by my employer at work. It cost me my career, but not my dignity. I have since moved on and am successful in my field."

— A lesbian in Jefferson County
SPIRITUALITY

The fund’s survey also showed that LGBT Coloradans practice all major religions.

Of those who currently practice a religion, 44 percent have attended services at least a few times in the past year.

Most find their places of worship to be extremely or very inclusive of LGBT individuals. However, nearly one-third, or 31 percent, felt that their congregation was not very or not at all inclusive.

“Rural counties have invisible gay communities if they exist at all.”

– A lesbian in Hinsdale County

SURVEY METHODOLOGY

Simon Analytics, an independent research firm, conducted online surveys in English and Spanish Jan. 26 – Feb. 26, 2010 resulting in 4,619 respondents who are LGBT, age 18 or older, and live in Colorado. Printed surveys were distributed and collected Feb. 1 – Feb. 17, 2010 to augment responses from more difficult to reach segments (e.g., Latinos, African-Americans, lower income, those less likely to have online access, etc.). To reach the survey’s intended audience, targeted online advertising and social media efforts were employed, and email invitations were sent to lists of LGBT-related organizations.
The Colorado legislature has enacted six laws to protect and enrich the lives of LGBT Coloradans.

- **EMPLOYMENT NONDISCRIMINATION**
  The law makes it illegal to consider sexual orientation, including transgender status, when making employment-related decisions, as well as to make inquiries about an applicant’s or employee’s sexual orientation, inclusive of transgender status.

- **HOUSING AND PUBLIC ACCOMMODATIONS NONDISCRIMINATION**
  The law makes it illegal to discriminate against LGBT Coloradans in housing, hotels, restaurants, stores, hospitals, clinics and health clubs and other places of business.

- **HATE CRIMES PROTECTIONS**
  The law covers crimes committed with the intent to intimidate, harass or injure another person because of that person’s actual or perceived race, color, religion, ancestry, national origin, physical or mental disability, or sexual orientation including transgender status.

- **SECOND-PARENT ADOPTION**
  The law enables unmarried couples to adopt one another’s children.

- **DESIGNATED BENEFICIARIES**
  The law authorizes two adults who are not or cannot be married to enter into a designated beneficiary agreement, making each adult a decision-maker in case of incapacity of the other.

- **DOMESTIC PARTNERSHIP BENEFICIARIES FOR STATE EMPLOYEES**
  The law allows Colorado state employees to include their domestic partners on their state-provided health insurance plans.

These laws were enacted in recent years.
While they protect and enrich the lives of LGBT Coloradans, they are still not widely known.

- More than one-third of respondents were unfamiliar with the protections against housing discrimination.
- One-third were unfamiliar with the protections against employment discrimination.
- Of those who have children in the household or say they intend to have children, 38% were unaware of the second-parent adoption law.
The fund commissioned two nationally respected research firms, Greenberg Quinlan Rosner Research and American Viewpoint, to poll 1,000 Colorado adults on issues important to LGBT people. Coloradans overwhelmingly support issues and policy changes important to LGBT people. The results show that nearly three-quarters of Coloradans now support laws that would recognize and provide legal protections for committed gay and lesbian couples.

Coloradans have come to know LGBT individuals as friends, neighbors and colleagues. As the poll shows, acceptance grows with familiarity.

- **70 percent** of Coloradans know at least one gay or lesbian person
- **45 percent** of those who know a gay or lesbian person describe the relationship as close
- **85 percent** of those whose opinions have changed say they have become more accepting

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<td>For committed same-sex couples to visit a partner in the hospital?</td>
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<td>For committed same-sex couples to have equal access to government loans and grants as married couples?</td>
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<td>For gay or lesbian children or the children of same-sex couples to be safe and protected at school?</td>
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<td>For committed same-sex couples to make medical decisions for their partner in the hospital?</td>
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<td>For committed same-sex couples to make end-of-life decisions for one another?</td>
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<td>For committed same-sex couples to use family and medical leave to care for a seriously ill partner?</td>
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The poll results show that **72 percent of Coloradans support** legal recognition for gay and lesbian couples. This compares to 2006, when 48 percent of Colorado voters supported domestic partnership legislation.

**Nearly two-thirds** of Colorado residents believe that, “Homosexuality is a way of life that should be accepted by society.”
Our research shows that **WE ARE ONE COLORADO.** Lesbian, gay, bisexual and transgender individuals live, work and worship alongside straight individuals across the state.

Increasing familiarity has brought increased acceptance. At the same time, LGBT individuals experience harassment and discrimination at unacceptable rates.

LGBT Coloradans voice two priorities: **Ensuring safe schools for LGBT youth and expanding recognition of LGBT families.**

Nearly 90 percent of all Coloradans support the right of all children to be safe and protected at school. And more than **80 percent believe same-sex couples should have legal recognition and rights.**

We are One Colorado. There are more than 5 million of us. And across our state, we believe that all children have a right to safe schools and that committed relationships deserve legal recognition and rights.

“**Our neighbors and community has been so warm and welcoming. We just found a new church that is 100% open, accepting, and embracing! Our girls go to Montessori school and they are 100% open too. I think Colorado is a great place to be a gay family.**”

—A lesbian woman in Douglas County
One Colorado Education Fund commissioned a **53-question** survey that took approximately **20 minutes** to complete. We offered the survey online in English and Spanish, and in print.

We heard from **4,619 Coloradans**—57 percent of respondents are male, 39 percent are female, three percent are transgender and one percent self-identify. The chart to the right shows a **breakdown of sexual orientation**.

**Overall, Colorado is a great place to live and be openly gay!** There are many organizations & activities for gays and lesbians and our laws are slowly moving in our favor.

—A gay man in Arapahoe County

We also asked people to tell us how they live, how they work and how they worship. We asked about parents and children, education and community.

When analyzing the survey responses, we sorted the questions and answers into five categories—self, family, career, society and spirituality—that create a full life. The next section of the report will show which questions support each category and some of the more detailed findings not included in the executive summary.

For the final section of this report, we sorted the survey responses by region. We are One Colorado and yet, we thought people on the Western slope may have different concerns than those in Denver or on the Eastern Plains.

One Colorado Education Fund asked members of Colorado’s LGBT community to share a bit of their stories. We are pleased to present what we learned.
When analyzing the survey responses, we sorted the questions and answers into **five categories—self, family, career, society and spirituality**—that create a full life. To give a better understanding of our conclusions, here are the questions that support each category and some of the more detailed findings not included in the executive summary.

### SELF

All Coloradans seek the opportunity to be healthy, autonomous and responsible adults. This includes the ability to grow up with safe and supportive family, schools and streets.

**HOW OLD WERE YOU WHEN YOU FIRST CAME OUT TO YOURSELF?**
- On average, respondents came out to themselves at 19.
- Gay men tended to come out to themselves at a younger age than lesbians and transgender individuals reported a younger age than men.

**HOW OLD WERE YOU WHEN YOU FIRST TOLD ANOTHER PERSON ABOUT YOUR SEXUAL ORIENTATION/GENDER IDENTITY?**
- On average, respondents first told another person at age 22.
- Gay men tended to tell another person at a younger age than lesbians.
- Transgender individuals reported a younger age than men.

**HOW OPEN (OUT) ARE YOU REGARDING YOUR SEXUAL ORIENTATION/GENDER IDENTITY WITH THE FOLLOWING PEOPLE?**
- More than two-thirds of respondents are very open with their parents and siblings.
- Ninety-five percent report being very open with their LGBT friends; that number drops to 67 percent with non-LGBT friends.
- Fewer than half are very open with supervisors or colleagues at work.

**DO YOU BELIEVE YOU HAVE EVER BEEN HARASSED OR BULLIED IN MIDDLE SCHOOL OR HIGH SCHOOL DUE TO YOUR SEXUAL ORIENTATION OR GENDER IDENTITY?**
- Nearly half (47 percent) said yes and 49 percent said no.
- Transgender people and men were more likely than lesbians to say yes.
- Of respondents who believed they were harassed at school, 87 percent did not report it.

*“As an older LGBT person, I feel very isolated in Colorado and especially in Fort Collins.”*

—A bisexual woman in Larimer County
DO YOU BELIEVE YOU HAVE EVER BEEN A VICTIM OF VERBAL ABUSE OR PHYSICAL VIOLENCE AS A RESULT OF YOUR SEXUAL ORIENTATION OR GENDER IDENTITY?

- More than seven in ten (71 percent) said they had suffered verbal abuse.
- Sixteen percent said they had suffered physical violence.
- Gay men and queer people were more like than lesbians and bisexuals to say yes to either verbal or physical abuse.
- Transgender individuals are significantly more likely to believe they have been a victim of verbal abuse or physical violence than men or women.

TO WHOM, IF ANYONE, DID YOU REPORT THE VERBAL ABUSE OR PHYSICAL VIOLENCE?

