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A Psychometric Review of Measures Assessing Discrimination Against Sexual Minorities

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ABSTRACT

Discrimination against sexual minorities is widespread and has deleterious consequences on victims' psychological and physical wellbeing. However, a review of the psychometric properties of instruments measuring lesbian, gay, and bisexual (LGB) discrimination has not been conducted. The results of this review, which involved evaluating 162 articles, reveal that most have suboptimal psychometric properties. Specifically, myriad scales possess questionable content validity as (1) items are not created in collaboration with sexual minorities; (2) measures possess a small number of items and, thus, may not sufficiently represent the domain of interest; and (3) scales are "adapted" from measures designed to examine race- and gender-based discrimination. Additional limitations include (1) summed scores are computed, often in the absence of scale score reliability metrics; (2) summed scores operate from the questionable assumption that diverse forms of discrimination are necessarily interrelated; (3) the dimensionality of instruments presumed to consist of subscales is seldom tested; (4) tests of criterion-related validity are routinely omitted; and (5) formal tests of measures' construct validity are seldom provided, necessitating that one infer validity based on the results obtained. The absence of "gold standard" measures, the attendant difficulty in formulating a coherent picture of this body of research, and suggestions for psychometric improvements are noted.

KEYWORDS

Discrimination; gay men; lesbian women; psychometric; sexual minority; stigma

Sexual stigma refers to stereotyping, prejudice, and discrimination directed toward individuals perceived to be non-heterosexual (Herek, 2009). Herek, Gillis, and Cogan (2009) asserted that sexual minorities may experience this stigma in three unique ways. First, individuals may be subject to "enacted stigma," which represents relatively overt discrimination that may manifest in the form of hate crimes, social ostracism, and the use of anti-gay epithets. Second, individuals may experience "felt stigma," which denotes awareness that persons and institutions are homo- and binegative and consequent engagement in strategies designed to hide one's sexual minority status (e.g., being closeted). Third, and finally, individuals may suffer from "internalized

stigma,” which refers to “negative and distressing thoughts and feelings” about one’s sexuality “which are attributed to experiences of cultural heterosexism and victimization” (Williamson, 2000, p. 105).

Katz-Wise and Hyde’s (2012) recent meta-analytic review of studies examining the victimization experiences of lesbian, gay, and bisexual (LGB) persons underscores the prevalence of “enacted stigma.” Based on information derived from 138 studies (published between 1992 and 2009) consisting of 186 independent samples ($N = 60,203$ participants), the authors found that 55% of LGB individuals reported experiencing “verbal harassment”; 45% suffered “sexual harassment”; 40% reported “being followed”; 37% were “threatened”; and 28% were “physically assaulted.” In addition, 41% stated that they knew other LGB persons that had been victimized.

Katz-Wise and Hyde (2012) noted that an important strength of their meta-analysis was that it offered a comprehensive and current picture of LGB victimization, both in the United States and internationally. However, they also reported that a key limitation pertained to the measurement of victimization—in particular, the fact that various instruments were created specifically for a given study and, thus, possessed questionable psychometric integrity. While the authors identified measures that were used most often to assess victimization, they did not evaluate the psychometric strengths or weaknesses of these scales.

The purpose of the current narrative review is to address this omission by detailing the psychometric properties of published measures designed to assess LGB victimization. Of particular interest are the measures’ (1) scale score reliability; (2) factor structure; and (3) validity (i.e., content, criterion-related, and construct). Congruent with other narrative reviews on topics such as mental illness–related stigma (e.g., Brohan, Slade, Clement, & Thornicroft, 2010), it is anticipated that our assessment will assist investigators in choosing measures best suited to meet the objectives of their research.

Method

Various academic databases (e.g., PsycINFO, Google Scholar) were reviewed. Keywords such as “gay men,” “lesbian,” “homosexual,” “bisexual,” “sexual orientation,” and “sexual minority” were combined with searches for “discrimination,” “homophobia,” “prejudice,” and “victimization.” T Morrison, Bishop, and Parker-Taneo conducted separate searches. To enhance the breadth of the review, the references listed in each article were scrutinized for suitability. As well, Google Scholar was used to identify papers that subsequently cited any of the articles we targeted.

Papers were omitted if they (1) were review articles (e.g., Ryan & Rivers, 2003) or qualitative in nature (e.g., Bostwick & Hequembourg, 2014; Platt & Lenzen, 2013); (2) did not measure “enacted stigma” as it pertained to sexual

orientation (e.g., Bontempo & D'Augelli, 2002; Ibanez, Marin, Flores, Millett, & Diaz, 2009); (3) included items in their measure of “enacted stigma” that were more indicative of “felt stigma” (e.g., Diaz, Ayala, Bein, Henne, & Marin, 2001; Gilbert & Rhodes, 2014); or (4) used generic (i.e., nonsexual minority specific) indices of trauma, life stress, or victimization (e.g., Button, O'Connell, & Gealt, 2012; Hatzenbuehler, 2011; Ueno, 2005).

