UNITED STATES DISTRICT COURT EASTERN DISTRICT OF MICHIGAN SOUTHERN DIVISION

APRIL DEBOER, et al,

Plaintiffs,

ED Mi No. 12-10285

-VS-

RICHARD SNYDER, et al,

Defendants.

EXPERT WITNESS REPORT OF GARY J. GATES, Ph.D.

I, Gary J. Gates, Ph.D., hereby declare and state as follows:

- 1. I have been retained by counsel for Plaintiffs as a consultant in connection with the above-referenced litigation.
- 2. For my work in this matter, I am not being compensated for writing this report or providing testimony.
- 3. I am the Williams Distinguished Scholar at the Williams
 Institute at the UCLA School of Law, a research center focused on sexual
 orientation and gender identity law and public policy. Prior to joining the
 Williams Institute in 2005, I held positions as a Research Associate at the
 Urban Institute in Washington, D.C., an HIV Prevention Research

Specialist at the University of Pittsburgh, Graduate School of Public Health, and as Director of the AIDS Intervention Project at the Home Nursing Agency in Altoona, PA. I have also served as adjunct faculty at the University of Pittsburgh at Johnstown (PA) and St. Francis University in Loretto, PA.

- 4. I am a member of the Population Association of America, the Association for Public Policy and Management, and the American Statistical Association. In 2011, I was appointed by the Director of the US Census Bureau to serve on the Census Scientific Advisory Committee. I am also a member of the Bureau of Labor Statistics (BLS) Data User Advisory Committee, by appointment of the BLS Commissioner. At UCLA, I serve on the Human Subjects Research Institutional Review Board and I am the Director of the California Census Research Data Center. I am also on the faculty of the California Center for Population Research.
- 5. I hold a Bachelor of Science degree in Computer Science from the University of Pittsburgh at Johnstown, a Master of Divinity from St. Vincent Seminary in Latrobe, PA, and a Ph.D. in Public Policy and Management from the Heinz College, Carnegie Mellon University. My doctoral thesis constituted the first large-scale demographic study of samesex couples using US Census data. In 2008, I was a recipient of the Recent

Alumni Award at Carnegie Mellon University in recognition of my professional accomplishments and service to the university.

My research primarily focuses on analyses of the demographic, 6. geographic, and socio-economic characteristics of the lesbian, gay, bisexual, and transgender (LGBT) population. As a demographer, most of my work utilizes population-based data sources, especially US Census Bureau data. I have a specific expertise in analyses of same-sex couple data collected by the US Census Bureau. As part of my doctoral dissertation work, I coauthored the first demographic analyses of Census Bureau same-sex couple data, using data from the 1990 Decennial Census, in Demography, the leading scholarly journal for demographic research (Black, et al., 2000).1 In 2004, I co-authored The Gay and Lesbian Atlas, a book that analyzed geographic and demographic patterns of same-sex couples using data from Census 2000 (Gates and Ost, 2004).² In 2011, I co-authored a national report (Gates and Cooke, 2011) along with 50 state-level reports that summarize geographic and demographic patterns of same-sex couples using data from Census 2010.3

¹ Black, D, Gates, GJ, Sanders, S, Taylor, L. 2000. Demographics of the Gay and Lesbian Population in the United States: Evidence from Available Systematic Data Sources. *Demography* 37 (2): 139-154. Available at http://www.uwlax.edu/faculty/giddings/EC0108/Week%206/Black_demography_2000.pdf
² Gates, GJ, Ost, J. 2004. *The Gay and Lesbian Atlas*. Urban Institute Press: Washington, DC.

² Gates, GJ, Ost, J. 2004. The Gdy and Lesolah Altas. Orban institute Fless. Washington, DC. ³ Gates, GJ, Cooke, AM. 2011. United States Census Snapshot: 2010. Williams Institute, UCLA School of Law. Available at http://williamsinstitute.law.ucla.edu/wp-content/uploads/Census2010Snapshot-US-v2.pdf?r=1.

- 7. As reflected in my *curriculum vitae* (attached), in addition to my book, I have authored or co-authored more than 80 scholarly articles, book chapters, and research briefs. These include 15 papers published in peer-reviewed journals focused on demography, economics, and public health, 8 book chapters, 3 law review articles, and more than 60 online research reports and briefs.
- 8. I have served as a peer reviewer for distinguished scholarly journals including *Demography*, *American Sociological Review*, *Quarterly Journal of Economics*, *Journal of Policy Analysis and Management*, *Journal of Health and Social Behavior*, *and Social Forces*. I have also reviewed grants for the National Institute of Child Health and Human Development (NICHD) and the Economic and Social Research Council (UK).
- 9. If Plaintiffs call me to testify at a trial as an expert witness, I currently expect that my testimony will relate to the topics discussed herein, largely focused on studies using population-based data that describe the demographic and economic characteristics of same-sex couples and their families and the impact of public policies, including the ability to marry, on these couples and families. In my testimony, I will also

discuss some of the specific demographic and economic characteristics of same-sex couples and their families in Michigan.