- Among those who report experiencing abuse, nearly nine in ten (87 percent) did not report the verbal abuse.
- Among those who report experiencing abuse, nearly two-thirds (65 percent) did not report the physical violence.

IN THE LAST 12 MONTHS, PLEASE INDICATE HOW OFTEN, IF AT ALL, YOU HAVE EXPERIENCED HOMOPHOBIA, TRANSPHOBIA AND/OR HARASSMENT?

- Fifty-seven percent said they’d experienced homophobia, transphobia or harassment on the street.
- Fifty-one percent said they’d experienced homophobia, transphobia or harassment in a public place.
- Transgender people were the most likely to experience any of these things in the last 12 months.
- Experiencing homophobia, transphobia or harassment decreases as income increases.

FAMILY

Survey respondents seek the opportunity to love and raise a family. This includes the recognition for partnerships and support for parenting and adopting children.

WHAT IS YOUR RELATIONSHIP STATUS?

- More than half of all respondents (52 percent) said they were in a committed relationship.
- Lesbians were significantly more likely than gay men, bisexuals and queer people to be in a committed relationship.
- Transgender people were less likely than males or females to be in a committed relationship.
- The likelihood of being in a committed relationship increases with income and education.

ARE YOU OR HAVE YOU EVER BEEN MARRIED?

- Seventeen percent said yes.
- Two percent are currently in a heterosexual marriage.
- Six percent said they are in a marriage with someone of the same gender.
- Transgender people and bisexuals are most likely to be in a heterosexual marriage.
HAVE YOU EVER BEEN A PARENT?

:: Twenty-two percent said yes.
:: Lesbians and bisexuals are significantly more likely than gay men to have been parents.
:: The likelihood of parenting increases with age and education.
:: Those with annual incomes of $60,000 or more are significantly more likely to have children in the household than those with lower incomes.

CAREER

Respondents seek the opportunity to earn a living and support a family. This includes equal access to education and employment opportunities.

DO YOU BELIEVE YOU WERE EVER DISCRIMINATED AGAINST IN EMPLOYMENT?

:: Twenty-seven percent said yes.
:: Transgender people were the most likely to say they were discriminated in employment.
:: Those without college degrees were more likely to say they were discriminated against in employment.
:: When discriminated against in employment, Hispanics/Latinos were less likely than whites to report it.

"I work for the police department and have an incredibly supportive employer. I have encountered no discrimination as a lesbian within the police department and find it quite accepting. We are not an overtly open couple but we don’t hide."

—A lesbian woman in El Paso County

HAVE YOU EVER SERVED IN THE ARMED FORCES?

:: Nine percent of all respondents said yes.
:: Transgender people and males were more likely to have served than females.
:: Respondents older than 55 were more likely to have served than younger respondents.
**How would you describe your primary employment status and how long have you been in your current position?**

- Fifty-eight percent of respondents work full-time.
- Ten percent work part-time.
- On average, respondents have been in their current job six years and 11 months.
- Length of employment increases with age, income and education.

**What is your total personal income before taxes?**

- Eleven percent reported earning less than $10,000.
- Nine percent reported earning more than $100,000.
- Gay men are significantly more likely than lesbians to earn more than $100,000.
- Whites are significantly more likely to earn more than $100,000 than Hispanics/Latinos, African-Americans and Native Americans.

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**Society**

Coloradans seek the opportunity to participate in the community and democracy. This includes equal access to community and government services.

**In your opinion, what are the five most important social service-related issues facing the LGBT community in Colorado?**

- Thirty-four percent chose “Ensuring schools are safe for LGBT youth” as the most important issue.
- One-tenth said “Access to LGBT-welcoming health care” is the most important issue.
- Transgender people are significantly more likely than males or females to rank access to LGBT-welcoming health care as the most important issue.
- Gay men are significantly more likely than lesbians and bisexuals to rank substance abuse treatment and prevention targeted to the LGBT community as the most important issue.

**In your opinion, what are the five most important policy or social issues for LGBT people in Colorado?**

- Half said expanded rights/recognition for LGBT families was most important.
- Eighteen percent said expanded civil rights protections.
- Five percent said allowing openly LGBT individuals to serve in the military.
- Four percent said more of a sense of “community cohesiveness” within the LGBT community.
- Lesbians are more likely than gay men to rank expanded rights/recognition of LGBT families as number one.
- Transgender individuals and females are more likely than males to rank combating racism within the LGBT community.
IN WHAT WAYS, IF ANY, HAVE YOU CONTRIBUTED TO CHARITABLE GROUPS IN THE PAST YEAR?

:: More than three-quarters (76 percent) donated money.
:: More than half (54 percent) donated goods or services.
:: More than half (53 percent) volunteered.
:: Lesbians are more likely than gay men to donate money, goods or services.
:: Transgender people are less likely to donate money than males or females. At the same time, they are more likely to serve on a board or committee.

ABOUT HOW MUCH DO YOU DONATE TO NONPROFIT ORGANIZATIONS EACH YEAR?

:: Thirty-four percent give between $100 and $499 annually.
:: Fifteen percent give between $1,000 and $4,999 annually.
:: A higher percentage of gay men donate higher amounts that people of other sexual orientations.

WHAT INTEREST AREAS DO YOU PRIORITIZE IN YOUR GIVING?

:: Forty-three percent selected Human Services, which includes legal or employment services, hunger relief, housing and shelter, recreation, sports and youth development.
:: Thirty-one percent selected environmental and animal welfare causes.
:: Twenty-eight percent chose health and 28 percent chose arts, culture and humanities.
:: Gay men are more likely to prioritize health, arts, culture and humanities and education than lesbians.
:: Lesbians are more likely to prioritize human services, public and societal benefits, environment and animal causes than gay men.

DO YOU GIVE TO POLITICAL ORGANIZATIONS OR CANDIDATES?

:: Forty-three percent said yes.
:: Transgender individuals are significantly less likely to give to political organizations or candidates than males or females.
:: The likelihood of giving to political organizations or candidates increases with age, income and education.
**WHAT TYPE OF HEALTH INSURANCE DO YOU HAVE AND WHO PROVIDES IT?**

- Three-quarters of respondents have private insurance.
- Fifteen percent have no insurance.
- Transgender people are less likely than males or females to have no insurance.
- Sixty percent of respondents have health insurance through their job.
- Gay men are more likely than lesbians to have insurance provided by their parents or legal guardians.
- The likelihood of having insurance provided by a domestic partner’s employer increases with annual income.
- Forty-two percent of respondents say their employer provides health insurance for domestic partners.

**SPIRITUALITY**

Survey respondents seek the opportunity to pursue their own spiritual path.
This includes freedom of religion.

**SPIRITUALITY OR RELIGIOUS PRACTICE, IF ANY?**

- Thirty-eight percent were raised Protestant and 13 percent currently practice.
- Gay men are significantly more likely than lesbians, bisexuals and queer people to currently be Protestant.
- Thirty-one percent were raised Catholic and five percent currently practice.
- Gay men are also significantly more likely to be Catholic than lesbians and queer people.
- Transgender individuals are more likely than gay men to practice Buddhism.
- Lesbians are significantly more likely than gay men to say they are Jewish and raised Jewish.

**ABOUT HOW OFTEN HAVE YOU ATTENDED RELIGIOUS SERVICES OF ANY KIND IN THE LAST 12 MONTHS?**

- Nearly one-quarter (23 percent) said a few times.
- Forty-one percent said never.
- Seven percent said once a week.
- Transgender people and females are more likely than males to have attended religious service within the last year.
- People older than 65 are more likely to attend services than younger people.

**HOW LGBT-INCLUSIVE DO YOU FEEL YOUR CONGREGATION OR PLACE OF WORSHIP IS?**

- Twenty-seven percent said extremely or very inclusive.
- Sixteen percent said not very or not at all inclusive.
- Lesbians are more likely than gay men to say their congregation is extremely or very inclusive.
- Transgender people are more likely than males to feel their congregation is extremely or very inclusive.
One Colorado also sorted survey responses by region. Although there are many similarities across the state, there are also differences among respondents from the Denver Metro Area, Denver Suburban, Central, Eastern and Western regions of Colorado. To give a more complete picture of each region, here are the findings—still organized by self, family, career, society and spirituality—for each region.

**DENVER METRO AREA**
Adams, Boulder, Broomfield and Denver counties

**SELF**

:: In the Denver Metro Area, 62 percent of respondents are male; 34 are female; two percent are transgender and one percent self-identify.

:: Proportionately, the Denver Metro area has a significantly higher percentage of gay men and fewer lesbians and bisexuals than other regions of the state.

:: The majority of Denver area respondents (58 percent) were between the ages of 11 and 20 when they came out to themselves. More than half (53 percent) were in that same age bracket when they first told another person.

:: Nearly half of Denver area respondents (48 percent) say they were harassed or bullied in middle or high school as a result of their gender orientation or gender identity. Three-quarters of those told no one.