One hundred and sixty-two articles, with publication dates ranging from 1992 to 2015, were retained for review. Inspection of participant demographics revealed that only 31 (19.1%) of these papers included non-American LGB respondents. Few measures were used by multiple research teams, with only two scales appearing in four or more of the studies we examined: the Workplace Heterosexist Experiences Questionnaire (Waldo, 1999; $n = 4$) and the Heterosexist, Harassment, Rejection, and Discrimination Scale (Szymanski, 2006; $n = 12$). Instead, the creation of ad hoc measures appeared to be standard practice.

Each article was reviewed to determine the psychometric properties of the measure or measures specified therein. Four elements were of particular interest. First, for instruments that contained multiple items and involved the computation of a total score, we looked for some estimate of reliability (e.g., Cronbach's alpha¹). Next, for multi-item measures—in particular, those that contained subscales—we evaluated whether tests of dimensionality were conducted (e.g., exploratory factor analysis [EFA]). Third, we reviewed measures for evidence of content validity,² which reflects the “comprehensiveness and representativeness” of the items appearing on a scale (Yaghmaie, 2009, p. 25). A particularly important determinant of content validity is the degree to which members of the targeted population (i.e., sexual minority persons) have been involved in the creation and refinement of a measure (Yaghmaie, 2009). Fourth, we examined scales' criterion-related and construct validities.³ In its concurrent form, criterion-related validity may be defined as the degree to which scores on a new instrument correlate with scores on a gold standard measure of the same or a highly related variable (Kimberlin & Winterstein, 2008). Construct validity, on the other hand, may be tested in various ways such as convergent validity (i.e., scores on the measure of interest and theoretically relevant constructs should be correlated); discriminant validity (i.e., scores on the measure of interest and theoretically irrelevant constructs should not be correlated); or group differentiation or known-groups validity (i.e., predicted differences between two or more groups on the construct measured by the scale should emerge; Livingstone & Day, 2005). For the current review, group differentiation typically involved comparing LGB persons that had/had not experienced various forms of victimization in terms of their physical/psychological wellbeing.

If evidence of the indicator in question was provided, a check mark (✓) was given. If no details about the indicator were furnished, an X was issued. When a given indicator was not relevant to the scale in question (e.g., tests of dimensionality are unnecessary for measures of victimization consisting of one or two items), NA (not applicable) was used. Finally, a question mark (?) was assigned in cases where the indicator was not tested directly but supportive evidence could be inferred from the results obtained. This typically involved measures' construct validity.

Results

Each of the targeted elements (i.e., reliability, dimensionality, content validity, criterion-related validity, and construct validity) will be discussed in relation to the articles reviewed, with illustrative examples provided to highlight the points raised.

Reliability

Measures of discrimination containing two or more items were identified in 135 articles (83.3%). Of these, 42 (31.1%) computed total scale scores for one or more indicators of LGB discrimination but did not furnish any evidence of scale score reliability. Of the remaining 93 articles, 87 (93.5%) used Cronbach's alpha; one (1.1%) used mean correlation coefficients (Hershberger, Pilkington, & D'Augelli, 1997); and one (1.1%) employed both Cronbach's alpha and test-retest reliability (Brewster & Moradi, 2010). Four articles (3.4%) were classified as "?." For example, Molero, Recio, Garcia-Ael, Fuster, and Sanjuan (2013) measured discrimination on the basis of five minority statuses, one of which was gay/lesbian; yet Cronbach's alpha coefficients were not reported for each status individually.

The overwhelming reliance on Cronbach's alpha to test scale score reliability is problematic. Dunn, Baguley, and Brunsden (2014a) noted that Cronbach's alpha is defined by the essentially tau-equivalent model, which contains assumptions such as unidimensionality and scale items having uniform true score variance. Unfortunately, these types of assumptions are rarely met with psychological instruments, and their violation renders Cronbach's alpha unsuitable as an indicator of reliability. In a recent review article, Peters (2014) echoed this point: "when the assumptions of essential tau-equivalence are violated, the only thing you can be sure of when you know the value of Cronbach's alpha is that the test's reliability cannot possibly be that value" (p. 60). For these reasons, Dunn et al. recommended computing omega, which adheres to the congeneric model—a model that makes fewer unrealistic assumptions about data and serves as a more sensible index of scale score reliability.