- 10. In preparing to write this report, and in order to testify in this matter (if called), I have reviewed the attached materials. I may rely on those documents, in addition to the documents and analyses specifically cited, as supportive examples in sections of this report and as additional support of my opinions. I have also relied on my years of experience in this field, as set out in my curriculum vitae, and on the materials listed therein.
- may use portions of this report or the references cited herein as exhibits. In addition, I may use various documents produced in this case that refer or relate to the matters discussed in this report. I may also create, or assist in the creation of, demonstrative exhibits or summaries of my findings and opinions to assist me in testifying.
- I may testify as an expert regarding additional matters, including (a) rebutting positions that the Defendants take, including opinions of their experts and materials they discuss or rely upon; (b) addressing issues that arise from documents or other discovery that Defendants or other entities have not yet produced, or that were produced too late to be fully considered before my report was due; or (c) responding

to witness testimony that has not yet been given. I reserve the right to supplement or amend this report accordingly.

A. Perspectives on evaluating social science research and evidence

- 13. In this report, I rely on my interpretation of current scientific literature and focus primarily on analyses that utilize population-based data sources. These studies are conducted within different academic disciplines including demography, sociology, economics, and psychology as well as my own analyses of publically available data sources. I follow established general norms of social science research but also take into account norms that differ across specific social science disciplines.

 Interpreting the efficacy of social science research includes consideration of theoretical and conceptual frameworks, hypotheses derived from those frameworks, and the empirical evidence and methodologies used to test hypotheses.
- 14. As a demographer, I focus most of my attention on studies that use population-based data sources. No single study can be considered to be determinative and the reliability of an individual study is in part a function

of the degree to which scholars are clear about methodological limitations and associated inference of research findings.

15. I base my conclusions, whenever possible, on an analysis of multiple sources of evidence, a consideration of methodological rigor and appropriate inference, and upon my years of experience as a researcher.

B. Same-sex couples in partnership and spousal relationships have existed in the US for decades

17. The 1990 Decennial Census marked the first time that US

Census data allowed for the identification of a same-sex cohabiting couples
who were in partnership relationships. Same-sex couples were tabulated as
two adults of the same-sex who described their relationship as "unmarried
partner." Black et al. (2000) show that these couples were indeed same-sex
couples who were not related by blood and viewed their relationship as
partners, since couples could have also describes themselves as siblings,
cousins, roommates or related or unrelated adults. The Census tabulated
145,130 same-sex couples in the US in 1990, of whom 3,389 resided in
Michigan.4

⁴ US Census Bureau. 1990. Selected Characteristics from 1990 to Supplement Census 2000 SF1 - Unmarried Partner Households, STF4B, Matrix PB12. Available at: http://www2.census.gov/

- 18. In Census 2000, tabulations of same-sex couples included those who described themselves as unmarried partners as well as those who said they were spouses (describing one same-sex partner as a "husband" or "wife"). In 2011, Census Bureau officials conducted an analysis that adjusted original Census 2000 tabulations to compensate for a measurement problem and found that there were an estimated 358,390 same-sex cohabiting couples in the US, of whom 7,305 resided in Michigan (O'Connell and Feliz, 2011).⁵ These estimates suggest that the number of same-sex couples who identified themselves in the Census had more than doubled in both the US and in Michigan between 1990 and 2000.
- 19. This pattern of substantial increases in the number of same-sex couples identifying themselves as such on the Census continued in 2010. In that year, 646,464 same-sex couples were identified in the US, of whom 14,598 resided in Michigan (O'Connell and Feliz, 2011).
- 20. Black et al. (2000) report that a population-based survey of adults in the US conducted in 1992 found that 1.1% of women identified as lesbian or bisexual along with and 2.5% of men identified as gay or bisexual. Analyses of the 2012 General Social Survey (Smith et al., 2012), a nationally representative survey of adults conducted by the National

 $^{^5}$ O'Connell, M., & Feliz, S. 2011. Same-sex couple household statistics from the 2010 census. Bureau of the Census, 27. Available at $\underline{\text{http://www.census.gov/hhes/samesex/files/ss-report.doc}}$

Opinion Research Center at the University of Chicago, show that the percentage of women who identify as lesbian or bisexual has increased over two decades to 3.4% and the percentage of men who identify as gay or bisexual had increased to 4.0%. Findings from Gallup surveys conducted in 2012 (Gates and Newport, 2013) showed that an estimated 3.5% of adults in the US, approximately 8.3 million Americans, identify as lesbian, gay, bisexual, or transgender. State-level estimates from the Gallup survey suggest that there are approximately 287,000 adults in Michigan who identify as lesbian, gay, bisexual, or transgender.

21. Substantial increases in individuals identifying themselves as same-sex couples or as lesbian, gay, or bisexual have been accompanied by increased social acceptance of same-sex sexual relationships in the US. In analyses of the General Social Survey (Smith et al., 1972-2012), just 12.9% of adults in the US in 1990 said that they considered same-sex sexual relationships to be "not wrong at all." In 2000, that figure had risen to 28.8% and by 2010, analyses suggest that 42.7% of Americans thought that same-sex sexual relationships were not wrong. While these figures

⁶ Smith, TW, Marsden, P, Hout, M, Kim, J. General Social Surveys, 2012 [machine-readable data file]. National Opinion Research Center, University of Chicago. Analyses conducted using the Survey Data and Analysis web-based analysis tool at the University of California, Berkeley available at: http://sda.berkeley.edu/cgi-bin/hsda?harcsda+gss12.

