



 **CMI Community Marketing & Insights**
Leaders in LGBTQ Research since 1992

COVID-19 and LGBTQ Travel

*A Longitudinal Study of
LGBTQ United States Residents
from May 2020 to May 2021*

Members:



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ABOUT CMI: 28+ YEARS OF LGBTQ INSIGHTS

Community Marketing & Insights (CMI) has been conducting LGBTQ consumer research for nearly 30 years. Our practice includes online surveys, in-depth interviews, on-site focus groups, virtual focus groups, and LGBTQ recruitment assistance to university and government LGBTQ research projects. CMI maintains our own panel of 50,000 LGBTQ research participants. Our work is worldwide, with an emphasis on the United States, Canada and China. Industry leaders depend on CMI's research and analysis as a basis for feasibility evaluations, positioning, economic impact, creative testing, informed forecasting, measurable marketing planning, and assessment of return on investment.

CMI is an LGBTQ Travel Industry Research Leader. In the past few years, we have produced studies for these and many other clients: Las Vegas CVA, Greater Fort Lauderdale CVB, Travel Portland, NYC & Company, Visit Salt Lake, West Hollywood Travel + Tourism Board, Visit Raleigh, Greater Miami Convention & Visitor's Bureau, Tourism Visit Florida, Hawaii Tourism Authority, Discover Puerto Rico, Toronto, Tourisme Montréal, VisitBritain, Argentina Tourism Office, W Hotels, Kimpton Hotels, and Hawaiian Airlines. CMI clients also span many other industries including Wells Fargo, AT&T, Aetna, UPS, Google, Target, Hallmark, DirecTV, Johnson & Johnson, WNBA, AARP, Kaiser Family Foundation, Freddie Mac, U.S. Census Bureau and numerous other corporations, organizations, universities, and government institutions across North America and around the world.



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About the Research

RESEARCH DESIGN

28+ YEARS OF LGBTQ INSIGHTS

Community Marketing & Insights (CMI) has built a proprietary research panel of 50,000 LGBTQ consumers across North America through partnerships with more than 300 LGBTQ publications, websites, blogs, social media, apps, events, and organizations, since 1992. Importantly, the panel reflects the readership/membership of a broad range of LGBTQ-focused media outlets, organizations, and events. This means that the results summarized here are representative of a broad spectrum of LGBTQ consumers who are “out” and interacting within the LGBTQ community.

- › 8-minute online survey conducted May 10-17, 2021. The report represents 537 cisgender gay/bi+ men, 450 cisgender lesbian/bi+ women and an oversample of 167 transgender and non-binary participants. A total of 1,154 LGBTQ community members living in the United States participated.
- › This longitudinal study started in May 2020 with a base of 1,864 participants. The two follow-up surveys used the same base group, a total of 1,342 participants (72%) responded to the October 2020 follow-up request, and 1,154 participants (70%) responded to the May 2021 follow-up.
- › Participation was from all 50 states and Washington, DC.
- › As an incentive, respondents entered into a drawing for one of ten \$50 gift card prizes in recognition of their time to participate in the study.
- › **Weighting:** To balance the opinion by gender and generation, all LGBTQ weighted results were calculated with the following assumptions: Millennials+ (1981-2000) 33%, Generation X (1965-1980) 33%, Baby Boomer (1950-1964) 33%; gay and bi+ men 46%, lesbian and bi+ women 46%, and gender-expansive (transgender, trans woman, trans man, non-binary gender identity, genderqueer, and gender fluid) 8%.
- › In this report, some percentages may not add up to 100% due to rounding or multiple selections allowed.
- › The survey has a margin of error of $\pm 2.77\%$ at a 95% level of confidence.

WEIGHTED PARTICIPANT PROFILE

Gender Identity	May 2021
Cisgender Men	46%
Cisgender Women	46%
Transgender and Non-binary Identities*	8%

*Transgender, trans woman, trans man, non-binary, genderqueer, agender ,and gender fluid

Household Income	May 2021
Under \$49,999	24%
\$50,000 to \$99,999	34%
\$100,000 to \$149,999	18%
\$150,000 or more	18%
Prefer not to answer	7%

Relationship Status	May 2021
Single	46%
Living with Partner	15%
Married or Civil Union	36%
Other	3%

Generation	May 2021
Millennial+ (1981-2000)	33%
Generation X (1965-1980)	33%
Baby Boomer (1950-1964)	33%

Ethnicity / Race*	May 2021
Asian, Asian American or of Asian descent + Pacific Islander	5%
Black, African American or of African descent	10%
Latino, Latina, Latinx or Hispanic	11%
Native North American, American Indian, or Alaska Native	3%
White or Caucasian (Non-Hispanic)	69%
Mixed ethnicity or race	6%
Prefer not to answer	1%

*Multiple selections allowed

Participants were represented from all 50 states and DC.