Dimensionality

Assessments of factor structure were relevant to all articles that listed at least one discrimination measure consisting of three⁴ or more items. One hundred and thirty-nine articles (85.8%) met this criterion. However, of this number, only 13 (9.4%) tested scale dimensionality⁵. This omission is problematic as—in many cases—researchers still operated from the assumption that specific scale items formed logically coherent groupings. For example, Dragowski, Halkitis, Grossman, and D’Augelli (2011) asserted that their 6-item measure of lifetime sexual orientation victimization was composed of two subscales: verbal victimization (three items) and physical victimization (three items). As the authors did not conduct an exploratory factor analysis (EFA), it is impossible to determine whether the six questions may be partitioned into these two categories. Indeed, alternate groupings appear possible (e.g., “threats of violence,” which the authors list as an indicator of verbal victimization, may be linked with “threat of attack with a knife, gun, or weapon,” which is categorized as an indicant of physical victimization). Similarly, Woodford and associates (2014) generated 11 scale items that (purportedly) assess (1) personal/ambient hostility, (2) incivility, and (3) heterosexual harassment. No statistical information is furnished in support of these three classifications.

Tests of dimensionality also are important because factors may be differentially associated with key outcome variables. For instance, Szymanski’s (2006) principal components analysis of the Heterosexual Harassment, Rejection, and Discrimination scale suggested that a three-component solution was appropriate: (1) harassment and rejection; (2) workplace/school discrimination; and (3) other discrimination (e.g., being treated unfairly by strangers). All three subscales correlated significantly with measures of somatization and obsessive compulsiveness; however, differences were noted for depression and anxiety (i.e., workplace/school discrimination did not correlate significantly with either variable). To further illustrate this point, Brewster and Moradi’s (2010) principal axis factor (PAF) analysis of questions designed to measure anti-bisexual discrimination led to 17 items being retained. Eight of these items loaded on a factor titled “Sexual Orientation Instability”; four items loaded on a factor labeled “Sexual Irresponsibility”; and five items loaded on a factor titled “Interpersonal Hostility.” Underscoring the observation that different factors may correlate differentially with other variables, only the first factor was significantly associated with internalized biphobia.

Of the 13 studies that examined the factor structure of LGBT discrimination measures, none adopted all of the best practice guidelines articulated by Henson and Roberts (2006, pp. 409–410). Common mistakes included: (1) appearing to conflate principal components analysis and exploratory factor

analysis (e.g., Ragins & Cornwell, 2001); (2) providing insufficient details about the fit statistics that were used (e.g., Waldo, 1999), the size of the eigenvalues (e.g., Brewster & Moradi, 2010), or the factor loadings (e.g., Delgado & Castro, 2014); (3) overly liberal interpretations of fit statistics (e.g., Bruce, Ramirez-Valles, & Campbell, 2008); and (4) questionable retention of factors (e.g., Martin-Storey & August, 2015)⁶.

Content validity

Of the 162 articles we reviewed, only five (3.1%) clearly articulated how they assessed the content validity of their discrimination measure. For example, to better understand the stressors experienced by LGBT persons, Balsam and associates (2013) conducted focus groups and one-on-one interviews with a demographically heterogeneous group of LGBT adults. Codes from the resultant transcripts then were reviewed by the principal investigator for the purpose of generating an initial pool of items for a measure titled the Daily Heterosexist Experiences Questionnaire. In a follow-up study, this initial pool was supplemented with additional items created from an analysis of open-ended responses to a survey. Similarly, in creating the Homonegative Microaggressions Scale (HMS), Wright and Wegner (2012) adopted a number of strategies to ensure that their measure reflected the “everyday verbal, behavioral, and environmental slights aimed at sexual minorities (i.e., microaggressions)” (p. 37). First, in collaboration with a small group of graduate students, the principal investigator engaged in a brainstorming session whereby all possible microaggressions that could be directed toward sexual minorities were elucidated. Scale items then were generated to capture the points raised by the research team. Second, the pool of scale items was distributed to experts in the areas of microaggressions and sexual minority stress. Feedback from these content experts was used to refine the instrument. Third, a small pilot study was conducted with “lay experts” (i.e., persons that reflect the population of interest; namely, LGB persons). Based on respondents’ answers to the open-ended portions of the survey, eight additional items were added to the HMS.

Nineteen of the 162 articles (11.7%) received a “?” as they provided insufficient details for us to determine whether the measure was or was not content valid. To illustrate: Bruce and associates (2008) “used life history data and several available measures” (p. 240) to create their 10-item scale. No information is given about the collection or analysis of the life history data and how the data were used to generate items. As well, the reader does not know why certain preexisting measures were targeted or how their items were selected. Woodford and associates (2014) reported that their measures of personal/ambient hostility, incivility, and heterosexist harassment were created “after reviewing the literature and in consultation with the advisory

group and LGBT office and student affairs staff” (p. 149). Unfortunately, the authors do not particularize the literature that was reviewed; how this review translated into the formulation of scale items; and the ways in which consultation with “experts” informed scale refinement.