⁷ Gates, GJ, Newport, F. 2013. LGBT Percentage Highest in D.C., Lowest in North Dakota. Gallup, Inc. Available at: http://www.gallup.com/poll/160517/lgbt-percentage-highest-lowest-north-dakota.aspx.

demonstrate growing acceptance of same-sex sexual relationships in the US, it is notable that, as of 2012, a clear majority of Americans (56.3%) still reported that such relationships were at least sometimes wrong.⁸

C. Many gay, lesbian, and bisexual people and same-sex couples are raising children

- 22. Analyses of the 2008/2010 General Social Survey found that 37% of lesbian, gay, and bisexual individuals have had a child at some time in their lives (Gates, 2013a). An estimated 3 million gay, lesbian, bisexual, and transgender Americans have had a child (Gates, 2013a). 9
- 23. In the 1990 US Census, approximately 5% of male same-sex couples and 22% of female same-sex couples were raising children under age 18 (Black et al., 2000). Applying those portions to 1990 tabulations for the number of male and female same-sex couples implies that approximately 12.5% of same-sex couples were raising children in 1990. ¹⁰

⁸ Smith, TW, Marsden, P, Hout, M, Kim, J. General Social Surveys. 1972-2012 [machine-readable data file]. National Opinion Research Center, University of Chicago. Analyses conducted using the Survey Data and Analysis web-based analysis tool at the University of California, Berkeley available at: http://sda.berkeley.edu/cgi-bin/hsda?harcsda+gss12.

 ⁹ Gates, GJ. 2013a. LGBT Parenting in the United States. Williams Institute, UCLA School of Law. Available at: http://williamsinstitute.law.ucla.edu/wp-content/uploads/LGBT-Parenting.pdf
 ¹⁰ US Census Bureau. 1990. Selected Characteristics from 1990 to Supplement Census 2000 SF1 - Unmarried Partner Households, STF4B, Matrix PB12. Available at: http://www2.census.gov/census 1990/other/90partners.txt

- 24. Analyses of the US Census Bureau's 2011 American Community Survey data suggest that the portion of same-sex couples raising children under age 18 has increased to 19.4% of same-sex couples (Gates, 2013b).¹¹ Applying these figures to 1990 and Census 2010 tabulations of same-sex couples indicates that the number of same-sex couples raising children in the US has increased from approximately 18,000 in 1990 to more than 125,000 couples in 2011.
- 25. The 125,000 same-sex couples raising children under age 18 in the United States are raising an estimated 220,000 children (Gates, 2013a).
- 26. Census 2010 data show that there were approximately 2,650 same-sex couples raising children in Michigan (Gates and Cooke, 2011).¹² On average, same-sex couples in Michigan with children have two children under age 18 in the home, indicating that there are approximately 5,300 children in the state being raised by same-sex couples.¹³
- D. Lesbian, gay, and bisexual individuals express a stronger desire to adopt children than their heterosexual counterparts

¹¹ Gates, GJ. 2013b. Same-sex and Different-sex Couples in the American Community Survey: 2005-2011. Williams Institute, UCLA School of Law. Available at: http://williamsinstitute.law.ucla.edu/wp-content/uploads/ACS-2013.pdf

¹² Gates, GJ, Cooke, AM. 2011. Michigan Census Snapshot: 2010. Williams Institute, UCLA School of Law. Available at: http://williamsinstitute.law.ucla.edu/wp-content/uploads/Census2010Snapshot_Michigan_v2.pdf

¹³ Author analyses of 2011 American Community Survey Public Use Microdata Sample.

and same-sex couples are more likely than opposite-sex married couples to be raising adopted children and children in foster care.

- 27. In a 2007 report describing patterns of adoption and foster care among lesbian and gay parents, Gates et al. (2007) show that 46% of lesbian and bisexual women age 18-44 have considered adoption compared to 32% of heterosexual women. Those statistics are derived from analyses of the 2002 National Survey of Family Growth, a survey conducted by the US Department of Health and Human Services. In updated analyses of the 2006-2010 National Survey of Family Growth, it remains true that lesbian and bisexual women are more willing to consider adoption than their heterosexual counterparts, 48% v. 36%, respectively. Among lesbian women, the figure is even higher at 51%. 15
- 28. Analyses of the US Census Bureau's American Community
 Survey Public Use Microdata Samples from 2008 to 2011 suggest that
 same-sex couples are nearly twice as likely as their opposite-sex married
 counterparts to have an adopted child (2.7% v. 1.4%, respectively). Nearly
 14% of same-sex couples with children under age 18 have an adopted child

¹⁴ Gates, GJ, Macomber, JE, Badgett, MVL, Chambers, K. 2007. Adoption and Foster Care by Gay and Lesbian Parents in the United States. The Williams Institute, UCLA School of Law and The Urban Institute, Washington, DC. Available at:

http://www.urban.org/UploadedPDF/411437 Adoption Foster Care.pdf

15 Author analyses of the National Survey of Family Growth, 2006-2008, Male and Female Respondent Data Files. Available at: http://www.cdc.gov/nchs/nsfg/nsfg_2006_2010_puf.htm.

compared to 3% of opposite-sex married couples with children. These analyses imply that 17,400 same-sex couples in the US are raising an estimated 25,600 adopted children under age 18.16

- 29. Among Michigan couples with children, approximately 11% of same-sex couples are raising an adopted child under age 18 compared to 4% of opposite-sex married couples. The analyses suggest that there are approximately 290 same-sex couples in Michigan raising approximately 330 adopted children under age 18.17
- 30. In the US, same-sex couples are more than twice as likely as opposite-sex married couples to be raising a foster child under age 18.