:: Nearly three-quarters of respondents in Denver say they’ve suffered verbal abuse as a result of their sexual orientation or gender identity. Sixteen percent report suffering physical violence.

**FAMILY**

:: More than half of Denver-area respondents (52 percent) are in a committed relationship. On average, those couples have been together eight and a half years.

:: Nearly one in six (14 percent) were in a heterosexual marriage and one percent is currently married to a member of the opposite sex.

:: Nearly one in five Denver-area respondents (18 percent) are parents.

:: Only 53 percent of respondents in this region were aware of the state’s second-parent adoption law. And only 69 percent were aware of the law that created designated beneficiary agreements for same-sex couples.
Career

- In the Denver area, 60 percent of respondents work full-time and on average, Denver workers have been in their current jobs more than six years.

- Thirty percent of respondents earn between $40,000 and $60,000 annually. Approximately one in ten (9 percent) earn less than $10,000. More than one in ten earn more than $100,000 (11 percent).

- Thirty percent of the respondents in the Denver Metro Area were unaware of the state’s employment antidiscrimination law.

Society

- In the Denver area, survey respondents felt strongly about ensuring safe schools for LGBT youth, LGBT welcoming health care and services for people living with HIV/AIDS. When asked to rank the five most important issues from 13 choices:
  - One-third selected safe schools as their first priority,
  - Ten percent chose access to LGBT-welcoming health care and
  - Ten percent said increasing services for people living with HIV/AIDS.

- Those in Denver Metro Area and Suburbs are significantly more likely than those in the Central and West Regions to rank substance abuse treatment and prevention targeted at LGBT community as a top priority.

- When asked about social and policy issues, Denver area respondents stressed the importance of expanding rights/recognition for LGBT families. When presented with 12 choices, half chose family rights and recognition.

- The next most important issue was expanding civil rights including hate crimes and work place discrimination. Eighteen percent ranked this as a first priority.

- Those in all regions are significantly more likely than those in the Denver Metro area to rank increased acceptance within faith-based communities in the top five.

- Denver area respondents were more likely than respondents in other regions to know that Colorado law includes housing antidiscrimination protection for LGBT people. Still, less than two-thirds (65 percent) were aware of the law.

- Denver area respondents are the most likely to give to political candidates or organizations.

- More than three-quarters of Denver respondents (78 percent) have private health insurance. And 62 percent receive health insurance through their employer.

Spirituality

- Respondents in the Denver Metro area are significantly more likely to have attended religious services in the last year than other regions of the state.

Denver Suburbs

Adams, Boulder and Jefferson Counties

Self

- In these politically powerful suburban counties, 48 percent of respondents are male; 48 percent are female; three percent are transgender; and one percent self-identify.
More than two-thirds of suburban respondents (68 percent) are between the ages of 25 and 54 and nearly three-quarters (72 percent) have lived in these counties for more than ten years.

The largest number of respondents (31 percent) came out to themselves when they were between 16 and 20 years old. Thirty-nine percent of suburban respondents told another person about their sexual orientation in the same age range.

Nearly half suburban respondents (47 percent) believe they were harassed or bullied in middle or high school as a result of their sexual orientation or gender identity. Of those, nearly three-quarters (72 percent) did not report it to anyone.

Two-thirds believe they were the victim of verbal abuse as a result of their sexual orientation or gender identity. And the vast majority (88 percent) did not report it.

Physical violence is much less prevalent. Fourteen percent believe they suffered physical abuse due to their sexual orientation or gender identity. Sixty percent did not report it.

Suburban Denver has the highest percentage of respondents (55 percent) reporting that they are in a committed relationship. On average, these couples have been together ten years.

Nearly one-quarter (24 percent) are now or have been in a heterosexual marriage. Nearly one-third (30 percent) are parents.

Just over two-thirds (68 percent) of suburban respondents were aware of Colorado’s Designated Beneficiaries law. Slightly more than half (54 percent) knew of the state’s second parent adoption provision.

Sixty percent of suburban respondents work full-time. Nine percent work part-time and seven percent are retired.

On average, respondents have been at their current job for seven years. Nearly one-third (31 percent) of suburban respondents say they earn between $40,000 and $75,000. Five percent earn less than $10,000 and eight percent earn more than $100,000.

Ten percent served in the Armed Forces and, of those, two percent were dismissed due to sexual orientation or gender identity.

Nearly one-third of suburban respondents were unaware that Colorado law includes employment antidiscrimination protections for LGBT people.

“Newly out...have not really found any sort of resources or support beyond a few close few friends. Concerned about the impact it will have on my professional life in education.”

—A bisexual woman in Larimer County
SOCIETY

In the suburban Denver area, survey respondents felt strongly about ensuring safe schools for LGBT youth and ensuring access to LGBT welcoming health care. When asked to rank the five most important issues from 13 choices:

- Nearly one-third (32 percent) selected safe schools as their first priority.
- Eleven percent chose access to LGBT-welcoming health care.

When asked about social and policy issues, suburban respondents stressed the importance of expanding rights/recognition for LGBT families and civil rights laws. Respondents were asked to rank their five most important issues from 12 choices.

- One in five said expanding rights/recognition of LGBT families is most important.
- Fifteen percent chose expanding civil rights including hate crimes and employment discrimination.

Those in Denver Metro Area and Suburbs are significantly more likely than those in the Central and West Regions to rank substance abuse treatment and prevention targeted at LGBT community as a top priority.

In the suburbs, three-quarters of respondents have private health insurance and most (61 percent) receive insurance through their employer.

More than four in ten (41 percent) of suburban respondents were unaware that Colorado law includes housing antidiscrimination protections for LGBT people.

SPIRITUALITY

Two-thirds of suburban respondents were raised either Protestant or Catholic. And half of those are currently practicing.

- Nearly six in ten (59 percent) have attended religious services in the last year.
- Half of those who attend services feel their congregation or place of worship is extremely or very inclusive of LGBT people. One-third say their congregation is not very or not at all inclusive.

CENTRAL COLORADO

El Paso, Fremont and Teller counties

SELF

- Just over half (51 percent) of all respondents from the Central Colorado counties are male. Forty-four percent are female and five percent are transgender.
- Most respondents (58 percent) came out to themselves between the ages of 11 and 20. Central Colorado has more respondents coming out to themselves after the age of 26 (20 percent) than any other region.
- Nearly four in ten (39 percent) of Central Colorado respondents told another person about their sexual orientation between the ages of 16 and 20.

<table>
<thead>
<tr>
<th>BREAKDOWN OF SEXUAL ORIENTATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>GAY</td>
</tr>
<tr>
<td>LESBIAN</td>
</tr>
<tr>
<td>BISEXUAL</td>
</tr>
<tr>
<td>QUEER</td>
</tr>
<tr>
<td>HETEROSEXUAL</td>
</tr>
<tr>
<td>CHOOSE NOT TO LABEL OR SELF-IDENTIFY</td>
</tr>
</tbody>
</table>
Nearly half of Central Colorado respondents (46 percent) believe they were harassed or bullied at school because of their sexual orientation. Seventy-one percent never reported it.

More than seven in ten (71 percent) believe they suffered verbal abuse as a result of their sexual orientation or gender identity. And 16 percent believe they’ve suffered physical violence for the same reason.

**FAMILY**

More than half Central Colorado respondents (52 percent) are in a committed relationship. Thirty-nine percent are single. On average, the couples have been together 8.7 years.

More than a quarter (27 percent) are parents.

More than two-thirds of Central Colorado respondents know of the state’s Designated Beneficiary law. Only half are aware of the second-parent adoption laws.

It makes me sad that the Colorado Springs mayor refuses to acknowledge the Pride festival and that so many evangelical Christians fail to be compassionate. I would like to see more tolerance.

“A woman who chooses to self-identify in El Paso County”

Fifty-three percent of the Central Colorado respondents work full-time. Thirteen percent work part-time and seven percent are students.

On average, workers have been in their current position for seven years.

Nearly three in ten workers believe they have been discriminated against in employment due to their sexual orientation or gender identity. Of those, most (73 percent) did not report it. More than one-third of Central Colorado respondents (37 percent) were unaware of that state law bars employment discrimination for LGBT people.

Those in the Central and West Regions are significantly more likely to have served in the military than those in the Denver Metro and East Regions.

In Central Colorado, survey respondents stressed the importance of taking care of LGBT youth and health care. When asked to rank the five most important issues from 13 choices:

- More than one-third (36 percent) selected safe schools as their first priority.
- Ten percent chose access to LGBT-welcoming health care.
- Nine percent chose ensuring parents have information for supporting LGBT youth.

When asked about social and policy issues, Central Coloradan respondents stressed the importance of expanding rights/recognition for LGBT families. When presented with 12 choices, more than four in ten (42 percent) chose family rights and recognition.
The next most important issue was expanding civil rights including hate crimes and workplace discrimination. Eighteen percent ranked this as a first priority. Nearly three-quarters of the respondents (71 percent) know that LGBT people are included in the state’s current hate crimes law.