The most common occurrence in the articles we reviewed was the omission of any discussion of content validity. There were myriad instances where vague language was used such as “adapted from” (e.g., Chen & Tryon, 2012, p. 543; McGarrity, Huebner, & McKinnon, 2013, p. 688; Reisen, Brooks, Zea, Poppen, & Bianchi, 2013, p. 211); “using a modified version of” (e.g., Irwin, Coleman, Fisher, & Marasco, 2014, p. 1179); “using questions derived from” (e.g., McCabe, Bostwick, Hughes, West, & Boyd, 2010, p. 1947); “based on the work of” (Liu & Mustanski, 2012, p. 224); “adapted to focus on” (Huxley, 2013, p. 10); “an adapted version of” (Doyle & Molix, 2014a, p. 605); and “reworded to apply to discrimination based on sexual orientation” (Fingerhut, Peplau, & Gable, 2010, p. 106). However, discussion pertaining to the nature of these amendments and whether scale items applicable to one marginalized group still possessed relevance when targeting sexual minorities was elided.

In relation to the latter point, some authors operated from the assumption that measures of discrimination focusing on “race” or “sex” could be readily extended to LGBT persons. For example, Szymanski (2006) used the Schedule of Racist Events (SRE; Landrine & Klonoff, 1996) and the Schedule of Sexist Events (SSE; Klonoff & Landrine, 1995) as a foundation for her lesbian-focused Heterosexist Harassment, Rejection and Discrimination Scale.⁷ The relevance of these items to lesbian women was not investigated, nor did the author assess whether the full spectrum of types of discrimination directed at lesbian women was adequately represented by these schedules. Inspection of the SRE and SSE also reveals certain deficiencies that compromise their psychometric soundness and, in turn, their suitability as scale “blueprints.” First, the content validity of both measures is unclear. For the SRE, the authors stated that the development of scale items was informed by the “literature on racism” (Landrine & Klonoff, 1996, p. 148), whereas for the SSE, the authors merely reported that they constructed 20 questions. Second, some of the items were double-barreled (e.g., “How many times have you been made fun of, picked on, pushed, shoved, hit, or threatened with harm because you are Black?”). Third, while the SRE measures the appraisal of discriminatory events in terms of perceived stressfulness,⁸ the SSE does not and, consequently, accords the same “weight” to events that may differ in their ability to cause distress. To illustrate: is being treated unfairly by a stranger because one is a woman akin to being “pushed,” “shoved,” or “hit”? Fourth, as neither the SRE nor the SSE provides a “not applicable” option, one is unable to differentiate respondents for whom the event was not relevant from

respondents for whom the event was relevant but did not occur. For example, in response to the item, “How many times in the past year have you been treated unfairly by teachers or professors because you are Black/a woman?,” those who had a teacher or professor but were not treated unfairly would answer “never,” as would those who were not treated unfairly because they did not have a teacher or professor.

Criterion-related validity

Only three articles⁹ (1.9%), out of a possible 160,¹⁰ assessed this indicator of psychometric soundness. Wright and Wegner (2012) correlated scores on their Homonegative Microaggressions Scale (HMS) with scores on measures assessing similar constructs—namely, perceived discrimination (PD) and the frequency of experiencing oppressive situations due to one’s sexual orientation. As predicted, scores on the HMS were significantly associated with PD and oppressive episodes. Delgado and Castro (2014) investigated the relationship between scores on their newly created measure (the Subjective Scale of Stigma and Discrimination [SISD]) and additional indicators of discrimination/victimization attributable to sexual orientation or gender identity. Statistically significant correlations were noted between scores on the SISD and scores on the measures examining discriminatory/victimizing experiences.

For the remainder of the articles, no evidence of criterion-related validity was furnished. Given the ad hoc nature of the scales we reviewed, the omission of this type of validation is a concern.

Construct validity

Of the 162 articles reviewed, four (2.5%) explicitly tested the construct validity of their measures; 19 (11.7%) did not offer any evidence in support of this psychometric indicator; and 139 (85.8%) offered indirect evidence (i.e., findings allowed one to make inferences about scale score validity). Studies illustrating each of these outcomes will be reviewed briefly.