 Approximately 0.37% of same-sex couples are raising a foster child compared to 0.15% of opposite-sex married couples. Among couples with children under age 18, 1.9% of same-sex couples include a foster child compared to 0.35% of opposite-sex married couples, indicating that same-sex couples with children are 5.6 times more likely than their opposite-sex couple counterparts to be caring for a foster child. An estimated 2,400 same-sex couples in the US are caring for approximately 3,600 foster

¹⁶ Author analyses of combined 2008-2011 American Community Survey Public Use Microdata Samples. Available at: http://www.census.gov/acs/www/data_documentation/pums_data/. Same-sex couple data are adjusted for measurement issues as outlined in Gates, GJ, Steinberger. 2009. Same-sex Unmarried Partner Couples in the American Community Survey: The role of misreporting, miscoding, and misallocation. Working paper presented at the Population Association of America Annual Meeting, Detroit. Available at: http://economics-

files.pomona.edu/steinberger/research/Gates Steinberger ACS Miscode May2010.pdf.

17 Author analyses of combined 2008-2011 American Community Survey Public Use Microdata Samples.

children. Data samples are not sufficiently large to make reliable estimates of foster care among same-sex couples in Michigan.¹⁸

E. Many LGBT people want to marry and have children and their motivations to marry are similar to other adults in the US.

- 31. Using a representative sample of lesbian, gay, bisexual, and transgender (LGBT) adults, Pew Research (2013) found that 60% of LGBT respondents either were already married or wanted to marry someday.

 Just over half either had children or would like to have children at some time in their lives.
- 32. When asked to identify how important various reasons are to marry, LGBT respondents in the Pew survey data offered similar responses to the general population of adults in the US. Among both groups, "love", "companionship" and "making a lifelong commitment" were ranked as the top three reasons that respondents considered to be very or somewhat important as reasons to marry. "Love" was a very or somewhat important reason for 96% of LGBT respondents and 98% of the general population. The comparable figures for "companionship" were 95% and 98%, respectively. "Making a lifelong commitment" was a very or somewhat important reason for 95% of LGBT respondents and 96% of the general

¹⁸ Author analyses of combined 2008-2011 American Community Survey Public Use Microdata Samples.

population. LGBT respondents were more likely than the general population to indicate that legal rights and benefits were important reasons to marry (83% versus 63%, respectively). Both groups had similar proportions indicating that financial stability was an important reason to marry (79% and 78%, respectively).

Determining the current number of legally married same-sex couples living the US is challenging since not all states record the gender of partners on marriage licenses. As of 2012, the New York Times estimated that approximately 82,500 same-sex couples had married in the US.¹⁹ However, this was an estimate of the number of marriages that were actually performed in the US and would not include same-sex couples who had been married in other countries. Analyses of data from a survey of same-sex couples conducted in 2010 (Gates, 2013c) suggest that as many as 114.000 same-sex couples had been married already in the US at that time.20 Pew Research (2013) data found that 6% of lesbians and 4% of gay men in the US indicated that they were currently married (though the data did not actually determine the sex of the spouse). Gates (2010) estimates that there are approximately 1.4 million adults in the US who identify as

¹⁹ Available at: http://projects.nytimes.com/live-dashboard/2013-06-26-supreme-court-gay-marriage#sha=619c5de11.

²⁰ Gates, GJ. 2013c. Brief of Gary J. Gates as Amicus Curiae on the merits in support of respondent Windsor. In the Supreme Court of the United States, USA v. Windsor, 12-307. Available at: http://williamsinstitute.law.ucla.edu/wp-content/uploads/Brief-of-Amicus-Curiae-Gary-J.-Gates-in-U.S.-v.-Windsor-No.-12-307.pdf.

lesbian and 2.5 million adults who identify as gay men. If one assumes that 6% of lesbians are married to a woman and 4% of gay men are married to a man, then approximately 84,000 lesbians are married along with 100,000 gay men. This would imply about 92,000 same-sex marriages among lesbians and gay men. The Pew Research study also found that 23% of bisexual men and 32% of bisexual women were married and likely some portion of them are married to same-sex spouses, but that portion is not known.

34. Badgett and Herman (2011) found that in just the first year that same-sex couples could marry in Iowa, Massachusetts, and Vermont, 30% of same-sex couples got married. Nearly six years after Massachusetts legalized marriage for same-sex couples, an estimated 68% of same-sex couples in the state were married. In Connecticut, 51% of same-sex couples residing in the state were married in the first three years when marriage was legally available. In New Hampshire, the figure over the first three years was 37%. In Vermont, 26% of same-sex couples in the state had married 1.25 years after marriage was available. In Iowa, the figure after one year was 21%.

- F. Permitting same-sex couples to marry would alleviate some economic disadvantages that they experience when they are not able to marry.
- 35. Many government and private employer policies offer access to economic benefits for legally married couples that are not available to unmarried couples. These include access to the benefits of the Family and Medical Leave Act that allow employment leave to care for spouses, spousal health care and retirement benefits, and alleviation of some estate taxes.
- 36. Evidence from analyses of the 2011 American Community
 Survey shows that individuals in same-sex relationships living in states
 where they can legally marry are more likely to have health insurance than
 those living in states where they cannot marry. In states where they can
 marry, individuals in same-sex relationships are 1.09 times more likely to
 have health insurance when compared to their counterparts in states where
 same-sex couples cannot marry. Among those in opposite-sex married
 relationships, the difference in the likelihood of having health insurance
 between the two sets of states is just 1.06 times. The biological, adopted,
 and step-children (under age 18) of same-sex couples are 1.08 times more
 likely to have health insurance in states where their parents can legally
 marry compared to similar children in other states. The difference among

comparable children of opposite-sex married couples is 1.05. The relatively larger impact among same-sex couples and their children suggests that the availability of marriage could be a factor in improving access to health insurance.