Two-thirds respondents in Central Colorado have private health insurance. Seventeen percent have no insurance.

More than one-third (37 percent) were unaware that Colorado housing antidiscrimination laws include protection for LGBT people.

**SPIRITUALITY**

The greatest number of Central Coloradan respondents were raised Protestant (44 percent). Twenty percent are now practicing that religion.

More than six in ten (61 percent) have attended a religious service in the last year.

Fifty-seven percent say their congregation is extremely or very LGBT-inclusive. Twenty-seven percent are on the other end of the spectrum, saying their congregation is not very or not at all inclusive.

Among all Colorado counties, El Paso County has the highest percentage of those who feel their congregation is extremely inclusive.

**EASTERN COLORADO**

Baca, Bent, Cheyenne, Crowley, Elbert, Kiowa, Kit Carson, Larimer, Lincoln, Logan, Morgan, Otero, Philips, Prowers, Sedgwick, Washington, Weld and Yuma counties

**SELF**

In Eastern Colorado counties, 54 percent of respondents are male; 41 percent are female; four percent are transgender and two percent self-identify.

Nearly two-thirds (63 percent) of Eastern Colorado respondents first came out to themselves between the ages of 11 and 20. And nearly two-thirds (62 percent) first told another person about their sexual orientation between the ages of 16 and 25.

Among all five regions of the state, Eastern Colorado respondents are the most likely to believe they were harassed or bullied in middle or high school due to their sexual orientation or gender identity. Fifty-three percent of respondents say they bullied or harassed. Nearly three-quarters (74 percent) did not report it to anyone.

Seven in ten Eastern respondents believe they were suffered verbal abuse as a result of their sexual orientation or gender identity. Sixteen percent say they suffered physical violence for the same reason.

**FAMILY**

More than half of Eastern respondents (53 percent) are in a committed relationship. And on average, those couples have been together 9.7 years. Nearly two-thirds (64 percent) knew of the Colorado law that created designated beneficiary agreements.

**BREAKDOWN OF SEXUAL ORIENTATION**

- **GAY**: 40%
- **LESBIAN**: 31%
- **BISEXUAL**: 13%
- **QUEER**: 4%
- **CHOOSE NOT TO LABEL OR SELF-IDENTIFY**: 3%
Roughly one-quarter (26 percent) are parents. Only slightly more than half Eastern Colorado respondents (51 percent) knew of the state’s second-parent adoption law.

Weld County has the highest percentage of custodian/care givers of adults/seniors relative to other counties.

**CAREER**

 Respondents in the Eastern counties are the least likely to work full-time compared to other regions. Less than half (48 percent) work 35 hours a week or more.

Eastern Colorado respondents are also the most likely of any of the five regions to be students. Thirteen percent are students.

A higher percentage of respondents from Eastern counties (17 percent) annually earn less than $10,000 than respondents in the rest of the state.

A higher percentage of respondents from these counties (30 percent) also believe they have been discriminated against in employment than others from around the state. Only 61 percent of respondents in this region were aware that Colorado employment antidiscrimination law protects LGBT people.

**SOCIETY**

In the Eastern counties, survey respondents felt strongly about ensuring safe schools for LGBT youth and access to LGBT-welcoming health care. When asked to rank the five most important issues from 13 choices:

- More than one–third (34 percent) selected safe schools as their first priority.
- Eleven percent chose access to LGBT-welcoming health care.

When asked about social and policy issues, Eastern Colorado respondents stressed the importance of expanding rights/recognition for LGBT families. When presented with 12 choices, nearly half (48 percent) chose family rights and recognition.

The next most important issue was expanding civil rights including hate crimes and workplace discrimination. Seventeen percent ranked this as a first priority.

**SPIRITUALITY**

In the Eastern counties, nearly half of respondents were raised Protestant and one-quarter were raised Catholic. One in six (15 percent) are currently Protestant and five percent are currently Catholic.

Nearly six in ten (59 percent) of respondents from the Eastern region had attended religious services in the last year.

---

"The community seems to be largely disengaged and often times uninvolved leaving a small handful of people doing all the work to build a community."

—A gay man in Larimer County
In the Western counties, 53 percent of respondents are male; 46 percent are female; one percent are transgender and one person self-identify.

More than half of Western respondents (54 percent) came out to themselves when they were between the ages of 11 and 20. Sixty-one percent told another person about their sexual orientation between the ages of 16 and 25. And another 26 percent did not tell anyone until they were older than 25.

Western respondents were the least likely in the state to believe they had been harassed or bullied in middle or high school due to their sexual orientation or gender identity. Forty-two percent say they were bullied and of those, 74 percent did not report it to anyone.

Sixty-eight percent of Western respondents believe they were verbally abused because of their sexual orientation or gender identity. And 16 percent suffered physical violence because of it.

More than half of Western respondents (51 percent) are in a committed relationship. And these couples are more likely to have been together longer than couple in any other region in the state. On average, they’ve been together 11.8 years.

Roughly one-quarter (24 percent) are parents.

Fewer than half the respondents in the West (45 percent) knew of the state’s second-parent adoption laws. Nearly two-thirds (65 percent) knew of the designated beneficiary law.

More than half of Western respondents (52 percent) work full-time. And Western respondents are the most likely in the state to work for themselves. Fourteen percent are self-employed.

4cGLAD is essential to the Four Corners area. It is very welcoming and makes you feel a part of the community. The group empowers you to come out and be who you are and offer support.

–A gay man in La Plata County
Western respondents also tend to stay in their jobs longer than respondents in other parts of the state. Westerners have worked at their current job 8.3 years on average.

More than one-quarter (26 percent) believe they have been discriminated against in employment and of those, 78 percent reported it to no one. One-third (33 percent) were unaware that Colorado’s employment antidiscrimination laws protect LGBT people.

Those in the Central and West Regions are significantly more likely to have served in the military than those in the Denver Metro and East Regions.

**SOCIETY**

In the Western counties, survey respondents felt strongly about ensuring safe schools for LGBT youth, giving parents information to help LGBT youth and creating safe spaces to congregate and build a support network. When asked to rank the five most important issues from 13 choices:

- Four in ten (40 percent) selected safe schools as their first priority.
- Ten percent selected safe gathering spots.
- Eight percent selected giving parents info to support LGBT youth.

When asked about social and policy issues, Western respondents stressed the importance of expanding rights/recognition for LGBT families and civil rights. When presented with 12 choices, more than half (53 percent) chose family rights and recognition.

The next most important issue was expanding civil rights including hate crimes and workplace discrimination. Seventeen percent ranked this as a first priority.

Health insurance may be a bigger issue in the Western counties than in the rest of the state. A higher percentage of Western Respondents (19 percent) do not have health insurance than in other regions. And a higher percentage (20 percent) provides their own health insurance.

**SPIRITUALITY**

In the Western counties, 41 percent of respondents were raised Protestant and one-quarter were raised Catholic. Fewer than one in ten (9 percent) are currently Protestant and five percent are currently Catholic.

Respondents in the Western counties were the least likely to have attended religious services in the last year. Nearly half (47 percent) had not been to services.

“**We would love to have another Out on the Colorado Plateau workshop—that was great! And a Gay Pride parade locally instead of having to drive to Denver—I still feel somewhat isolated being in a small town with no central, visible LGBT ‘community center.’ Otherwise, love living here.**”

—A lesbian woman in La Plata County
What is this survey?
For the first time, members of the state’s lesbian, gay, bisexual, and transgender (LGBT) community are being asked to define themselves — as opposed to letting others do it for us — by telling their life stories. One Colorado Education Fund is a new organization committed to securing and protecting equality and opportunity for LGBT Coloradans and their families. You can help guide our work and priorities over the next several years by completing the survey. **It will only take ten minutes and likely be the most important thing you do this week to help secure a fair and just Colorado.**

Why should I fill this out?
First and foremost, because you are an important part of the LGBT community in Colorado. By sharing your experiences, you will help shape the knowledge that policymakers and the public at large have of our community.

Is this survey confidential?
Yes, all individual responses will remain confidential. Please be assured that this survey is for research purposes only and is being conducted by an independent research company, Simon Analytics. We will only be reporting on the aggregate results of the survey. **Your individual responses will remain CONFIDENTIAL.**

Who should fill out this survey?
Any LGBT person 18 or older who lives in the state of Colorado. This survey should only be completed one time.

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**A sample copy of One Colorado’s Survey of the LGBT Community**

We hope that many of you answered the survey and contributed your stories to this report. We posted it online and distributed printed copies across the state. We received **4,619 responses** between Jan. 26 and Feb. 26. Here is a complete copy of the survey.