To test construct validity, Balsam and colleagues (2013) hypothesized that scores on the Daily Heterosexist Experiences Questionnaire (DHEQ) would correlate positively with indicators of psychosocial maladjustment (e.g., depression, anxiety, and symptoms of posttraumatic stress disorder). These predictions were confirmed: total scores on the DHEQ were significantly associated with the three measures of maladjustment (*rs* ranged from .41 to .54). Wright and Wegner (2012) examined the relationship¹¹ between scores on the Homonegative Microaggressions Scales (HMS) and self-esteem as well as problematic features of LGB identity development (e.g., negative identity, which is illustrated by scale items such as “I would rather be straight if I could”). The authors predicted that individuals reporting more frequent

microaggressions as well as those indicating that they are more often bothered or affected by microaggressions would evidence lower levels of self-esteem and greater negative identity development (i.e., they would be more conflicted by their sexual minority status). Regression analyses supported these predictions: (1) when self-esteem served as the outcome variable, statistically significant negative beta coefficients were obtained for homonegative microaggressions as well as their reported impact; and (2) for negative identity, significant positive beta coefficients were reported for frequency and impact of homonegative microaggressions. These findings offered strands of evidence supporting the construct validity of the HMS.

The 19 studies receiving an “X” for this indicator of psychometric soundness provided little and, in some cases, no evidence of construct validity. For example, van Bergen and associates (2013) measured Dutch LGB youths’ experiences of homophobic victimization by parents, by family members external to the nuclear family, by neighbors, and at school. Single-item indicators of each source of discrimination were used. The authors’ central objective was to examine the relationship between these indicators of discrimination and suicidality (i.e., suicidal ideation and attempts). Inconsistent findings were obtained: suicidal ideation was associated with victimization occurring at school and by neighbors (but not by parents or other family members), whereas suicide attempts were associated with victimization occurring in school and by parents (but not by other family members and neighbors). It is difficult to determine whether these findings are robust or reflect idiosyncrasies based, in part, on the reliance of measures with unknown validity. In a study examining quality of life among female heterosexual and sexual minority breast cancer survivors, Boehmer and colleagues (2012) measured discrimination attributable to seven characteristics, one of which was sexual orientation. The authors did not find that discrimination occurring because of one’s sexual minority status was a statistically significant predictor of lesbian or bisexual women’s physical or mental wellbeing. Given such null findings, one is unable to disentangle the following possibilities: (1) following breast cancer, lesbian and bisexual women’s wellbeing is not associated with victimization episodes; or (2) an association exists—however, the single-item indicator used by the authors does not constitute a valid measure of discrimination.

The majority of studies did not explicitly test the construct validity of their measures of discrimination but, rather, obtained results that suggest the scales in question were construct valid. For example, Reisen et al. (2013) examined the relationships between discrimination experiences due to being gay or effeminate and ethnic discrimination, depression, and gay collective identity (i.e., the saliency of a person’s sexual orientation to him or herself). As expected, participants reporting greater levels of discrimination due to their sexual minority status also reported possessing a stronger gay identity and experiencing greater levels of ethnic discrimination and depression.

McGarrity et al. (2013) examined the singular and interactive “effects” of personal discrimination and perceived group stigma on depression and suicidal ideation. Regression analysis, with depression serving as the criterion measure, revealed that a personal discrimination by group stigma interaction emerged as a statistically significant predictor variable. Decomposing this interaction suggested that, at high and mean levels of personal discrimination, group stigma was not significantly associated with depression. Rather, when personal discrimination was low, gay male participants reporting greater levels of group stigma evidenced greater levels of depression. Logistic regression analysis was used to investigate the predictive capacity of group stigma and perceived discrimination on suicidal ideation. While neither group stigma nor the interaction between perceived discrimination and stigma were statistically significant predictors, perceived discrimination was—that is, the higher the level of discrimination, the greater the likelihood that participants reported having “thought seriously about committing suicide in the previous two weeks” (p. 689).

Conclusion

This extensive review suggests that an overwhelming majority of the measures used to assess LGB discrimination did not adhere to best-practice recommendations for scale development and validation. Basic features of psychometrically sound instruments such as validity (content, criterion-related, and construct) and dimensionality were routinely ignored. While many of the studies we examined provided evidence of scale score reliability, the most commonly used metric was Cronbach’s alpha, which possesses assumptions that real-life, psychological data are unlikely to satisfy. None of the studies used omega, an indicator of reliability recommended by psychometrists (see Dunn et al., 2014a).