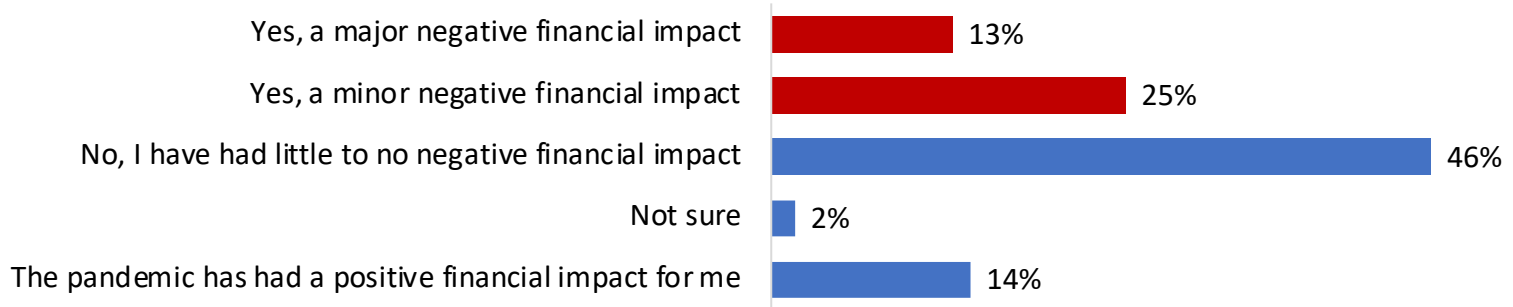


 **CMI Community Marketing & Insights**
Leaders in LGBTQ Research since 1992

Results

Reconsidering the Financial Impact: Over the 12 month period, participants who indicated a negative financial impact from COVID-19 has declined. In May 2020, 49% of LGBTQ participants said the pandemic had a major or minor impact, in October 2020 the percentage was steady at 48%. In May 2021, the percentage dropped to 38% for all LGBTQ participants.

May 2021
Has the COVID-19 pandemic had a financial impact on you, to date?
All LGBTQ Participants



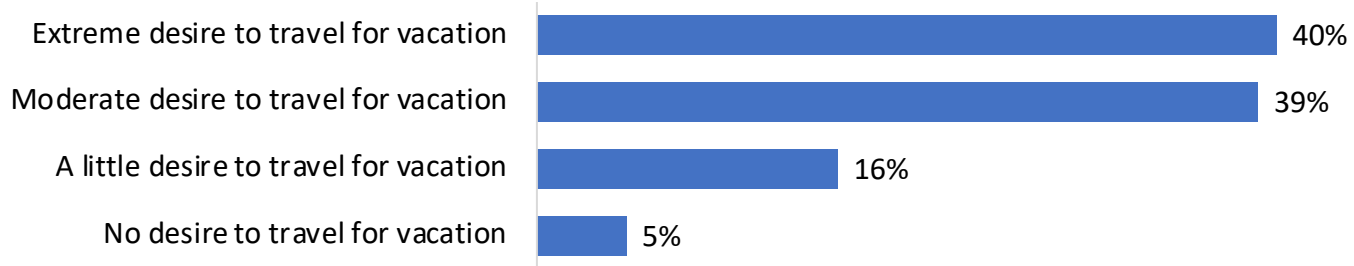
**Major or Minor
 Negative
 Financial Impact
 May 2021**

All LGBTQ Participants	Cisgender Lesbian & Bi+ Women	Cisgender Gay & Bi+ Men	Transgender & Non-binary Participants	Millennials+	Generation X	Baby Boomers+
38%	35%	39%	47%	35%	40%	38%

Base: All LGBTQ participants n= 1,154.

Desire to Travel Again: There was no significant change since October 2020 in the pent-up desire to travel again. As of May 2021, more and more LGBTQ people are traveling, but their basic desire for more travel remains steady entering the summer months. Only 5% have no desire to travel, down from 9% in October 2020.

May 2021
How “pent-up” is your desire to travel for a vacation?



	All LGBTQ Participants	Cisgender Lesbian & Bi+ Women	Cisgender Gay & Bi+ Men	Transgender & Non-binary Participants	Millennials+	Generation X	Baby Boomers+
Extreme Desire to Travel	39%	39%	43%	29%	43%	44%	33%
Extreme or Moderate Desire to Travel	79%	80%	80%	64%	82%	76%	79%

Base: All LGBTQ participants n= 1,154.

LGBTQ Travel During Past Year: 66% of the LGBTQ participants indicated taking at least one overnight vacation during the past year. Big city and international destination travel was lower than might have otherwise been expected. However, LGBTQ community members discovered other alternatives such as small towns, beaches and outdoor adventure destinations.

During the past 12 months (May 2020 to today), which types of vacation trips did you take, and spent at least one overnight? Do not include planned future trips. Please mark all that apply.

All LGBTQ Participants	
A small town destination for vacation	26%
A beach destination for vacation	20%
An outdoor adventure destination for vacation	16%
A big city / metro area for vacation	21%
Internationally or to any country outside of the USA	3%
Other type of trip than listed	9%
I took no overnight trips for vacation	44%

Base: All LGBTQ participants n= 1,154

Future Travel: For the remainder of 2021, 87% of LGBTQ community members indicated that they will take at least one vacation by plane, train or automobile. There is a clear increase in comfort level for taking big city vacations and international vacations compared to last year, however the overall percentages still remain lower than expected, indicating some caution. Impressively, 43% of participants indicated three or more vacations for the rest of 2021, confirming the "pent up desire" to travel. Percentages were equally high across all genders and generations.