- 37. Spousal health insurance coverage through employers is not subject to the same taxation that domestic partnership benefits incur. The federal government taxes the employer contribution associated with domestic partner health insurance coverage as income for the individual covering a partner. A 2007 study found that same-sex couples who used domestic partnership health insurance coverage paid an average of more than \$1,000 in taxes that couples who cover their spouses would not pay (Badgett, 2007).²¹ Employers in states where same-sex couples are not permitted to marry may not be able to legally offer spousal benefits to same-sex couples. As such, same-sex couples in those states, even if they have married in a state where the marriage is legal, may not have access to or may pay more for health insurance coverage.
- 38. Two studies using US Census same-sex couple data suggest that positive legal climates for individuals in same-sex relationships can result in improved economic circumstances. Gates (2009) considered the effect

²¹ Badgett, MVL. 2007. Unequal Taxation of Domestic Partner Benefits. The Williams Institute, UCLA School of Law and The Center for American Progress, Washington, DC. Available at http://www.americanprogress.org/issues/2007/12/pdf/domestic partners.pdf

of state-level anti-discrimination policies on the wages of men and women in same-sex relationships and found that both reported higher earnings relative to other men and women in states where discrimination based on sexual orientation in private and public employment was permissible.²² Klatwitter (2011) considered both state and local anti-discrimination policies and found that state-level policies prohibiting discrimination based on sexual orientation were associated with higher wages for men in same-sex couples who were in private employment.²³

I declare under the laws of the United States that the foregoing is true and correct.

Executed this P day of December, 2013, in Scattle, Washington.

Gary J. Gates, Ph.D.

²² Gates, GJ. 2009. The Impact of Sexual Orientation Anti-discrimination Policies on the Wages of Lesbians and Gay Men. California Center for Population Research On-Line Working Paper Series, UCLA. Available at: http://papers.ccpr.ucla.edu/papers/PWP-CCPR-2009-010/PWP-CCPR-2009-010.pdf
²³ Klawitter, M. M. 2011. Multilevel analysis of the effects of antidiscrimination policies on earnings by sexual orientation. *Journal of Policy Analysis and Management* 30(2): 334-358.

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CAREER BRIEF

Dr. Gary J. Gates serves as the Williams Distinguished Scholar at the Charles R. Williams Institute on Sexual Orientation and Gender Identity Law and Public Policy.

Dr. Gates co-authored *The Gay and Lesbian Atlas* and is a recognized expert on the geography and demography of the lesbian, gay, bisexual, and transgender (LGBT) population. His doctoral dissertation included the first significant research study using US Census data to explore characteristics of same-sex couples. He publishes extensively on the demographic and economic characteristics of the LGBT population. Many national and international media outlets regularly feature his work.

Prior to completing his PhD from the Heinz College, School of Public Policy and Management at Carnegie Mellon University, Dr. Gates facilitated the development of and co-authored a statewide HIV prevention plan for Pennsylvania. He also served as the Director of the AIDS Intervention Project, a community-based AIDS service organization in the Altoona-Johnstown area of Pennsylvania.

Gates' background includes a Master of Divinity degree from St. Vincent Seminary and a Bachelor of Science degree in Computer Science from the University of Pittsburgh at Johnstown.

EDUCATION

PhD, Public Policy and Management

Heinz College, School of Public Policy and Management, Carnegie Mellon University

Master of Divinity St. Vincent Seminary

BS, Computer Science

University of Pittsburgh at Johnstown

PROFESSIONAL EXPERIENCE

Williams Distinguished Scholar

The Williams Institute, UCLA School of Law, Los Angeles, CA, Nov 2008-present

Senior Research Fellow

The Williams Institute, UCLA School of Law, Los Angeles, CA, Feb 2005-Nov 2008

Research Associate I

The Urban Institute, Washington DC, Aug 2000-Feb 2005

Research Assistant

Carnegie Mellon University, Pittsburgh PA, Jan 1999-Aug 2000

Technology Training Consultant

Carrig Emerging Technology, Elkridge MD, Jan 1999-Aug 1999

HIV Prevention Research Specialist

Graduate School of Public Health, University of Pittsburgh, May 1994-Dec 1996

Director, AIDS Intervention Project

Home Nursing Agency, Altoona PA, Aug 1990-Mar 1994

Adjunct Faculty

Honors College, St. Francis College, Loretto PA, Jan 1995-May 1995

Adjunct Faculty

Computer Science, University of Pittsburgh at Johnstown, Johnstown PA, Sep 1989-Apr 1994

Software Engineer

HRB Systems, State College PA, Jun 1983-Aug 1985

BOOKS

The Gay and Lesbian Atlas

Gates, GJ, Ost, J Urban Institute Press, May 2004

JOURNAL PUBLICATIONS

US Census Same-Sex Couple Data:

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in <u>International Handbook on the Demography of Sexuality</u>, ed. Baumle, AK Springer, 2013

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Keynote speaker, LGBT Parenting Summit, UT-Austin, 26 April 2013