Each of the measures appearing in the 162 articles we reviewed was assessed on five characteristics: reliability, factor structure, content validity, criterion-related validity, and construct validity. A check mark (✓) for each characteristic would result in a “perfect” score of five points. Inspection of [Appendix 1](#) reveals that only one measure achieved this rating: Balsam et al.’s (2013) Daily Heterosexist Experiences Questionnaire (DHEQ). To ensure content validity, the authors conducted focus groups and one-on-one interviews with LGBT persons to assist in the creation of scale items. This initial pool was then subjected to exploratory factor analysis, which resulted in the removal of various items. As well, respondents’ comments on an open-ended question appearing at the end of the survey were used to create additional items for the DHEQ. This iteration of the DHEQ was, again, factor analyzed, resulting in a final 50-item version. Total scores on the 50-item DHEQ then were correlated with various criterion-related and construct validity coefficients (e.g., LGB discrimination and psychosocial maladjustment,

respectively). Balsam et al.'s reliance on Cronbach's alpha may be problematic, and, as the authors noted, confirmatory factor analysis—using heterogeneous LGBT samples—is needed to determine the replicability of the 9-factor model identified for their scale. Given that Balsam and colleagues sampled American participants, the cross-cultural utility of the DHEQ also is unknown. However, despite these caveats, from a psychometric standpoint, the DHEQ was the strongest measure we evaluated.

In a recent meta-analytic review, Katz-Wise and Hyde (2012) observed that “standardized measures of victimization should be adopted to permit better generalization across studies” (p. 158). We concur with this observation. Even within the realm of single-item measures, how does one integrate studies that assess “homophobic teasing” (e.g., Birkett, Espelage, & Koenig, 2009), verbal harassment (e.g., D’Anna et al., 2012), being threatened with physical violence because of one’s sexual minority status (Herrick, Kuhns, Kinsky, Johnson, & Garofalo, 2013), “being physically attacked because of one’s sexual orientation” (Kimmel & Mahalik, 2005, p. 1186), getting “queer-bashed” (Lampinen et al., 2008, p. 1029), and perceiving unfair treatment because of one’s sexual orientation (Lyons, Pitts, & Grierson, 2013)? Whether these sorts of indicators reflect the same higher-order variable or differ in unique ways from each other are empirical questions that have yet to be answered.

In closing, it is imperative that researchers adhere to best-practice recommendations when creating and refining measures of discrimination. LGB persons and experts in the areas of psychometrics and sexual minority discrimination should be used to ensure scales are content-valid. Omega, rather than Cronbach's alpha, should be used to measure scale score reliability. Both exploratory and confirmatory factor analyses need to be conducted to elucidate scales' factor structure (i.e., their dimensionality). It is critical that measures' criterion-related validity be tested, with Balsam et al.'s Daily Heterosexist Experiences Questionnaire possibly serving as a quasi-gold standard. Finally, construct validity (convergent, divergent, and known groups) should be tested explicitly. In the absence of this type of rigorous assessment, it will be impossible to formulate a coherent picture of sexual minorities' discriminatory experiences and the relationships between discrimination and indices of physical and psychological wellness.

Notes

1. The computation of total scores is potentially problematic as doing so assigns equal weight to forms of victimization that potentially differ in severity. For example, is “being called a homophobic name” such as *fag* or *sissy* comparable to being “pushed, shoved, hit or threatened with harm” (e.g., McGarrity et al., 2013)? Similarly, does “being treated unfairly by strangers” because of one’s sexual orientation have the same potential to cause harm as “being treated unfairly by an employer, boss, or supervisor” (e.g., Szymanski, 2006)?

2. If the authors were using a measure that had been created previously, the source article was reviewed for evidence of content validity and criterion-related validity.
3. We endorse the contemporary perspective that validity is a unitary concept requiring an “evidentiary chain which clearly links the interpretation of the assessment scores or data to a network of theory, hypotheses, and logic which are presented to support or refute the reasonableness of the desired interpretations” (DeVon et al., 2007; Downing, 2003, p. 831). However, for ease of presentation, we have differentiated between criterion-related and construct validity.
4. We recognize that, in the event of a multifactor solution, scales consisting of three items would be problematic as one or more factors would be underrepresented (i.e., they would contain an insufficient number of items). However, for unidimensional solutions, three items would be adequate (see Costello & Osborne, 2005; Floyd & Widaman, 1995).
5. Dimensionality is not a “fixed” property of a scale and, consequently, should be explored with each new sample.
6. Sexual Orientation Factor 2 was represented by a single item (“Seriously hurt or hospitalized because of your sexual orientation”).
7. Huebner and colleagues (2005) also used the SRE and SSE for the purposes of creating a measure of perceived anti-gay discrimination. The same concerns, expressed for Szymanski’s (2006) scale, also apply.
8. This feature of the SRE was omitted in the measures created by Huebner and colleagues (2005) and Szymanski (2006). The authors do not provide a rationale for this omission.
9. In both studies, criterion-related validity was erroneously identified as construct validity.
10. This indicator was not applicable for two articles in which novel constructs (e.g., bisexual-specific forms of discrimination—Brewster, Moradi, DeBlaere, & Velez, 2013) were measured.
11. Wright and Wegner (2012) framed these hypotheses in terms of criterion-related validity; however, in actuality, they embody convergent validity, which falls under the rubric of construct validation.