What is your best guess on the number of overnight vacation trips you are likely to take for the rest of the year, until Dec 31, 2021 (by plane, train or car)?
Do not include business trips.

Asked of All LGBTQ Participants	
One	18%
Two	27%
Three	21%
Four	11%
Five or More	11%
None; I do not plan to travel for vacation for the rest of the year	13%

For the rest of the year (today to December 31, 2021), to which types of destinations are you likely to travel for vacation (not for business)? Please mark all that apply.

Asked of All LGBTQ Participants	
Visit a big city / metro area for vacation	46%
Visit a small town destination for vacation	40%
Visit a beach destination for vacation	38%
Visit an outdoor adventure destination for vacation	26%
Travel internationally to any country outside of the USA for vacation	14%
Take a cruise vacation	4%
Other type of vacation trip than listed	13%
I do not expect to travel for vacation in the next 6 months	13%

Car vs. Airplane Travel for Vacations: Among LGBTQ participants planning to take a vacation, most are considering at least one car vacation during the coming months. Importantly, the majority (55%) plan to take a flight for vacation during the rest of the year. Destinations should take a hybrid approach this summer; beginning to welcome air visitors back, but still marketing heavily to their drive markets.

For the rest of the year (today to December 31, 2021), where are these likely vacation destinations located? Please mark all that apply.

<i>Among LGBTQ Travelers Planning Vacations</i>	
Within driving distance from my home	70%
Longer flight distance (more than 2 hours) in the mainland USA	41%
Shorter flight distance (2 hours or less) in the mainland USA	31%
Mexico	10%
Caribbean	6%
Europe	7%
Hawaii	6%
Canada	3%
Central/South America	2%
Asia, Australia/New Zealand/Oceania, Africa	1% or less for each

Base: LGBTQ Planning a Vacation N=1,008.

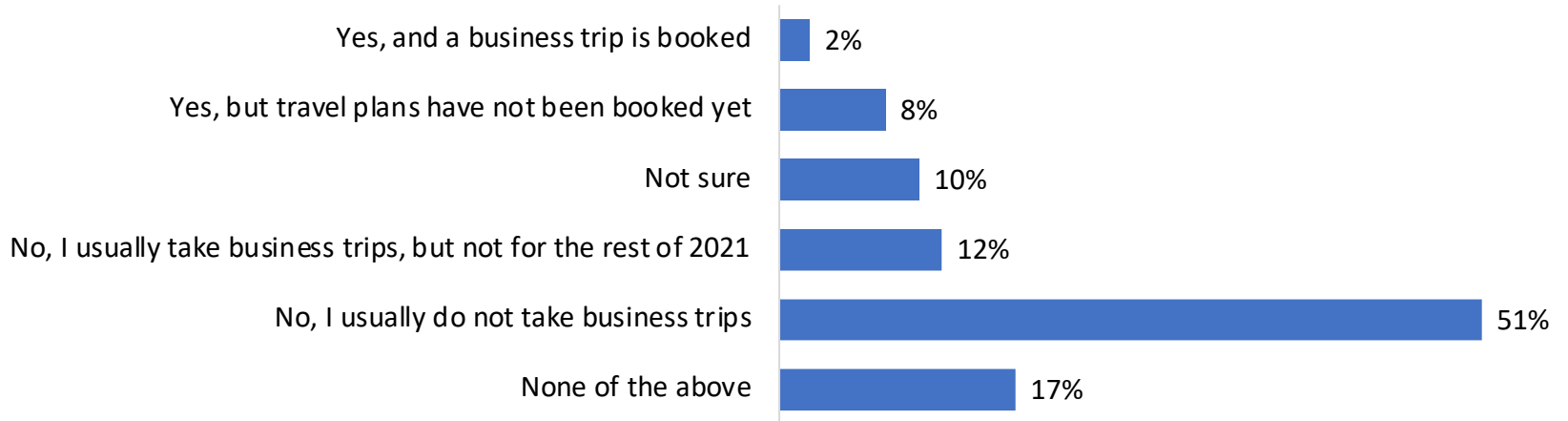
When are you likely to take your next airplane trip for vacation (not for business)?

<i>Among ALL LGBTQ Participants</i>	
May or June 2021	15%
July or August 2021	16%
September or October 2021	16%
November or December 2021	8%
Sometime in 2022	17%
2023 or after	4%
Never	4%
I need to wait and see how the pandemic progresses to make this decision	20%

Base: All LGBTQ participants n= 1,154.

Business Trips by Airplane: The survey asked one question about business travel. Results indicate weak business travel pick-up for the rest of 2021.

**For the rest of 2021 (May 2021 and onwards), are you likely to take an overnight business trip that includes an airplane flight?
Please give the best response**



Base: All LGBTQ participants n= 1,154.

Airline Safety: LGBTQ community members have become much more comfortable flying on airplanes. However, only 43% feel very or mostly safe flying today (another 32% feel somewhat safe). Those feeling not safe dropped in half from 55% to 26% during the past six months.

