ARKANSAS' EQUALITY PROFILE

Quick Facts About Arkansas

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of Adults (18+) Who are LGBTQ</td>
<td>3.3%</td>
<td>Gallup/Williams 2019</td>
</tr>
<tr>
<td>Total LGBTQ Population (13+)</td>
<td>95,000</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Percent of Workforce That is LGBTQ</td>
<td>4%</td>
<td>Census 2018; Williams 2020</td>
</tr>
<tr>
<td>Total LGBTQ Workers</td>
<td>50,000</td>
<td>Williams 2020</td>
</tr>
<tr>
<td>Percent of LGBTQ Adults (25+) Raising Children</td>
<td>36%</td>
<td>Gallup/Williams 2019</td>
</tr>
</tbody>
</table>

Arkansas' LGBTQ Policy Tally

Sexual Orientation Policy Tally: -0.5/20.5

Gender Identity Policy Tally: -5/22

Overall Tally: -5.5/42.5

MAP’s “LGBTQ Policy Tally” examines each state’s LGBTQ policy climate, as measured by over 35 pro- or anti-LGBTQ laws and policies. These laws are grouped into seven major categories: relationship and parental recognition; non-discrimination; religious exemptions; LGBTQ youth; healthcare; criminal justice; and the ability for transgender people to correct name and gender markers on identity documents. See the state’s full profile for more detailed information.

Scores as of 03/25/2022. For full state profile, visit: https://www.lgbtmap.org/equality_maps/profile_state/AR

Arkansas' LGBTQ Laws and Policies

Click on each issue for more information and to see where the state fits into the national landscape.

<table>
<thead>
<tr>
<th>Relationship and Parental Recognition</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Law Exists?</strong></td>
<td><strong>Tally</strong></td>
<td><strong>Law Exists?</strong></td>
</tr>
<tr>
<td>Marriage for Same-Sex Couples</td>
<td>✔</td>
<td>1/1</td>
</tr>
<tr>
<td>Medical Decision-Making Authority for Married Same-Sex Couples</td>
<td>✔</td>
<td>—</td>
</tr>
<tr>
<td>Stepparent Adoption for Married Same-Sex Couples</td>
<td>✔</td>
<td>—</td>
</tr>
<tr>
<td>Joint Adoption for Married Same-Sex Couples</td>
<td>✔</td>
<td>—</td>
</tr>
<tr>
<td>Second-Parent Adoption for Unmarried Couples</td>
<td>✗</td>
<td>0/1</td>
</tr>
</tbody>
</table>

**Family Services Nondiscrimination Laws**

| Adoption Nondiscrimination Protections for LGBTQ Parents | ✗ | 0/0.5 | ✗ | 0/0.5 |
| Foster Care Nondiscrimination Protections for LGBTQ Parents | ✗ | 0/0.5 | ✗ | 0/0.5 |

**Recognition for Parents Using Assisted Reproduction**

| Recognition of De Facto Parents | ✔ | 0.5/1 | — | — |

**State Family Leave Laws**

| LGBTQ-Inclusive Definitions of Spouse/Partner | ✗ | 0/0.5 | — | — |
| LGBTQ-Inclusive Definitions of Children/Parents | ✗ | 0/0.5 | — | — |

**Subtotal**

| Sexual Orientation | 2/6 | Gender Identity | 0/1 |

**Relationship and Parental Recognition Total**

| 2/7 |

Scores as of 03/25/2022
As a result of a June 2020 U.S. Supreme Court ruling, people in all states can seek recourse for employment discrimination based on sexual orientation and gender identity through the federal Equal Employment Opportunity Commission and federal courts.

### Employment Nondiscrimination Laws

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td></td>
<td>0/1</td>
<td>0/1</td>
</tr>
</tbody>
</table>

### Housing Nondiscrimination Laws

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td></td>
<td>0/1</td>
<td>0/1</td>
</tr>
</tbody>
</table>

### Public Accommodations Nondiscrimination Laws

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td></td>
<td>0/1</td>
<td>0/1</td>
</tr>
</tbody>
</table>

### Credit and Lending Nondiscrimination Laws

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td></td>
<td>0/1</td>
<td>0/1</td>
</tr>
</tbody>
</table>

### Nondiscrimination Policies for State Employees

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td></td>
<td>0/0.5</td>
<td>0/0.5</td>
</tr>
</tbody>
</table>