Social Climate and LGBT Health and Well-being

Population Association of America Annual Meetings, New Orleans, 12 April 2013

LGBT Parenting

Pediatric Academic Societies Annual Meeting, Washington DC, 4 May 2013 5th Annual Conference of the National Consortium on Racial and Ethnic Fairness in the Courts, Washington DC, 22 March 2013

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University of Washington, Center for Studies in Demography and Ecology, 30 March 2012 National Institutes of Health, Office of Behavioral and Social Science Research, 27 March 2012 Ohio State University, Initiative in Population Research, 27 September 2011 Kevnote address, Williams Institute 10th Anniversary Update, 9 April 2011

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Bethesda, MD, 19 July 2011

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Social Science Research and LGBT Litigation and Legislation

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The Impact of Sexual Orientation Anti-discrimination Policies on the Wages of Lesbians and Gay Men

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Best Practices in Collecting Survey Data on Sexual Orientation

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Joint Statistical Meetings, Denver, 6 August 2008

The Impact of Minority Stress on Same-Sex Couples' Commitment

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University of Pittsburgh, Center for Research on Health and Sexual Orientation Seminar, 9 November 2007 National Council on Family Relations, Pittsburgh, 8 November 2007

Coresidential Stability among Same-Sex and Different-Sex Couples

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Gay and Lesbian Families: A Research Agenda

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Double Disadvantage? African American Same-Sex Couples: Evidence from Census 2000

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Contemporary Families

Discussant, Cornell Evolving Family Conference on Marriage and Family: Multiple Complexities and Perspectives

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Benchmarking Census Same-sex Unmarried Partner Data with Other GLBT Survey Data

Population Association of Canada, London, Ontario, 3 June 2005 Population Association of America, Philadelphia, 1 April 2005 Joint Statistical Meetings, Toronto, 11 August 2004

Counting Same-sex couples in the US Census: Methodology and Selected Findings
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Counting Same-Sex Unmarried Partners in the 2000 US Census Data: How Many Are Gay and Lesbian?

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Intra-city Location Patterns of Coupled Gay Men in the United States
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The Effects of Sexual Orientation on the Wages of Men Population Association of America, Los Angeles, March 2000

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> The Picture of Health: How Statistics will Change LGBT Health Care 2011 International Gay and Lesbian Leadership Conference, Houston, 3 December 2011

> > Determining the Size of the LGBT Community & Why It's Important Out & Equal 2011 Workplace Summit, Dallas, 26 October 2011

Using Social Science Research in LGBT Rights Litigation and Public Policy Advocacy Lavender Law, Los Angeles, 10 September 2011

Census 2010 LGBT Outreach

Spirit of Hope Metropolitan Community Church (Kansas City, MO), 6 April 2010 Billy DeFrank LGBT Center (San Jose), 25 March 2010 Seattle Public Library, 19 March 2010 Billy DeFrank LGBT Center (San Jose), 11 January 2009 The LGBT Community Center (New York City), 9 December 2009 The William Way Community Center (Philadelphia), 7 December 2009 CARES (Sacramento), 19 November 2009 Sumner School (Washington DC), 4 November 2009 San Francisco LGBT Community Center, 22 October 2009 Puentes LGBT Resources (El Paso), 14 October 2009 Los Angeles Gay and Lesbian Center, 1 October 2009

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Out and Equal Annual Conference, Orlando, 2 October 2009

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American Judges Association Annual Conference, Denver, 5 October 2010 National Council of Juvenile and Family Court Judges, Las Vegas, 16 March 2010 National Conference on Juvenile Justice, Orlando, 13 March 2009

Bias in the Workplace

Out for Work Conference, Chicago, 29 September 2012 Out for Work West Coast Conference, Los Angeles, CA, 10 April 2010 Our for Work West Coast Conference, Los Angeles, CA, 18 April 2009 Out for Work National Conference, Washington, DC, 27 September 2008

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The Williams Institute: A review of research and impact

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Commonwealth Club (San Francisco), 29 July 2008
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American University, Washington DC, 27 September 2004

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Office of Management and Budget, Washington DC, 23 June 2004

Merrill Lynch Domestic Partnership Financial Planning Seminar, Washington DC, 23 June 2004

Economic Development and Growth in a Creative Economy

Urban planning seminar hosted by the Office of the Deputy Prime Minister and Demos London, United Kingdom, 12 June 2004

Marriages Made in Political Heaven: Families, Values, and the Election

First Tuesdays Symposium, The Urban Institute, 4 May 2004

Gay and Lesbian Demographics: Informing Election 2004

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The Demographics of Diversity: Why Cities Are Courting the Gay and Lesbian Community

First Tuesdays Symposium, The Urban Institute, June 2003

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Southern Journalists Roundtable, Growth in the South: Who's In and Who's Out?