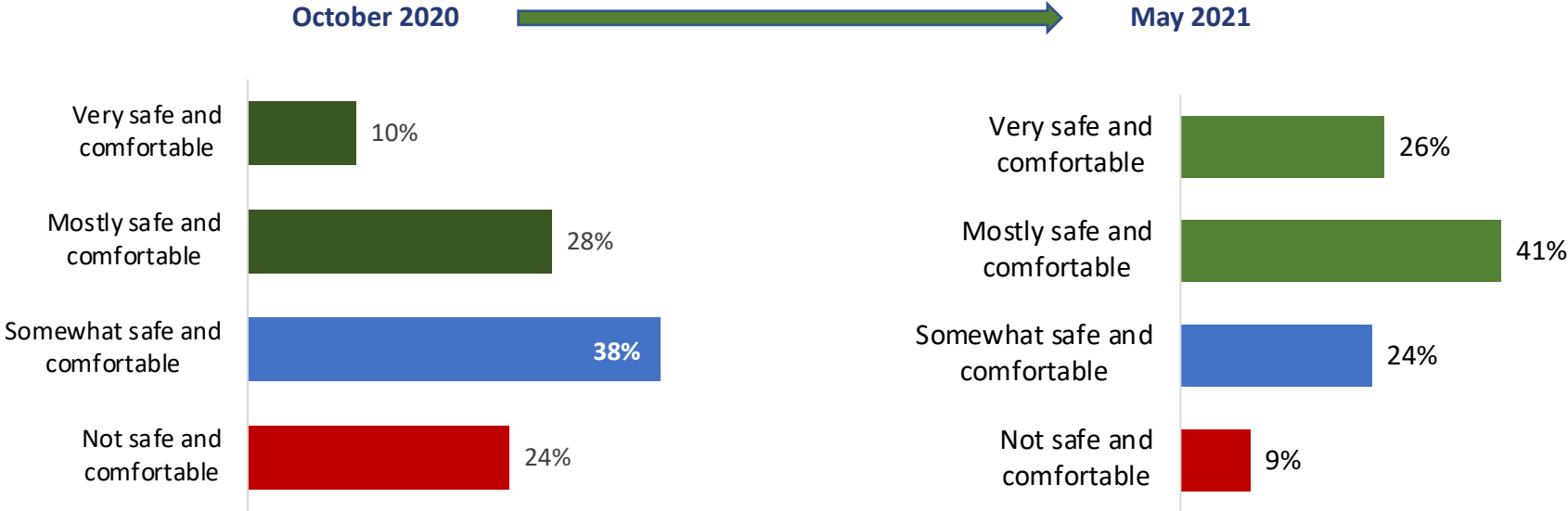
Regardless of your travel plans, how safe and comfortable do you feel about flying on an airplane in relation to COVID-19?



Base: All LGBTQ participants n=1,154.

Hotel Safety: LGBTQ community members feel much more safe staying in a hotel now, with only 9% feeling unsafe.

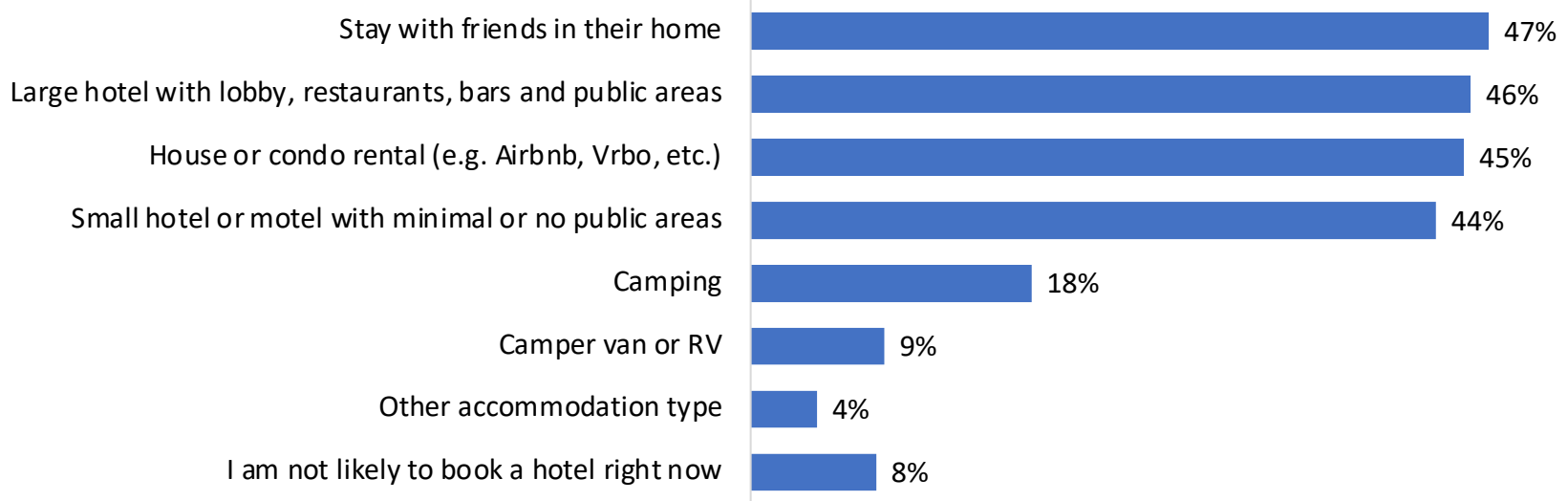
Regardless of your travel plans, how safe and comfortable do you feel about staying in a hotel in regards to COVID-19?