---

1. How would you describe your sexual orientation?
   - [ ] Bisexual
   - [ ] Lesbian
   - [ ] Gay
   - [ ] Heterosexual
   - [ ] Queer
   - [ ] Choose not to label
   - [ ] Self-identify

2. Gender
   - [ ] Female
   - [ ] Male
   - [ ] Transgender/Transsexual
   - [ ] Female to Male
   - [ ] Male to Female
   - [ ] Self-identify

3. What is your age?
   - [ ] 18–24
   - [ ] 25–34
   - [ ] 35–44
   - [ ] 45–54
   - [ ] 55–64
   - [ ] 65 or older

4. In total, how long have you lived in Colorado?
   - [ ] Less than 1 year
   - [ ] 1 to 4 years
   - [ ] 5 to 9 years
   - [ ] 10 to 20 years
   - [ ] More than 20 years
5. In which county do you live?


6. Please select the THREE SOURCES most useful to you in getting information about the LGBT community in Colorado.

[ ] OutFront Colorado [ ] Connexion [ ] Bar(s) [ ] Friends/Partner(s) [ ] Family [ ] School [ ] Church
[ ] Other social networking sites [e.g., Facebook, MySpace, Twitter] [ ] LGBT Community Center in your area
[ ] Internet (including email lists, message boards) please specify ____________________________

[ ] Newspaper please specify ______________________ [ ] TV please specify ______________________

[ ] Radio please specify ______________________ [ ] Other: ______________________

Tell us about Your Experiences

7. To your knowledge, do each of the following laws currently exist or not exist in Colorado?

<table>
<thead>
<tr>
<th></th>
<th>EXISTS</th>
<th>DOES NOT EXIST</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Marriage between two people of the same gender</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>b. Housing anti-discrimination protections for LGBT people</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>c. Employment anti-discrimination protections for LGBT people</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>d. LGBT people are included under hate crimes laws</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>e. A second adult can adopt a legal parent’s child</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>f. LGBT people can designate their partner as the beneficiary of insurance, inheritance, and hospital visitations</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
</tbody>
</table>

8a. Do you believe you have ever been denied housing due to your sexual orientation or gender identity?

[ ] Yes [ ] No [ ] Not sure skip to question 8b

8a1. To whom, if anyone, did you report being denied housing? check all that apply

[ ] No one [ ] An attorney [ ] Colorado Civil Rights Commission [ ] Police [ ] Other: ______________________

8b. Do you believe you have ever been discriminated against in employment (e.g., denied a job, not promoted, fired) due to your sexual orientation or gender identity?

[ ] Yes [ ] No [ ] Not sure skip to question 8c

8b1. To whom, if anyone, did you report being discriminated against in employment? check all that apply

[ ] No one [ ] The employer [e.g., Human Resources, manager] [ ] An attorney [ ] Colorado Civil Rights Commission [ ] Police [ ] School official [ ] Other: ______________________

8c. Do you believe you have ever been harassed or bullied in middle school or high school due to your sexual orientation or gender identity?

[ ] Yes [ ] No [ ] Not sure skip to question 9a

8c1. To whom, if anyone, did you report being harassed or bullied in school? check all that apply

[ ] No one [ ] School official [ ] Parent [ ] An attorney [ ] Colorado Civil Rights Commission [ ] Police [ ] School official [ ] Other: ______________________

9a. Do you believe you have ever been a victim of verbal abuse as a result of your sexual orientation or gender identity?

[ ] Yes [ ] No [ ] Not sure skip to question 9b

9a1. To whom, if anyone, did you report the verbal abuse? check all that apply

[ ] No one [ ] The employer [e.g., Human Resources, manager] [ ] An attorney [ ] Colorado Civil Rights Commission [ ] Police [ ] School official [ ] Other: ______________________
9b. Do you believe you have ever been a victim of physical violence (not including domestic violence) as a result of your sexual orientation or gender identity?
   1. Yes  2. No  3. Not sure

9b1. To whom, if anyone, did you report the physical violence? check all that apply
   1. No one  2. The employer (e.g., Human Resources, manager)  3. An attorney

9c. Do you believe you have ever been a victim of domestic violence as a result of your sexual orientation or gender identity?
   1. Yes  2. No  3. Not sure

9c1. To whom, if anyone, did you report the domestic violence? check all that apply
   1. No one  2. The employer (e.g., Human Resources, manager)  3. An attorney

10. In the last 12 months, please indicate how often, if at all, you have experienced homophobia, transphobia and/or harassment.

<table>
<thead>
<tr>
<th>MORE THAN</th>
<th>1X/DAY</th>
<th>DAILY</th>
<th>WEEKLY</th>
<th>MONTHLY</th>
<th>YEARLY</th>
<th>NEVER</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. At work</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>b. At school</td>
<td>[ ]</td>
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<td>[ ]</td>
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<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
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<tr>
<td>c. At home by family</td>
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<td>[ ]</td>
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<tr>
<td>d. On the street</td>
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<tr>
<td>e. At a public establishment</td>
<td>[ ]</td>
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<td>[ ]</td>
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<td>[ ]</td>
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<td>[ ]</td>
</tr>
<tr>
<td>f. By a firefighter, police officer, or other civil servant</td>
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<td>[ ]</td>
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<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
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<tr>
<td>g. At your place of worship</td>
<td>[ ]</td>
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<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
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<tr>
<td>h. Other: ____________________________</td>
<td>[ ]</td>
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<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
</tbody>
</table>

Tell us about Your Relationships & Family

11. What is your current relationship status?
   1. Dating  2. In a committed relationship  3. Single

12. How long have you been in your current relationship status? _____ years _____ months

13. Are you or have you ever been married? check all that apply
   1. Yes, was in a heterosexual marriage  2. Yes, was in a marriage with someone of the same gender
   3. Yes, am now in a heterosexual marriage  4. Yes, am now in a marriage with someone of the same gender
   5. No skip to question 14

13a. In what state or country were you married? ____________________________________________________________________

14. Do you have a Designated Beneficiary Agreement in Colorado?
   1. Yes  2. No

15. Have you ever been a parent (biological or other)?  
   1. Yes  2. No skip to question 17

16. Have you adopted a child via second parent adoption or has your child been adopted by another adult via second parent adoption?
   1. Yes, I adopted a child via second parent adoption  2. Yes, my child has been adopted by a second parent  3. No

17. How many children are currently in your household? _____

18. If you are not/have never been a parent, do you intend to have children in the future?
   if you are/have ever been a parent, skip to question 19
   1. Yes  2. No  3. Unsure

19. Are you the custodian/care giver of an adult or senior?
   1. Yes  2. No skip to question 20

19a. Are you the custodian/care giver for your partner?
   1. Yes  2. No
Tell us about Your Faith & Spirituality

20. Spiritual or religious practice, if any? 

<table>
<thead>
<tr>
<th>Currently Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protestant</td>
</tr>
<tr>
<td>Catholic</td>
</tr>
<tr>
<td>Jewish</td>
</tr>
<tr>
<td>Muslim/Islam</td>
</tr>
<tr>
<td>Church of Jesus Christ of Latter Day Saints/Mormon</td>
</tr>
<tr>
<td>Jehovah’s Witness</td>
</tr>
<tr>
<td>Buddhist</td>
</tr>
<tr>
<td>Hindu</td>
</tr>
<tr>
<td>Wiccan/Pagan</td>
</tr>
<tr>
<td>Atheist</td>
</tr>
<tr>
<td>Agnostic</td>
</tr>
<tr>
<td>None</td>
</tr>
<tr>
<td>Other: __________________________</td>
</tr>
</tbody>
</table>

21. About how often have you attended religious services of any kind in the past 12 months?

<table>
<thead>
<tr>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] More than once a week</td>
</tr>
<tr>
<td>[ ] Once a week</td>
</tr>
<tr>
<td>[ ] 2 or 3 times a month</td>
</tr>
<tr>
<td>[ ] About once a month</td>
</tr>
<tr>
<td>[ ] A few times</td>
</tr>
<tr>
<td>[ ] Once</td>
</tr>
<tr>
<td>[ ] Never</td>
</tr>
</tbody>
</table>

22. How LGBT-inclusive do you feel your congregation or place of worship is?

<table>
<thead>
<tr>
<th>Inclusiveness</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] Extremely inclusive</td>
</tr>
<tr>
<td>[ ] Very inclusive</td>
</tr>
<tr>
<td>[ ] Somewhat inclusive</td>
</tr>
<tr>
<td>[ ] Not very inclusive</td>
</tr>
<tr>
<td>[ ] Not at all inclusive</td>
</tr>
<tr>
<td>[ ] Not applicable</td>
</tr>
</tbody>
</table>

Tell us about Your Community

23. In what ways, if any, have you contributed to charitable groups in the past year? check all that apply

<table>
<thead>
<tr>
<th>Ways of Contributing</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] Donating money</td>
</tr>
<tr>
<td>[ ] Donating goods or services</td>
</tr>
<tr>
<td>[ ] Volunteering</td>
</tr>
<tr>
<td>[ ] Raising money</td>
</tr>
<tr>
<td>[ ] Serving on a committee or board</td>
</tr>
<tr>
<td>[ ] None of the above</td>
</tr>
</tbody>
</table>