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Appendix 1. Psychometric review of LGB discrimination measures.

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Almeida, Johnson, Corliss, Molnar, and Azrael (2009)	1-item measure of discrimination due to perceived SO	NA	NA	X	X	?
N = 1,032 youth (age 13–19) (10% LGBT)						
Andriopoulos et al. (2015)	5-item healthcare discrimination due to SO scale	✓	X	X	X	?
N = 670 MSM and T women	1-item measure of maltreatment due to SO, TW, or perceived SM	NA	NA	X	X	?
N = 506 MSM (El Salvador)						
Austin and Craig (2013)	8-item generic measure of everyday discrimination	✓	X	X	X	?
N = 207 LBG adolescents						
Baams, Beek, Hille, Zevenbergen, and Bos (2013)	7-item experienced rejection scale	✓	X	X	X	?
N = 192 LGB youth (16–24 years) (The Netherlands)						
Baams, Grossman, and Russell (2015)	6-item frequency of lifetime SO victimization	✓	X	X	X	?
N = 876 LGB youth (15–21 years)						
Bachmann and Simon (2014)	24 items regarding hostility due to SO	X	X	X	X	?
N = 1039 G men (Germany)	52 items regarding discrimination incidents due to SO	X	X	X	X	?
Balsam et al. (2013)	50-item Daily Heterosexist Experiences Questionnaire	✓	✓	✓	✓	✓
N = 119 LGBT adults (Study 1)						
N = 900 LGBT adults (Study 2)						
N = 852 LGBT adults (Study 3)						
Balsam et al. (2015)	9-item measure of perceived general discrimination (asked to indicate if related to SO)	✓	X	X	X	?
N = 967 LB women	9-item measure of SO discrimination and/or victimization	X	X	X	X	?
Balsam and Szymanski (2005)						
N = 272 LB women						
Bauermeister et al. (2014)	3 items regarding sexuality-related workplace discrimination	X	X	X	X	?
N = 397 MSM						

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Bianchi, Zee, Poppen, Reisen, and Echeverry (2004) N = 140 HIV+ Latino MSM	7-item Experiences of Gay Discrimination	✓	X	X	X	?
Birkett et al. (2009) n = 776 LGB adolescents n = 342 Q adolescents n = 5549 H adolescents	1-item measure of experienced "homophobic" teasing	NA	NA	X	X	?
Boehmer, Clark, Timm, Glickman, and Sullivan (2011) n = 112 SM women (convenience sample) n = 69 SM women (registry sample)	1-item measure of discrimination due to SO	NA	NA	X	X	X
Boehmer et al. (2012) n = 257 H women (registry sample) n = 112 SM women (convenience sample)	1-item measure of discrimination due to SO	NA	NA	X	X	X
Bogart, Landrine, Galvan, Wagner, and Klein (2013) n = 181 Black HIV+ MSM n = 167 Latino HIV+ MSM	10-item Multiple Discrimination Scale (SO one of the options to explain experiences)	✓	✓	✓	X	?
Bostwick, Boyd, Hughes, West, and McCabe (2014) n = 577 LGB adults n = 33598 H adults	6-item measure assessing discrimination because presumed to be LGB	X	X	X	X	?
Brewster and Moradi (2010) N = 699 B adults (Study 1) N = 176 B adults (Study 2) (<1% Location Unavailable)	17-item Anti-Bisexual Experiences Scale. ABES is completed twice: "prejudice events" from LG/ H	✓	✓	?	NA	✓
Brewster et al. (2013) N = 411 B adults (U.S., Canada, Mexico)	17-item ABES; completed twice	✓	X	?	NA	?

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Bruce et al. (2008) N = 643 Latino GBT adults	10-item measure assessing stigma experienced due to SO	✓	✓	?	X	?
Bruce, Stall, Fata, and Campbell (2014) N = 200 young MSM	8-item measure of SO stigma	✓	X	?	X	?
Burns, Kamen, Lehman, and Beach (2012a) N = 307 G men	9-item measure of frequency of discrimination for G men	✓	X	X	X	?
Burns, Kamen, Lehman, and Beach (2012b) N = 307 G men	9-item measure of frequency of discrimination for G men	✓	X	X	X	?
Burton, Marshal, Chisolm, Sucato, and Friedman (2013) N = 197 adolescents	4-item measure of sexual minority-specific victimization	✓	X	X	X	?
Calabrese, Meyer, Overstreet, Haile, and Hansen (2015) N = 198 Black/White LG adults	8-item version of the Everyday Discrimination Scale	X	X	X	X	X
Carter, Mollen, and Smith (2014) N = 165 LGB adults	22-item Workplace Heterosexist Experiences Questionnaire	✓	X	?	X	?
Cathey, Norwood, and Short (2014) N = 439 adults	18-item General Sexual Orientation Scale	✓	X	X	X	?
Chen and Tryon (2012) N = 139 Asian American G adults	4-item measure assessing personal and vicarious discrimination based on SO/fear of AIDS	✓	X	X	X	?
Chesir-Teran and Hughes (2009) N = 2,172 SM adolescents	7-item measure of victimization due to being or perceived as being "queer"	✓	X	X	X	?
Choi, Paul, Ayala, Boylan, and Gregorich (2013) N = 1,196 ethnic minority MSM	4-item summative index of experiences of "homophobia" within the community 3-item measure of perceived "homophobia among H friends 4-item measure of perceived "homophobia" among family	X	X	✓	X	?
		✓	X	✓	X	?
		✓	X	✓	X	?

