

Faculti Summary

<https://faculti.net/understanding-labor-market/>

The study discussed in the text aims to investigate Americans' views toward transgender individuals in managerial positions and their support for employment non-discrimination protections, particularly in light of the 2020 Supreme Court ruling (*Bostock v. Clayton County*) that prohibits employment discrimination based on gender and sexual identity. The authors, including Keep Carpenter and Daria San, note a lack of existing research on the economic experiences and well-being of transgender individuals.

To assess public sentiments, they employed a double list experiment method designed to minimize social desirability bias in responses. The study found that roughly 80% of survey respondents expressed comfort with having a transgender manager and also supported employment protections for transgender individuals. However, when compared to responses gathered through the double list method, there was evidence of social desirability bias, with actual support for these issues estimated at about 70%.

Further analysis revealed that respondents generally overestimated the level of comfort and support for transgender individuals, indicating a disconnect between perceived and actual public attitudes. The study concluded that while support for transgender individuals exists, it is less robust compared to that for lesbian, gay, and bisexual individuals, suggesting that targeted interventions may be necessary to enhance support for transgender equality within the workplace. The authors emphasize the importance of correcting public misconceptions about support levels to potentially improve attitudes and behaviors toward transgender individuals. Future research may explore strategies to disseminate these findings to address the misconceptions observed.