### Negative Law: State Bans Cities and Counties from Passing Nondiscrimination Laws

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>NEGATIVE LAW</td>
<td>-1/-1</td>
<td>NEGATIVE LAW</td>
</tr>
</tbody>
</table>

### Subtotal

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subtotal</td>
<td>-1/4.5</td>
<td>-1/4.5</td>
</tr>
</tbody>
</table>

### Nondiscrimination Total

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nondiscrimination Total</td>
<td></td>
<td>-2/9</td>
</tr>
</tbody>
</table>

*If state lacks statewide law, tally looks at local Nondiscrimination ordinances in employment, housing, and public accommodations and provides partial points based on percent of LGBTQ population covered by local laws.*

### Religious Exemption Laws

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>NEGATIVE LAW</td>
<td>-0.5/-0.5</td>
<td>NEGATIVE LAW</td>
</tr>
</tbody>
</table>

### Negative Law: Broad “RFRA” or Religious Exemption Law

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>No Negative Law</td>
<td>0/-1</td>
<td>No Negative Law</td>
</tr>
</tbody>
</table>

### Negative Law: Targeted Religious Exemption for Child Welfare Services

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>NEGATIVE LAW</td>
<td>-1/-1</td>
<td>NEGATIVE LAW</td>
</tr>
</tbody>
</table>

### Negative Law: Targeted Religious Exemption for Medical Professionals

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>No Negative Law</td>
<td>0/-0.5</td>
<td>No Negative Law</td>
</tr>
</tbody>
</table>

### Negative Law: Targeted Wedding Services

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Exists?</td>
<td>Tally</td>
<td>Law Exists?</td>
</tr>
<tr>
<td>No Negative Law</td>
<td>0/-0.5</td>
<td>No Negative Law</td>
</tr>
</tbody>
</table>

### Subtotal

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subtotal</td>
<td>-1.5/-3.5</td>
<td>-1.5/-2.5</td>
</tr>
</tbody>
</table>

### Religious Exemption Laws Total

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Religious Exemption Laws Total</td>
<td></td>
<td>-3/-6</td>
</tr>
</tbody>
</table>

Scores as of 03/25/2022
### LGBTQ Youth Laws and Policies

<table>
<thead>
<tr>
<th>Policy</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nondiscrimination Laws and Policies Covering LGBTQ Students</td>
<td>No Law Exists</td>
<td>0/1</td>
</tr>
<tr>
<td>Anti-Bullying Laws and Policies Covering LGBTQ Students</td>
<td>No Law Exists</td>
<td>1/1</td>
</tr>
<tr>
<td>State Curricular Standards Required to Be LGBTQ-Inclusive</td>
<td>No Law Exists</td>
<td>0/1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> &quot;Don’t Say Gay” Law Barring or Explicitly Restricting Educators From Discussing LGBTQ People or Issues in Schools</td>
<td>No Negative Law</td>
<td>0/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Law Requires Parental Notification of LGBTQ-Inclusive Curricula and Allows Parents to Opt Children Out</td>
<td>NEGATIVE LAW</td>
<td>-1/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Laws Banning Local Schools and Districts from Passing LGBTQ Nondiscrimination and/or Anti-Bullying Policies</td>
<td>No Negative Law</td>
<td>0/-1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> State Law Prevents Transgender Students from Participating in Sports Consistent With Their Gender Identity</td>
<td>NEGATIVE LAW</td>
<td>-1/-1</td>
</tr>
<tr>
<td>Conversion Therapy Ban Covering LGBTQ Youth</td>
<td>No Law Exists</td>
<td>0/1</td>
</tr>
<tr>
<td>Protections for LGBTQ Youth in the Child Welfare System</td>
<td>No Law Exists</td>
<td>0/1</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>0/5</td>
<td>-1/5</td>
</tr>
<tr>
<td><strong>LGBTQ Youth Laws Total</strong></td>
<td></td>
<td>-1/10</td>
</tr>
</tbody>
</table>