Base: All LGBTQ participants n=1,154.

Types of Hotels: Compared to October 2020, all hotel categories increased for future stays. Large hotels increased the most at +20% and small hotels +11%. House or condo rentals increased +11%. Interestingly, staying with friends also increased +14%, which may indicate a pent-up desire to visit friends and family again. The camping and camper van categories fell 1%. Importantly, “not likely to book a hotel” fell from 26% in October 2020 to 8% in May 2021.

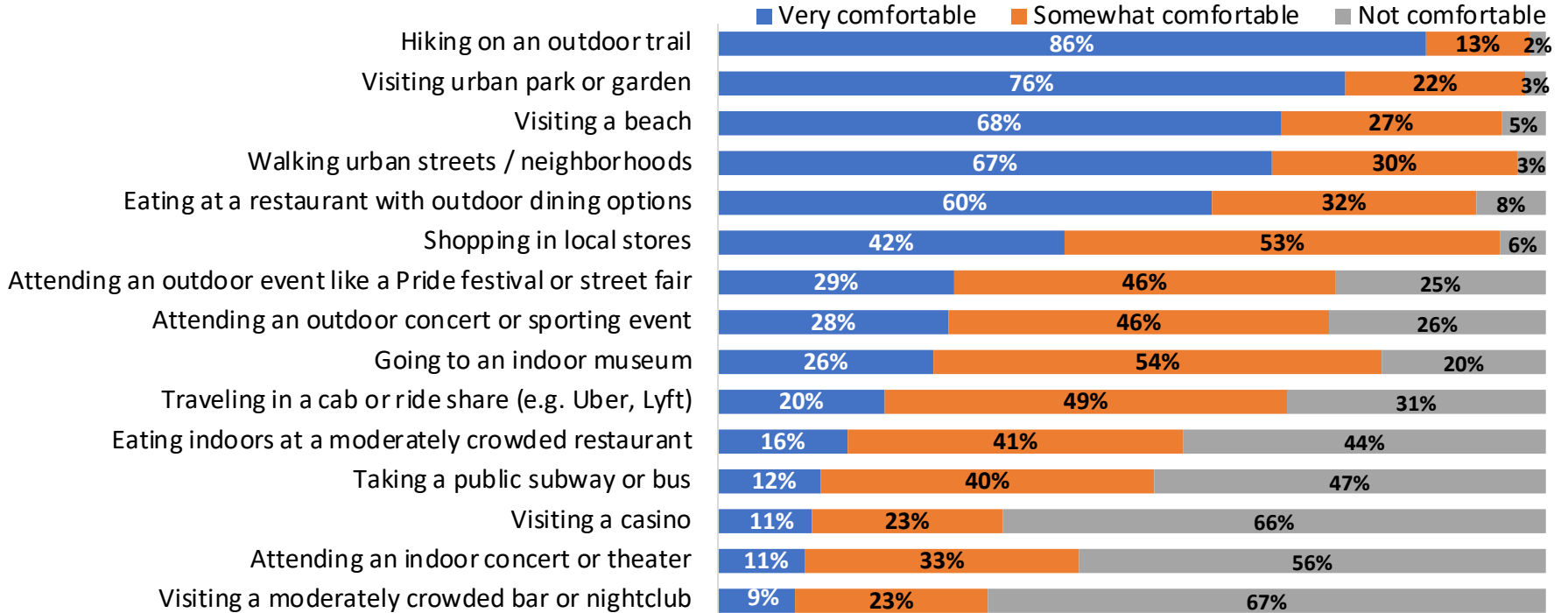
**If planning a vacation, in which types of accommodations are you likely to book?
Please mark any that you consider to be a comfortable and safe option for you.**



Base: All LGBTQ participants n= 1,152.

Activities While Traveling: While comfort levels significantly increased across all activity categories, it should be noted that there is still significant caution about participating in indoor activities or activities that involve crowds.

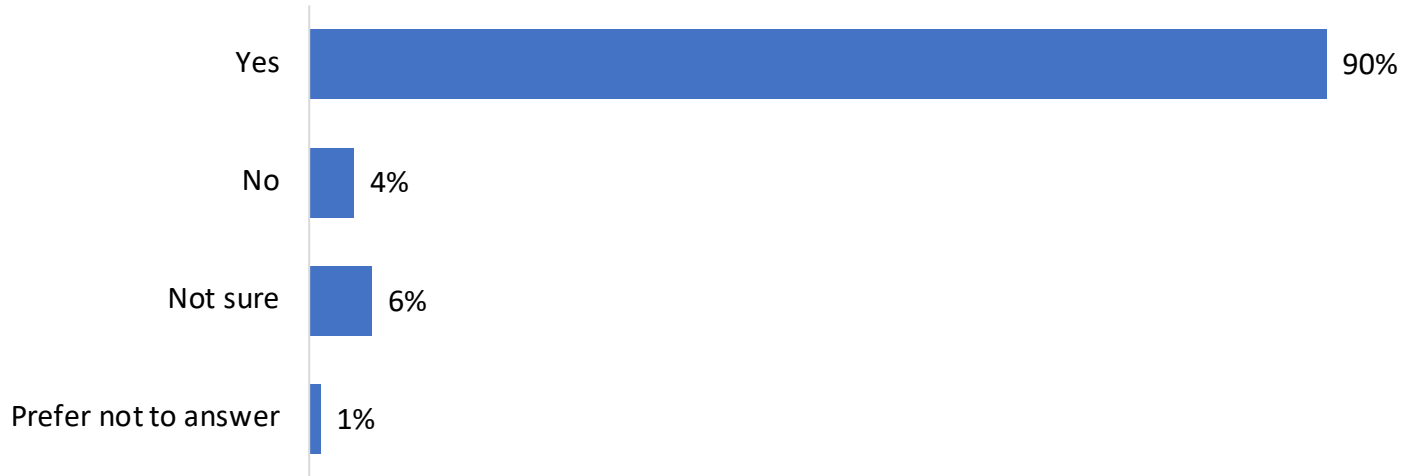
Right now, how safe and comfortable do you feel participating in these types of activities while traveling on vacation?