24. About how much do you donate to nonprofit organizations each year?

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] $0</td>
</tr>
<tr>
<td>[ ] $1–$99</td>
</tr>
<tr>
<td>[ ] $100–$499</td>
</tr>
<tr>
<td>[ ] $500–$999</td>
</tr>
<tr>
<td>[ ] $1,000–$4,999</td>
</tr>
<tr>
<td>[ ] $5,000–$9,999</td>
</tr>
<tr>
<td>[ ] $10,000 or more</td>
</tr>
</tbody>
</table>

25. About what portion of your charitable gifts (by total dollars) goes to LGBT causes?

<table>
<thead>
<tr>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] 0%</td>
</tr>
<tr>
<td>[ ] 1–10%</td>
</tr>
<tr>
<td>[ ] 11–25%</td>
</tr>
<tr>
<td>[ ] 26–50%</td>
</tr>
<tr>
<td>[ ] 51–75%</td>
</tr>
<tr>
<td>[ ] 76–100%</td>
</tr>
</tbody>
</table>

26. What interest areas do you prioritize in your giving? check up to three

<table>
<thead>
<tr>
<th>Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] Arts, Culture, and Humanities (e.g., museums, theater, symphony or opera)</td>
</tr>
<tr>
<td>[ ] Education (e.g., elementary or secondary schools, colleges, universities, libraries, student scholarships or financial aid)</td>
</tr>
<tr>
<td>[ ] Environment and Animals (e.g., pollution control, resource conservation or protection, zoos, animal protection or welfare)</td>
</tr>
<tr>
<td>[ ] Health (e.g., direct healthcare services, hospitals, mental health, research on disease)</td>
</tr>
<tr>
<td>[ ] Human Services (e.g., legal or employment services, hunger relief, housing and shelter, recreation, sports, youth development)</td>
</tr>
<tr>
<td>[ ] International, Foreign Affairs (e.g., international development, peace and security, globalization)</td>
</tr>
<tr>
<td>[ ] Public, Societal Benefit (e.g., civil rights and liberties—including minority rights, disabled person’s rights, women’s rights, etc.—voter education, community or economic development, policy research and development)</td>
</tr>
<tr>
<td>[ ] Religion Related (e.g., specific faiths or congregations, religious media or communications, interfaith coalitions)</td>
</tr>
<tr>
<td>[ ] None</td>
</tr>
<tr>
<td>[ ] Other: __________________________</td>
</tr>
</tbody>
</table>

27. Do you give to political organizations or candidates?

| Yes | No skip to question 29 |

28. Have you ever given to…?

<table>
<thead>
<tr>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. National political organizations (e.g., HRC, NARAL, League Women’s Voters, Log Cabin Republicans, Progressive Majority, National Gay &amp; Lesbian Task Force, Stonewall Democrats, Victory Fund)</td>
<td></td>
</tr>
<tr>
<td>b. Federal candidates or organizations (e.g., DNC, DSCC, DLCC, RNC, RSACC, RLCC, U.S. Senators, U.S. Congressmen)</td>
<td></td>
</tr>
<tr>
<td>c. Colorado state candidates or organizations</td>
<td></td>
</tr>
</tbody>
</table>
29. In your opinion, what are the **FIVE MOST IMPORTANT** social service-related issues facing the LGBT community in Colorado? **rank up to five issues, using 1 for “most important” and 5 for “fifth most important”**

___ Ensuring schools are safe for LGBT youth
___ Housing for LGBT elders
___ Addressing safety for LGBT youth in the state care system
___ Additional social/cultural/recreational activities or more community-wide events and celebrations
___ Access to LGBT-welcoming health care
___ Access to LGBT-welcoming mental health services
___ Substance abuse treatment and prevention targeted at LGBT community
___ Increased support and services for LGBT elders
___ More research on the needs, concerns, and strengths of LGBT populations
___ Ensuring parents have information on supporting LGBT youth
___ Increasing services for people living with HIV/AIDS
___ Safe spaces to congregate and build a support network
___ Other:

30. In your opinion, what are the **FIVE MOST IMPORTANT** policy or social issues for LGBT people in Colorado? **rank up to five issues, using 1 for “most important” and 5 for “fifth most important”**

___ Expanded rights/recognition of LGBT families (such as civil unions or marriage)
___ Expanded civil rights protections (including hate crimes, workplace discrimination)
___ Allowing openly LGBT individuals to serve in the military
___ Combating racism within the LGBT community
___ Combating homophobia and transphobia in the non-LGBT community
___ Combating transphobia in the LGB community
___ Combating ageism in the LGBT community
___ Greater LGBT visibility in media (including visual, radio, print media)
___ More of a sense of “community cohesiveness” within the LGBT community
___ Greater emphasis on electing openly LGBT public officials
___ Increased acceptance within faith-based communities
___ Other:

Tell us about Your Health & Well-Being

31. What type of health insurance do you have?  
1] []No insurance  skip to question 35  
2] []Private insurance (e.g., Anthem BlueCross BlueShield, Kaiser Permanente)  
3] []Medicare  
4] []Medicaid  
5] []Veterans’ Administration  
6] []Other: _______________________________

32. Who provides your health insurance?  
1] []Employer  
2] []Parent or legal guardian  
3] []Domestic partner’s employer  
4] []Legal spouse’s employer  
5] []Government (for Medicare, Medicaid, VA)  
6] []Self  
7] []University/School  
8] []Other: _______________________________

33. Does your employer provide health insurance to domestic partners?  
1] []Yes  
2] []No  
3] []N/A  
4] []Don’t know

33a. Does your partner use this benefit?  
1] []Yes  
2] []No  
3] []N/A

34. Does your health insurance cover hormones or other medical procedures relating to gender transition?  
1] []Yes, comprehensive (therapy, medication, surgery covered)  
2] []Yes, moderate (therapy, medication, but not surgery)  
3] []Yes, limited (therapy only OR medication only)  
4] []No  
5] []Don’t know

35. Do you smoke cigarettes/cigars/pipes?  
1] []Yes  
2] []No

36. Do you consider yourself to be in recovery from alcohol/drug use?  
1] []Yes  
2] []No
Talking to Others: the Disclosure of Sexual Orientation/Gender Identity

37. How old were you when you first came out to yourself? _____ years old

38. How old were you when you first told another person about your sexual orientation/gender identity? _____ years old  [ ] N/A

39. How open (“out”) are you regarding your sexual orientation/gender identity with the following people?
   *If the category does not apply, check “N/A”*

   a. Parents 1[] 2[] 3[] 4[]
   b. Siblings 1[] 2[] 3[] 4[]
   c. Children 1[] 2[] 3[] 4[]
   d. Other family 1[] 2[] 3[] 4[]
   e. LGBT friends 1[] 2[] 3[] 4[]
   f. Non-LGBT friends 1[] 2[] 3[] 4[]
   g. Supervisor(s) 1[] 2[] 3[] 4[]
   h. Coworkers 1[] 2[] 3[] 4[]
   i. Teachers 1[] 2[] 3[] 4[]
   j. Counselor(s) 1[] 2[] 3[] 4[]
   k. Other students 1[] 2[] 3[] 4[]
   l. Religious leaders 1[] 2[] 3[] 4[]
   m. Congregation members 1[] 2[] 3[] 4[]
   n. Healthcare provider 1[] 2[] 3[] 4[]

Tell us about Yourself

40. Home Zip Code: ____ ____ ____ ____

41. Race/Ethnicity [Check all that apply]
   1[] African American/Black  1[] Asian/Pacific Islander  1[] Latino/Hispanic
   1[] Native American  1[] White/Caucasian 2[] Other: _________________________________

42. How would you describe your housing situation?
   1[] I rent a house, apartment or room without Section 8 or other government subsidies
   2[] I rent a house, apartment or room with the assistance of Section 8 or other government subsidies
   3[] I own a house or condo
   4[] I live with family members
   5[] I live in a dorm or other school housing
   6[] Other: ________________________________________________________________

43. Do you live...?
   1[] Alone  2[] With partner/spouse  3[] With partner/spouse and others (including children, family, friends)
   4[] With friends or roommate  5[] With family members  6[] Other: ___________________________

44. What level of education have you completed?
   1[] Less than 12 years  5[] College graduate (2 or 4 year)
   2[] High school graduate/G.E.D  6[] Postgraduate education (Master’s degree)
   3[] Trade or vocational program  7[] Doctoral level (PhD, JD, MD, DO, etc.)
   4[] Some college

45. Have you ever served in the Armed Forces?
   1[] Yes  2[] No

46. Were you ever dismissed/discharged from the Armed Forces due to your sexual orientation or gender identity?
   1[] Yes  2[] No