### Healthcare Laws and Policies

<table>
<thead>
<tr>
<th>Policy</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Health Insurance Nondiscrimination Laws</td>
<td>No Law Exists</td>
<td>0/1</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Ban on Best Practice Medical Care for Transgender Youth</td>
<td>NEGATIVE LAW</td>
<td>-1/-1</td>
</tr>
<tr>
<td>Health Insurance Providers Banned from Excluding Coverage for Transgender-Specific Care</td>
<td>NEGATIVE LAW</td>
<td>-1/-1</td>
</tr>
<tr>
<td>State Medicaid Policy Related to Coverage for Transgender People</td>
<td>NEGATIVE LAW</td>
<td>-0.5/0.5</td>
</tr>
<tr>
<td><strong>Negative Law:</strong> Transgender Inclusive Health Benefits for State Employees</td>
<td>NEGATIVE LAW</td>
<td>-0.5/0.5</td>
</tr>
<tr>
<td><strong>Data Collection</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LGBTQ Adults</td>
<td>0.5/0.5</td>
<td>0.5/0.5</td>
</tr>
<tr>
<td>LGBTQ Youth</td>
<td>0.5/0.5</td>
<td>0.0/0.5</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>1/2</td>
<td>-2/4.5</td>
</tr>
<tr>
<td><strong>Healthcare Total</strong></td>
<td></td>
<td>-1/6.5</td>
</tr>
<tr>
<td></td>
<td>Sexual Orientation</td>
<td>Gender Identity</td>
</tr>
<tr>
<td>-------------------------</td>
<td>--------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td></td>
<td>Law Exists? Tally</td>
<td>Law Exists? Tally</td>
</tr>
<tr>
<td>Hate Crime Law Covering LGBTQ People</td>
<td>✗ 0/1</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td>Ban on Panic Defense</td>
<td>✗ 0/1</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td>Jury Service Nondiscrimination</td>
<td>✗ 0/1</td>
<td>✗ 0/1</td>
</tr>
<tr>
<td>Negative Law: State Criminalizes Exposure to and/or Transmission of HIV</td>
<td>NEGATIVE LAW -1/-1</td>
<td>NEGATIVE LAW -1/-1</td>
</tr>
<tr>
<td>Subtotal</td>
<td>-1/3</td>
<td>-1/3</td>
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</tbody>
</table>

**Criminal Justice Total**  -2/6

<table>
<thead>
<tr>
<th>Ability for Transgender People to Correct Name and Gender Marker on Identity Documents</th>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Law Exists? Tally</td>
<td>Law Exists? Tally</td>
</tr>
<tr>
<td>Changing Gender Marker on Driver's Licenses</td>
<td>—</td>
<td>✗ 1/1</td>
</tr>
<tr>
<td>Changing Gender Marker on Birth Certificates</td>
<td>—</td>
<td>NEGATIVE LAW -1/1</td>
</tr>
<tr>
<td>Gender Neutral Options</td>
<td>—</td>
<td></td>
</tr>
<tr>
<td>&quot;X&quot; Option on Driver's Licenses</td>
<td>—</td>
<td>✗ 0.5/0.5</td>
</tr>
<tr>
<td>&quot;X&quot; Option on Birth Certificates</td>
<td>—</td>
<td>✗ 0/0.5</td>
</tr>
<tr>
<td>Name Change Process</td>
<td>—</td>
<td>✗ 1/1</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>—</td>
<td>1.5/4</td>
</tr>
</tbody>
</table>

**Identity Documents Total**  1.5/4

**Grand Totals**

<table>
<thead>
<tr>
<th></th>
<th>Sexual Orientation Policy Tally</th>
<th>Gender Identity Policy Tally</th>
<th>Overall Tally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Totals</td>
<td>-0.5/20.5</td>
<td>-5/22</td>
<td>-5.5/42.5</td>
</tr>
</tbody>
</table>

**Ratings**

NEGATIVE

Scores as of 03/25/2022
Local Nondiscrimination Ordinances

**SEXUAL ORIENTATION**

- 0% of population fully protected
- 0% of population only partially protected

**LEGEND**

- State Protections
- County Protections
- City Protections
- No Protections
- Protections Banned

County map only shows areas with full protections for sexual orientation (i.e., discrimination prohibited in private employment, housing, and public accommodations)

**GENDER IDENTITY**

- 0% of population fully protected
- 0% of population only partially protected

**LEGEND**

- State Protections
- County Protections
- City Protections
- No Protections
- Protections Banned

County map only shows areas with full protections for gender identity (i.e., discrimination prohibited in private employment, housing, and public accommodations)

This data was collected in collaboration with the [Equality Federation], [ACLU of Arkansas], and [Arkansas Transgender Equality Coalition] and is maintained by MAP.

Scores as of 03/25/2022
Local Conversion Therapy Ordinances

CONVERSION THERAPY BANS

0% of population protected

LEGEND

- State Protections
- County Protections
- City Protections
- No Protections
- Protections Banned

Scores as of 03/25/2022