Base: All LGBTQ participants n= 1,154.

Proof of COVID-19 Vaccination: The vast majority of LGBTQ travelers are open to the idea of showing proof of vaccination in order to visit a destination.







Some previously-restricted destinations are opening up to travelers who have been vaccinated for COVID-19.
Would you be willing to be vaccinated and show proof of vaccination in order to visit a destination?



Tracking Other Current LGBTQ Travel Concerns

Laws Restricting Voter Access

Right now many states are considering or passing a variety of laws that restrict voting. Does a state that passes voter restriction laws influence your travel plans? Please choose any that apply.

All LGBTQ Participants		Millennials+	Generation X	Baby Boomers+
I will not travel to a state that passes new voter restriction laws	 39%	34%	39%	44%
I will only travel to known LGBTQ-friendly cities or towns within these states	 29%	31%	29%	28%
Voter restriction laws are unlikely to influence my travel plans.	 26%	31%	26%	20%
I do not believe travel boycotts are an effective response to these state laws	 16%	23%	15%	11%
I support many of these voter restriction laws to safeguard elections	 3%	2%	3%	5%
Other	 6%	5%	7%	6%

Base: All LGBTQ participants n= 1,149.

Tracking Other Current LGBTQ Travel Concerns

Anti-Transgender Legislation

Right now many states are considering or passing a variety of laws that negatively impact transgender rights. Does a state that passes anti-transgender legislation influence your travel plans? Please choose any that apply.

All LGBTQ Participants		Cisgender Lesbian & Bi+ Women	Cisgender Gay & Bi+ Men	Transgender & Non-binary Participants
I will not travel to a state that passes anti-transgender laws	42%	40%	39%	67%
I will only travel to known LGBTQ-friendly cities or towns within these states	35%	33%	36%	39%
Anti-transgender laws are unlikely to influence my travel plans.	19%	20%	21%	6%
I do not believe travel boycotts are an effective response to these state laws	17%	16%	19%	13%
Other	8%	10%	6%	5%

Base: All LGBTQ participants n= 1,151.

FOR MORE INFORMATION:

CMI's highly specialized services are based on 25+ years of dedicated experience, producing LGBTQ market intelligence for leading corporate, university, government, and non-profit clients across the country and around the world.

Serving a variety of industries and organizations, we leverage our in-house proprietary panel of nearly 50,000 community-representative LGBTQ consumers to produce consumer survey studies, focus groups, interviews, etc. Additionally, our team of experts offers strategic consulting and marketing planning based on consumer insight, and we produce custom LGBTQ research/sales/marketing/best practices corporate training and conference presentations.

Contact CMI to learn more about custom research, analysis, and reporting on the variety of topics explored in our LGBTQ consumer studies, including:

- Financial Outlook
- Purchasing Behavior
- Media Consumption
- Living Environment
- Terminology
- LGBTQ Social / Peer Circles
- Brand 'LGBTQ friendliness'
- Social Concerns
- Technology
- Segments Within LGBTQ
- Travel Behavior
- Motivations
- Sports and Recreation
- Social Media Habits
- Product Categories
- Custom Surveys, Focus Groups, In-Depth Interviews and other research methodologies



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LGBTQ Market Research:

There is a difference!

LGBTQ research is meant to help marketers understand the LGBTQ community and make educated decisions about strategies and tactics to reach them.

Community Marketing & Insights (CMI) leverages our own proprietary panel to generate the valid, community-representative data that our clients depend on. As an LGBTQ-founded, owned and operated company, we understand the LGBTQ community's unique life experience. And because we have been serving clients for over two decades and have conducted over 300 LGBTQ-specific research projects, we have the professional experience needed to deliver actionable results and recommendations.

CMI'S PROPRIETARY PANEL

Community Marketing & Insights (CMI) has recruited for our proprietary research panel over the past 25 years by partnering with over 300 LGBTQ media, organizations, events, social media and influencers throughout the USA, Canada, the UK, Germany, Australia, China and beyond. The panel is highly representative of LGBTQ consumers who interact with LGBTQ community organizations and media. Our panelists come from diverse sources, allowing for broad LGBTQ research projects or targeted segments within LGBTQ.