The Frank Hawkins Kenan Institute of Private Enterprise and the

Program on Southern Politics, Media and Public Life, The University of North Carolina at Chapel Hill, October 2002

Gay Demographics: the Rocky Road to Research

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Economic Benefits of a Healthy Sexual Minority Community

Persad Center 30th Anniversary Symposium Series, Pittsburgh, PA, September 2002

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The Use of Empirical Research in Law and Public Policy: A Roundtable Discussion Williams Project, UCLA School of Law, Los Angeles, May 2002

Out of the Closet: Demographics of Gay Men and Lesbians in the United States

Population Reference Bureau Seminar Series, March 2002

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National League of Cities, Congress of Cities, Atlanta, GA, December 2001

Counting Gays and Lesbians in the US: What Census 2000 Can Tell Us

Presentation to members of Federal GLOBE organization, October 2001

Promoting Diversity in our Leadership Mix

imPAct Conference, Pittsburgh, PA, September 2001

The Role that People, Amenities, and Diversity Play in Influencing Business Location in the New Economy

Cities for the New Economy, Leadership Summit 2001, Gold Coast, Queensland, Australia, April 2001

Canaries of the New Economy Mines: The role of gay men and lesbians in influencing the development of the emerging information-based economy Reaching Out: Lesbian and Gay MBA Conference, San Francisco, March 2001

LGBT Law and Policy

COURSE INSTRUCTION

University of California, Los Angeles, School of Law and Luskin School of Public Affairs
September-December 2011

Empirical Study of Sexual Minorities

University of California, Los Angeles, Sexuality and Gender Cluster, Mar-Jun 2007, Mar-Jun 2008 Overall instructor rating: 3.7/4.0

UNIX Basics

Carrig Emerging Technology for various clients, Jan 1999-Aug 1999 Average course evaluation (4 sections): 3.6/4.0

Honors Seminar: Issues in HIV/AIDS

St. Francis College, Loretto PA, Jan 1995-May 1995 Overall Course Evaluation: 3.7/4.0

Introduction to Computer Science

University of Pittsburgh at Johnstown, Johnstown PA, Sep 1989-Apr 1994

GRANT AWARDS

Accuracy of Same-sex Couples Data in the American Community Survey National Institute of Child Health and Human Development (1R03HD067427-01A1), 2011

Indicators/Outcomes of Relationship Stability in Couples

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Gay Marriage Bans May Come at a Price, 11 May 2012

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Adoptions by Gay Couples Rise, Despite Barriers, 13 June 2011

Gay Parents Are Thriving in South, Census Says, 19 January 2011

Children Take the Stage in Same-sex Marriage Push, 20 January 2010

A Push to Count Same-Sex Couples in Census, 20 March 2009

Gay Couples Rush to the Altar in California Ahead of November Vote, 7 October 2008

Gay Families Find the Bronx Is a Place to Call Home, 29 September 2008

Young Gay Rites, 27 April 2008

Gay Enclaves Face Prospect of Being Passé, 30 October 2007

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Birds of a feather, 6 April 2007

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In the heartland and out of the closet, 28 December 2006

Gay Donor or Gay Dad? 19 November 2006

When the beard is too painful to remove, 3 August 2006

Even in Gay Circles, the Women Want the Ring, 8 May 2005

TURF; Edged Out by the Stroller Set, 24 May 2004

A Gay Boomtown Is More Mainstream And Less the Cliché, 15 May 2004

San Francisco Married 4,037 Same-Sex Pairs From 46 States, 18 March 2004
Two Fathers, With One Happy to Stay at Home, 12 January 2004
On a Hunt for Ways to Put Sex in the City, 11 December 2003

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All Things Considered: How Many Gay Couples Have Tied The Knot? Nobody Knows, 8 July 2013
All Things Considered: Pew Poll: Adult LGBT Americans Optimistic About Future, 13 June 2013
All Things Considered: Census Releases Data On Same-Sex Couples, 27 September 2011
All Things Considered: Lesbian Couples Boosting Gay Marriage Numbers, 11 July 2011
Tell Me More: LGBTs Are 10% Of US Population? Wrong, Says Demographer, 8 June 2011
Tell Me More: 2010 Census Will Count Same-Sex Couples, 25 November 2009
News and Note: Black, Gay Communities Collide Over Gay Marriage, 13 November 2008
All Things Considered: Ford Drops Ads in Gay-Oriented Magazines, 6 December 2005
Morning Edition: The Gay and Lesbian Atlas, 19 May 2004
Talk of the Nation: Kids with gay parents, 22 March 2004
Talk of the Nation: Marketing Cities, 21 October 2003
All Things Considered: Census—Same Sex Partners, 13 August 2001

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Gays feel more accepted but still stigmatized, Pew Research Center survey finds, 13 June 2013

Acceptance of gays in society varies widely, 4 June 2013

Demographic research on lesbians and gays emerges from shadows, 1 March 2013

After historic vote, a welcome challenge: Wedding planning, 10 November 2012

9 million Americans estimated to be gay or bisexual, but solid figures elusive, 7 April 2011

Gay Couples Seeking Immigration Rights, 13 September 2010

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HONORS AND AWARDS

2010 OUT 100

OUT Magazine

2008 Recent Alumni Award

Carnegie Mellon University Alumni Association

Otto A. Davis Award for Commitment to Racial and Social Justice H. John Heinz III School of Public Policy and Management, Carnegie Mellon University

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Joseph J. Rapoport Award for Scholarship and Community Service University of Pittsburgh at Johnstown

PROFESSIONAL SERVICE/AFFILIATIONS

Director

California Census Research Data Center, UCLA

Member

US Census Scientific Advisory Committee
US Department of Labor, Bureau of Labor Statistics, Data User Advisory Committee

UCLA North Campus General Institutional Review Board

Population Association of America

Association for Public Policy Analysis and Management

American Statistical Association

Affiliate

California Center for Population Research, UCLA Interdisciplinary Relationship Science Program, UCLA