47. How would you describe your primary employment status?
   1[] Full-time (35 hours or more per week)  5[] Self-employed
   2[] Part-time (fewer than 35 hours per week)  6[] Unemployed *skip to question 48*
   3[] Retired *skip to question 48*  7[] Student *skip to question 48*
   4[] Military (active)  8[] On disability

47a. How long have you been employed by your current employer? _____ years _____ months
48. Was your total **PERSONAL** income before taxes for 2009 less than $25,000, or $25,000 or more?
   1. [ ] Less than $25,000
   2. [ ] $25,000 or more  *skip to question 49b*
   3. [ ] Prefer not to say  *skip to question 50*

49a. If less than $25,000, was that...?
   1. [ ] Under $10,000
   2. [ ] $10,000 but less than $15,000
   3. [ ] $15,000 but less than $20,000
   4. [ ] $20,000 but less than $25,000
   5. [ ] Prefer not to say

49b. If $25,000 or more, was that...?
   1. [ ] $25,000 but less than $35,000
   2. [ ] $35,000 but less than $40,000
   3. [ ] $40,000 but less than $50,000
   4. [ ] $50,000 but less than $60,000
   5. [ ] $60,000 but less than $75,000
   6. [ ] $75,000 but less than $100,000
   7. [ ] $100,000 or more
   8. [ ] Prefer not to say

50. Was your total **HOUSEHOLD** income before taxes for 2009 less than $25,000 or $25,000 or more?
   1. [ ] Less than $25,000
   2. [ ] $25,000 or more  *skip to question 51b*
   3. [ ] Prefer not to say  *skip to question 52*

51a. If less than $25,000, was that...?
   1. [ ] Under $10,000
   2. [ ] $10,000 but less than $15,000
   3. [ ] $15,000 but less than $20,000
   4. [ ] $20,000 but less than $25,000
   5. [ ] Prefer not to say

51b. If $25,000 or more, was that...?
   1. [ ] $25,000 but less than $35,000
   2. [ ] $35,000 but less than $40,000
   3. [ ] $40,000 but less than $50,000
   4. [ ] $50,000 but less than $60,000
   5. [ ] $60,000 but less than $75,000
   6. [ ] $75,000 but less than $100,000
   7. [ ] $100,000 or more
   8. [ ] Prefer not to say

52. That household income supported _____ person(s).

53. In your own words, tell us about your experiences with being LGBT in Colorado?

___________________________________________________________________________________________________________________
___________________________________________________________________________________________________________________
___________________________________________________________________________________________________________________
___________________________________________________________________________________________________________________

**Thank you for your participation in this survey!**
One Colorado Education Fund also commissioned a poll of Coloradans at large to see how all citizens felt about issues of importance to the LGBT community. **Greenberg Quinlan Rosner and American Viewpoint**, two national independent research firms conducted the poll. **Here are the questions and results.**

### Over the last five or ten years, have your feelings towards gays and lesbians become much more accepting, somewhat more accepting, somewhat less accepting, much less accepting or not changed?

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Much more accepting</td>
<td>17</td>
<td>13</td>
</tr>
<tr>
<td>Somewhat more accepting</td>
<td>16</td>
<td>17</td>
</tr>
<tr>
<td>Somewhat less accepting</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Much less accepting</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Not changed</td>
<td>60</td>
<td>62</td>
</tr>
<tr>
<td>(Don’t know/refused)</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>TOTAL MORE ACCEPTING</td>
<td>33</td>
<td>30</td>
</tr>
<tr>
<td>TOTAL LESS ACCEPTING</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

### What, specifically, changed your feelings toward gay and lesbian people?

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PERSONAL CONTACT</strong></td>
<td>46</td>
<td>39</td>
</tr>
<tr>
<td>Getting to know them/Meeting them (General)</td>
<td>16</td>
<td>17</td>
</tr>
<tr>
<td>Gay friends</td>
<td>15</td>
<td>10</td>
</tr>
<tr>
<td>Gay family</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>Gay co-workers/customer</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>I am gay</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Gay neighbour/acquaintance</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>NON PERSONAL CONTACT</strong></td>
<td>22</td>
<td>27</td>
</tr>
<tr>
<td>Getting older/maturing</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>More educated/Issue awareness</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>More aware (Awareness)</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>More are out/More visible</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Publicity/Pop culture/Media</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Church/God</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>
What, specifically, changed your feelings toward gay and lesbian people? (Continued from previous page)

<table>
<thead>
<tr>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>HUMANNESS</td>
<td></td>
</tr>
<tr>
<td>They have rights/Equal rights</td>
<td>17</td>
</tr>
<tr>
<td>They are normal/No different</td>
<td>8</td>
</tr>
<tr>
<td>It is their personal choice</td>
<td>5</td>
</tr>
<tr>
<td>They don’t have a choice</td>
<td>3</td>
</tr>
<tr>
<td>GENERAL</td>
<td></td>
</tr>
<tr>
<td>General positive (i.e they are nice)</td>
<td>15</td>
</tr>
<tr>
<td>I am open-minded</td>
<td>6</td>
</tr>
<tr>
<td>Not my business</td>
<td>4</td>
</tr>
<tr>
<td>OTHER/DON'T KNOW/REFUSED</td>
<td>10</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
</tr>
<tr>
<td>Don’t know/Refused</td>
<td>8</td>
</tr>
</tbody>
</table>

Now let me ask you a few questions about a variety of topics.
Do you favor or oppose allowing gay and lesbian couples to marry legally?

<table>
<thead>
<tr>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly favor</td>
<td>30</td>
</tr>
<tr>
<td>Somewhat favor</td>
<td>16</td>
</tr>
<tr>
<td>Somewhat oppose</td>
<td>10</td>
</tr>
<tr>
<td>Strongly oppose</td>
<td>36</td>
</tr>
<tr>
<td>(Don’t know/refused)</td>
<td>10</td>
</tr>
<tr>
<td>TOTAL FAVOR</td>
<td>45</td>
</tr>
<tr>
<td>TOTAL OPPOSE</td>
<td>45</td>
</tr>
</tbody>
</table>

Regardless of how you may feel about marriage for gay and lesbian couples—Do you favor or oppose allowing gay and lesbian couples to form legally recognized domestic partnerships, that give them some of the legal rights of married couples in areas such as health insurance?

<table>
<thead>
<tr>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly favor</td>
<td>46</td>
</tr>
<tr>
<td>Somewhat favor</td>
<td>28</td>
</tr>
<tr>
<td>Somewhat oppose</td>
<td>2</td>
</tr>
<tr>
<td>Strongly oppose</td>
<td>18</td>
</tr>
<tr>
<td>(Don’t know/refused)</td>
<td>5</td>
</tr>
<tr>
<td>TOTAL FAVOR</td>
<td>74</td>
</tr>
<tr>
<td>TOTAL OPPOSE</td>
<td>20</td>
</tr>
</tbody>
</table>
### Which one of the following statements do you most agree with when it comes to the issue of gay and lesbian couples?

<table>
<thead>
<tr>
<th>Statement</th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gay and lesbian couples should have the same legal right to marry as do a man and a woman.</td>
<td>38</td>
<td>35</td>
</tr>
<tr>
<td>Gay and lesbian couples should have the same legal rights that a man and a woman have, but it should not be called marriage.</td>
<td>14</td>
<td>17</td>
</tr>
<tr>
<td>Marriage under the law should only be between a man and a woman, but there should be domestic partnerships or some other legal rights for gay and lesbian couples.</td>
<td>26</td>
<td>26</td>
</tr>
<tr>
<td>There should be no legal recognition of a relationship between gay or lesbian couples.</td>
<td>19</td>
<td>19</td>
</tr>
<tr>
<td>(All)</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>(None)</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>(Don't know/refused)</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

### Here is a list of specific rights provided to married couples. After each one I read, please tell me whether you support or oppose giving these rights to committed gay and lesbian couples.