CMI research is trusted by—and frequently quoted in—*New York Times*, *USA Today*, *Wall Street Journal*, *Forbes*, *Newsweek*, *U.S. News & World Report*, *Los Angeles Times*, *Chicago Tribune*, *Miami Herald*, *Ad Week*, *Christian Science Monitor*, NPR, CBS News, CNN, eMarketer, Mashable, Reuters, Associated Press and many others. CMI's research is considered the definitive resource for insights into the LGBTQ community.

LGBTQ PANEL DIVERSITY IS IMPERATIVE, BECAUSE THERE IS NO "LGBTQ MARKET"

Community Marketing & Insights emphasizes that there is no "LGBTQ market," just as there is no single "Asian market." The LGBTQ communities represent a broad and dynamic spectrum of interests, sensitivities, preferences and priorities. Add to that variations in geographical location, age, income, education, relationship status, gender identity and more, and it becomes essential to discover which opportunities within LGBTQ will help you achieve your goals. Fine-tuning your approaches based on highly refined, well-targeted matches within LGBTQ will make your outreach initiatives more efficient and cost-effective, optimizing your marketing investment.

Note: General market surveys that may include a very small subset of "LGBT responses" just scratch the surface of the diverse and varied of opportunities marketers can enjoy if properly explored and understood.

CMI'S INDUSTRY-STANDARD QUANTITATIVE SURVEYS

CMI has conducted hundreds of LGBTQ-dedicated quantitative surveys since the early 1990s, covering a wide variety of topics, industries and interests. Through these studies, we both observe and influence the trends of this market. Size does matter when it comes to surveys. Our panel has grown to 50,000 qualified and active LGBTQ consumers—the largest of its kind, by far. Our Annual LGBTQ Community Survey® study (now in our 14th year) has attracted up to 45,000 survey participants representing 150 countries, making it the largest such study in the world. We leverage our long history, experience and expertise to guide you, fine-tuning our portfolio of research panels, methodologies and approaches to best match your market intelligence goals.

Note: Without access to this enormous resource of qualified LGBTQ consumer panelists, other companies have to compromise on the quality and demographic representation of their panel—or "reinvent the wheel" at your expense. It's not possible to fathom the diversity and complexities within LGBTQ (see below) through a small sample. CMI fields surveys of 1,000+ responses. You might see some research with small samples, but they miss the opportunity to derive statistically-significant crosstabs based on gender, geographical location, age, income, experience, product choice, etc. Can you really make an assumption that a Millennial lesbian techie couple in Seattle has the same purchasing motivations and behaviors as a 67-year-old gay retiree in Miami? Generalities and sweeping statements about "the LGBTQ market" based on comparatively small samples can distort the validity of research findings, wasting your investment of time and resources.

GAIN A DEEPER UNDERSTANDING OF THE LGBTQ COMMUNITY: QUALITATIVE RESEARCH

For over two decades, CMI has produced the most consistent, longest-running series of LGBTQ community surveys in the world. But we don't stop there. Quantitative (data) research is important, but it's just one side of the coin. Our range of research services uncover the rest of the story through qualitative research, most notably derived from focus groups and in-depth Interviews (IDI), modified and updated for virtual production.

We pre-qualify our focus group participants from among our survey panelists, identifying the best candidates based on characteristics such as age, gender, relationship status, geographical location, and even a propensity or history of using the client's products or services. We maintain sufficient numbers of panelists to conduct groups in most major metro areas across the USA and Canada. Sometimes the same creative, tested in different regions, may yield different perspectives. Isn't it wise to know that—and adjust your plans—before investing in marketing campaigns?

CMI is the only LGBTQ-dedicated research provider that produces and facilitates qualitative research, including focus group studies (both in-person and online), in-depth interviews, online communities and advisory boards, which can round out a comprehensive market intelligence plan.

Note: By producing online surveys only, other research companies are telling only half of the story...at best. Without actual consumer interaction, they cannot fathom the deeper insights hiding behind the bar graphs and pie charts. Nor can they adequately advise you on the sensitivities and complexities that can only be uncovered by qualitative research—extremely important considerations that averages and assumptions extrapolated from survey statistics are likely to miss.

IN-HOUSE EVERYTHING. WE DON'T OUTSOURCE!

Community Marketing & Insights maintains our own research panels and utilizes advanced research software. We conduct all of our research in-house, because nobody knows this market segment as well as we do.

Note: Unlike many other firms, CMI will never sell or represent another research company's services. Nor will we outsource your projects and report on the results of a third party's work. Without being intimately involved in every aspect of a project—discussing client goals, designing the study, building and implementing the survey, and engaging directly with consumers in qualitative exploration—it is difficult to gain the insights that we regularly deliver. CMI's hands-on LGBTQ research specialization spanning over two decades is unmatched.

VALUE FOR THE INVESTMENT

You might think that with this kind of specialization and experience, you'd have to invest considerably more for Community Marketing & Insights services than for research from other companies. With our specific focus on LGBTQ market intelligence, however, and the cumulative 60+ years of LGBTQ-dedicated experience among the CMI team, we're able to keep your costs within budget. We don't spend your money locating qualified survey or focus group participants, and we won't waste time trying to source comparative data or case studies. We've already done all that, for your benefit, over the past 25+ years.