Martin Prosperity Institute, Rotman School of Management, University of Toronto

Referee

Quarterly Journal of Economics American Sociological Review Journal of Health and Social Behavior Journal of Urban Economics AIDS and Behavior Sociological Inquiry Journal of Policy Analysis and Management City and Community Demography Economic Development Quarterly Economics of Education Review International Migration Review Journal of Public Administration Research and Theory Perspectives on Sexual and Reproductive Health Politics and Policy Population Research and Policy Review Review of Economics of the Household Social Forces

Grant Reviewer

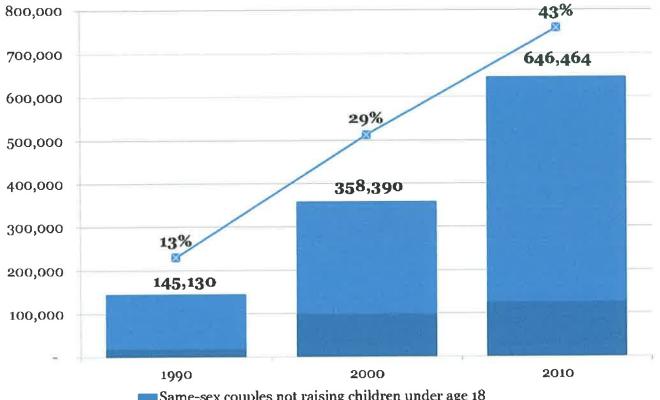
Economic and Social Research Council (United Kingdom) National Institute of Child Health and Human Development

RECIPES

Chicken Paprikash
Stuffed Trout
Shrimp and Potato Salad
Balsamic Pork and Apples
Chicken Dijon
Shrimp-stuffed Flounder Rolls

Same-sex cohabiting couples in the United States, Acceptance of same-sex relationships

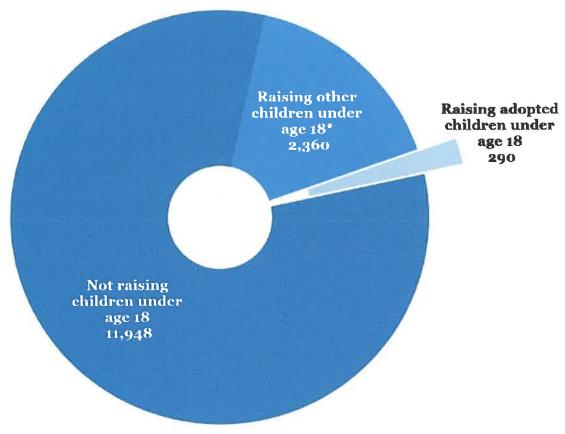
1990, 2000, 2010 US Decennial Census and General Social Survey



- Same-sex couples not raising children under age 18
- Same-sex couples raising children under age 18
- --- %US population believing same-sex sexual relationships are not wrong

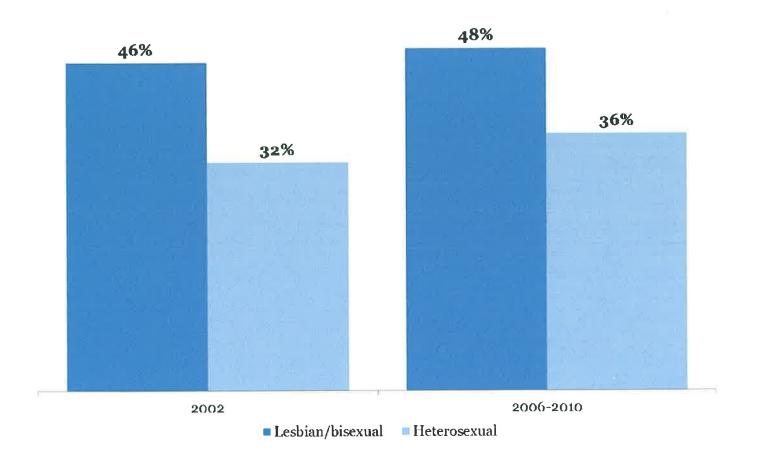
Same-sex couples in Michigan

Census 2010 and American Community Survey 2008-2011



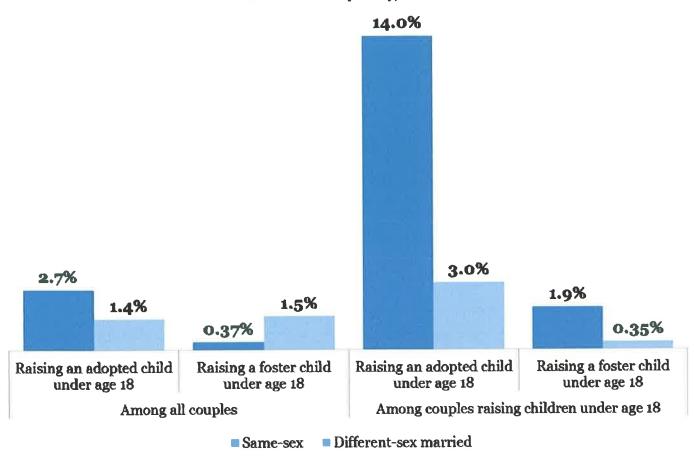
^{*}Other children include biological, step, foster, siblings, and other related and unrelated children under age 18

%Women who considered adopting a childNational Survey of Family Growth, 2002 and 2006-2010



%Raising adopted and foster children among couples

American Community Survey, 2008-2011



%Saying reasons to marry are very or somewhat importantPew Research LGBT Survey, 2013