<table>
<thead>
<tr>
<th>Rights Provided to Married Couples</th>
<th>STRONGLY SUPPORT</th>
<th>SOMEWHAT SUPPORT</th>
<th>SOMEWHAT OPPOSE</th>
<th>STRONGLY OPPOSE</th>
<th>DON'T KNOW/REFUSED</th>
<th>TOTAL SUPPORT</th>
<th>TOTAL OPPOSE</th>
<th>SUPPORT - OPPOSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>The right to visit a same-sex partner in the hospital</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>72</td>
<td>7</td>
<td>82</td>
</tr>
<tr>
<td>TOTAL PERCENT</td>
<td>72</td>
<td>17</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td>89</td>
<td>7</td>
<td>82</td>
</tr>
<tr>
<td>LIKELY VOTER PERCENT</td>
<td>77</td>
<td>14</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>92</td>
<td>5</td>
<td>86</td>
</tr>
<tr>
<td>The right to use family and medical leave to care for a seriously ill partner</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>63</td>
<td>18</td>
<td>66</td>
</tr>
<tr>
<td>TOTAL PERCENT</td>
<td>63</td>
<td>18</td>
<td>6</td>
<td>9</td>
<td>5</td>
<td>80</td>
<td>15</td>
<td>66</td>
</tr>
<tr>
<td>LIKELY VOTER PERCENT</td>
<td>61</td>
<td>19</td>
<td>6</td>
<td>11</td>
<td>3</td>
<td>80</td>
<td>17</td>
<td>63</td>
</tr>
<tr>
<td>The right to workers’ compensation benefits if a same-sex partner is killed or injured on the job</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>50</td>
<td>23</td>
<td>50</td>
</tr>
<tr>
<td>TOTAL PERCENT</td>
<td>50</td>
<td>23</td>
<td>7</td>
<td>16</td>
<td>4</td>
<td>73</td>
<td>23</td>
<td>50</td>
</tr>
<tr>
<td>LIKELY VOTER PERCENT</td>
<td>51</td>
<td>23</td>
<td>9</td>
<td>14</td>
<td>3</td>
<td>74</td>
<td>23</td>
<td>51</td>
</tr>
<tr>
<td>The right to extend insurance to a same-sex partner just as married people can cover their spouse</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>54</td>
<td>18</td>
<td>48</td>
</tr>
<tr>
<td>TOTAL PERCENT</td>
<td>54</td>
<td>18</td>
<td>5</td>
<td>19</td>
<td>4</td>
<td>72</td>
<td>24</td>
<td>48</td>
</tr>
<tr>
<td>LIKELY VOTER PERCENT</td>
<td>54</td>
<td>15</td>
<td>5</td>
<td>21</td>
<td>4</td>
<td>70</td>
<td>26</td>
<td>44</td>
</tr>
<tr>
<td>The right to make medical decisions for their same-sex partner in the hospital</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>66</td>
<td>19</td>
<td>74</td>
</tr>
<tr>
<td>TOTAL PERCENT</td>
<td>66</td>
<td>19</td>
<td>3</td>
<td>8</td>
<td>3</td>
<td>85</td>
<td>12</td>
<td>74</td>
</tr>
<tr>
<td>LIKELY VOTER PERCENT</td>
<td>69</td>
<td>18</td>
<td>5</td>
<td>7</td>
<td>2</td>
<td>87</td>
<td>11</td>
<td>75</td>
</tr>
</tbody>
</table>
Here is a list of specific rights provided to married couples. After each one I read, please tell me whether you support or oppose giving these rights to committed gay and lesbian couples. (Continued from previous page)

<table>
<thead>
<tr>
<th>Right</th>
<th>Strongly Support</th>
<th>Somewhat Support</th>
<th>Somewhat Oppose</th>
<th>Strongly Oppose</th>
<th>Don't Know/Refused</th>
<th>Total Support</th>
<th>Total Oppose</th>
<th>Support Minus Oppose</th>
</tr>
</thead>
<tbody>
<tr>
<td>The right for same-sex partners to inherit property after their partner’s death with the same tax exemptions that a spouse would receive</td>
<td>54</td>
<td>22</td>
<td>5</td>
<td>14</td>
<td>4</td>
<td>76</td>
<td>20</td>
<td>57</td>
</tr>
<tr>
<td>The right for committed same-sex couples to adopt children.</td>
<td>37</td>
<td>19</td>
<td>9</td>
<td>30</td>
<td>5</td>
<td>56</td>
<td>39</td>
<td>17</td>
</tr>
<tr>
<td>The right for gay or lesbian children or the children of same-sex couples to be safe and protected at school</td>
<td>76</td>
<td>11</td>
<td>1</td>
<td>6</td>
<td>6</td>
<td>87</td>
<td>7</td>
<td>80</td>
</tr>
<tr>
<td>The right of equal access to government loans and grants for same-sex couples</td>
<td>50</td>
<td>24</td>
<td>6</td>
<td>15</td>
<td>5</td>
<td>74</td>
<td>21</td>
<td>53</td>
</tr>
<tr>
<td>The right of committed and informed partners to make end of life decisions for one another</td>
<td>65</td>
<td>19</td>
<td>3</td>
<td>6</td>
<td>7</td>
<td>84</td>
<td>9</td>
<td>75</td>
</tr>
<tr>
<td>The right to health care services for older and senior gay and lesbians who sometimes have unique health care and mental health needs.</td>
<td>55</td>
<td>19</td>
<td>6</td>
<td>14</td>
<td>7</td>
<td>74</td>
<td>20</td>
<td>54</td>
</tr>
<tr>
<td>All legal rights given to heterosexual married couples</td>
<td>46</td>
<td>18</td>
<td>10</td>
<td>22</td>
<td>4</td>
<td>64</td>
<td>33</td>
<td>31</td>
</tr>
</tbody>
</table>

(Ref: RIGHTS)
For the purpose of this survey, we are using the term transgender to describe people who live as the opposite sex from what they are born. It can include both cross-dressing persons and those who have had some procedures to alter their physical appearance.

Currently, the federal law prohibits discrimination in employment, housing, and public accommodations based on race, religion, color, national origin, ancestry, sex, age, blindness, disability or familial status. It does not currently cover discrimination against gay, lesbian, or transgender people.

### Do you favor or oppose protecting gay, lesbian and transgender people from discrimination in employment and housing?

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly favor</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>Somewhat favor</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Somewhat oppose</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Strongly oppose</td>
<td>15</td>
<td>17</td>
</tr>
<tr>
<td>(Don’t know/refused)</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>TOTAL FAVOR</td>
<td>70</td>
<td>69</td>
</tr>
<tr>
<td>TOTAL OPPOSE</td>
<td>23</td>
<td>25</td>
</tr>
<tr>
<td>FAVOR - OPPOSE</td>
<td>47</td>
<td>45</td>
</tr>
</tbody>
</table>

### Federal law currently prohibits openly gay men and women from serving in the military. Do you think this law should be repealed or not?

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law should be repealed</td>
<td>52</td>
<td>51</td>
</tr>
<tr>
<td>Law should not be repealed</td>
<td>39</td>
<td>39</td>
</tr>
<tr>
<td>(Don’t know/Refused)</td>
<td>8</td>
<td>9</td>
</tr>
</tbody>
</table>

### Do you personally know or work with someone who is gay or lesbian?

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>70</td>
<td>72</td>
</tr>
<tr>
<td>No</td>
<td>27</td>
<td>24</td>
</tr>
<tr>
<td>(Don’t know/refused)</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
### If yes, how many gay or lesbian people do you personally know or work with?

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>One person</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>Two people</td>
<td>10</td>
<td>12</td>
</tr>
<tr>
<td>Three people</td>
<td>13</td>
<td>15</td>
</tr>
<tr>
<td>Four to six people</td>
<td>25</td>
<td>21</td>
</tr>
<tr>
<td>Seven to ten people</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>More than ten people</td>
<td>27</td>
<td>26</td>
</tr>
<tr>
<td>(Don’t know/Refused)</td>
<td>6</td>
<td>6</td>
</tr>
</tbody>
</table>

### If yes, thinking about the gay person you know best, how would you describe your relationship with this person — Is this person a member of your immediate family, your non-immediate family, a friend, a co-worker, a neighbor, or an acquaintance?

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Myself/I’m gay/my partner)</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Immediate family</td>
<td>14</td>
<td>14</td>
</tr>
<tr>
<td>Non-immediate family</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>Friend</td>
<td>40</td>
<td>37</td>
</tr>
<tr>
<td>Co-worker</td>
<td>16</td>
<td>20</td>
</tr>
<tr>
<td>Neighbor</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Acquaintance</td>
<td>16</td>
<td>14</td>
</tr>
<tr>
<td>(Another person not mentioned)</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>(Don’t know/refused)</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

### If yes, thinking of that same gay or lesbian person you know best, how would you describe your relationship with him or her? Is it very close, close, somewhat close, or not close at all?

<table>
<thead>
<tr>
<th></th>
<th>TOTAL PERCENT</th>
<th>LIKELY VOTER PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very close</td>
<td>21</td>
<td>19</td>
</tr>
<tr>
<td>Close</td>
<td>25</td>
<td>29</td>
</tr>
<tr>
<td>Somewhat close</td>
<td>35</td>
<td>33</td>
</tr>
<tr>
<td>Not close at all</td>
<td>18</td>
<td>19</td>
</tr>
<tr>
<td>(Don’t know/refused)</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
**ONE COLORADO EDUCATION FUND** believes this is the most comprehensive look at Lesbian, Gay, Bisexual and Transgender communities in Colorado prepared to date. And we know that this report both describes our communities and is a product of them.

People from across Colorado helped create this report by giving ideas for the survey and poll, sharing their life stories while answering both, and giving us feedback in preparing this report. We are pleased to present this information to you and we hope it will serve as a valuable resource to all of us who are working to secure and protect equality and opportunity for LGBT Coloradans and their families.

One Colorado is the successor organization to Equal Rights Colorado