Note: At CMI, we're not running a large operation juggling many accounts and projects with varied focus. Our client dedication and LGBTQ market specialization delivers superior intelligence at a fraction of the cost.

WE ARE TRUSTED. WHY THIS IS IMPORTANT:

Community Marketing, Inc., founded in 1992, pioneered LGBTQ consumer research. Because our company is LGBTQ-owned and -operated, and well known in the community, we have earned the recognition and trust of our survey panelists. LGBTQ consumers recognize that we use research data to build corporate relationships that ultimately lead to social progress, better conditions for LGBTQ employees, and more sensitive communications.

One of the questions in HRC's Corporate Equality Index application is whether the applicant company includes LGBTQ-owned suppliers when procuring products and services. When you contract with Community Marketing & Insights, you not only gain the benefit of our long-standing leadership in this field, you are working with one of the world's only LGBTQ-owned market research providers. LGBTQ, Inc. is an NGLCC Certified LGBT-Owned Business Enterprise.

CMI is involved in the LGBTQ community: We volunteer time, donate resources and raise funds for numerous community-based organizations. We also participate in leading business and advocacy organizations, events and conferences within the community, such as Out & Equal, HRC, National LGBT Chamber of Commerce, GLAAD, NCLR and the International Gay & Lesbian Travel Association. Our community connection is not only the right thing to do, it is essential for maintaining authentic community relationships to benefit our clients.

LGBTQ Research Panel 2021

Community Marketing & Insights (CMI) is uniquely positioned in the global LGBTQ marketplace, with over 28 years of dedicated experience conducting LGBTQ consumer surveys, focus groups, in-depth interviews, advisory boards, consulting services and training. We skillfully assist our clients with strategies, tactics and cost-effective plans based on research results and case study experience.

CMI's PANEL CONSISTS OF OVER 49,000 SELF-IDENTIFYING LGBTQ COMMUNITY MEMBERS, WHICH INCLUDES:



44,000
LGBTQ Panelists
in the USA



5,000
LGBTQ Panelists
in Canada
(English + French Speaking)



IN THE UNITED STATES, THE PANEL HAS SIGNIFICANT NUMBERS IN EVERY LGBTQ SEGMENT

15,000
Lesbian and
Bi+ Women



24,000
Gay and
Bi+ Men



Participants in all 50 states
Including rural communities

5,000
Transgender
and Non-binary
Community
Members



7,000
Bisexual and
Pansexual
Community
Members



5,000 With an HHI
Over \$150,000



5,000 With an HHI
Under \$25,000

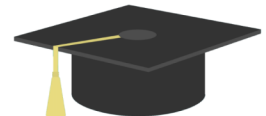
35%
Representing
LGBTQ
Communities
of Color



33%
Under Age
35



50%
With a BA or
Higher



10%
LGBTQ Parents with
a Child Under 18
Living at Home



20%
Legally Married



**LGBTQ Youth Research
Experience**
(in partnership with an
institution and IRB approval)



LGBTQ Research and Corporate Training

Proud to serve these and other companies, organizations, universities, government institutions and researchers:

 TARGET	 Better Homes and Gardens REAL ESTATE	 WNBA	 Hallmark Cards	 AT&T	 WELLS FARGO
 GILEAD	 Johnson & Johnson	 HOLOGIC The Science of Sure	 ups	 OraSure Technologies	 aetna
 NEW YORK LIFE	 esurance an Allstate company	 Florida Blue In the pursuit of health	 iHeart MEDIA	 VIACOM Logo	 DIRECTV
 Google	 ABSOLUT Country of Sweden VODKA	 E. & J. Gallo Winery	 BRIDGESTONE	 JONES LANG LASALLE	 TELUS
 CIRQUE DU SOLEIL	 travelocity	 Argentina	 VisitBritain	 JAL	 HAWAIIAN AIRLINES
 Marriott HOTELS & RESORTS	 HYATT	 KIMPTON HOTELS & RESTAURANTS	 HAWAII TOURISM AUTHORITY	 VISITFLORIDA	 LAS Vegas
 Penn UNIVERSITY OF PENNSYLVANIA	 JOHNS HOPKINS UNIVERSITY	 CUNY THE CITY UNIVERSITY OF NEW YORK	 Planned Parenthood Act. No matter what.	 American Cancer Society	 NORTHSTAR MEMORIAL GROUP Care, Comfort and Plan
 AARP Real Possibilities	 United States Census Bureau	 Freddie Mac We make home possible	 CDC CENTERS FOR DISEASE CONTROL AND PREVENTION	 U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	 FDA
 nielsen	 qualtrics	 Ipsos	 GfK	 ICF INTERNATIONAL	 C+R RESEARCH

Certificate Number: **10013**
Expiration Date: **03/31/22**
Renewal required by date above



The National LGBT Chamber of Commerce

Hereby Recognizes:

LGBTQ, Inc

As a Certified LGBT Business Enterprise™

(LGBTBE)



Justin G. Nelson
Co-Founder & President



Chance E. Mitchell
Co-Founder & CEO

nglcc 
Certified LGBTBE