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
D'Anna et al. (2012) N = 1995 LGB adults	1 item of perceived verbal harassment due to SO	NA	NA	X	X	?
D'Augelli (1992) N = 121 LGB undergraduate students.	8-item measure of harassment due to (perceived) SO	NA	X	X	X	?
D'Augelli (2002) N = 542 LGB adolescents (U.S., Canada)	6-item measure of "lifetime victimization" due to SO	X	X	X	X	?
D'Augelli (2003) N = 206 LB adolescents (U.S., Canada)	9-item measure of "lifetime victimization" due to SO (3 items regarding victimization by family members)	X	X	X	X	?
D'Augelli and Grossman (2001) N = 416 older LGB adults (U.S., Canada)	7-item measure of different forms of direct victimization due to SO	NA	X	X	X	?
D'Augelli, Grossman, Salter, Vasey, (2005) N = 293 LGB youth	1-item measure of verbal victimization due to SO	NA	NA	X	X	?
D'Augelli, Grossman, and Starks (2005) N = 361 LGB youth	12-item measure of experience of lifetime verbal abuse due to SO	✓	X	X	X	?
D'Augelli, Grossman, and Starks (2006) N = 528 LGB youth	3-item measure of victimization due to SO	X	X	X	X	?
D'Augelli, Hershberger, and Pilkington (1998) N = 105 LGB youth (14–21 years of age)	3-item measure of victimization by family members due to SO	NA	X	X	X	X
D'Augelli, Pilkington, and Hershberger (2002) N = 350 LGB adolescents (U.S., Canada, NZ)	7-item measure of victimization due to SO	X	X	X	X	?

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
DeBlaiere et al. (2014) N = 134 SM women of color (Location Unavailable)	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
Delgado and Castro (2014) n = 325 G men n = 112 T women (Chile)	23-item measure, Subjective Scale of Stigma and Discrimination	✓	✓	?	✓	✓
Derlega et al. (2011) N = 153 LGBT adults (Location Unavailable)	41-item measure of the frequency of stressors associated with a minority SO	✓	X	?	?	?
Doyle and Molix (2014a) N = 47 G men (Study 2)	5-item measure of perceived discrimination based on SO	✓	X	X	X	?
Doyle and Molix (2014b) N = 115 G men	5-item measure of perceived discrimination based on SO	✓	X	X	X	?
Dragowski, Halkitis, Grossman, and D'Augelli (2011) N = 350 LGB youth (US, Canada, NZ)	6-item measure of "lifetime victimization" due to perceived SO	X	X	X	X	?
Dunn, Gonzalez, Costa, Nardi, and Iantaffi (2014b) N = 388 SM men (Brazil)	7-item measure of "enacted stigma" (2 items not included in analysis)	✓	X	?	X	?
Durso and Meyer (2013) N = 396 LGB adults	8-item measure of everyday discrimination (SO one option as reason for discrimination)	✓	X	X	X	X
Eaton (2014) N = 34,653 adults (n = 577 LGB adults)	6-item measure of lifetime history of perceived SO-related victimization	X	X	X	X	?
Elze (2002) N = 184 LGB adolescents	27-item measure of victimization due to SO	NA	X	X	X	?

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Elze (2003) N = 184 LGB adolescents (aged 13 to 15 years)	9-item measure of victimization due to SO	NA	X	X	X	?
Feinstein, Goldfried, and Davila (2012) N = 467 LG adults (Location Unavailable)	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
Feinstein, Wadsworth, Davila, and Goldfried (2014) N = 414 LG adults (Location Unavailable)	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
Fingerhut et al. (2010) N = 449 LG adults	Measure assessing incidents of discrimination based on SO (number of items is unspecified)	✓	X	X	X	?
Finneran and Stephenson (2014) N = 1,575 GB men (Location Unavailable)	11-item measure of "homophobic discrimination"	✓	X	X	X	?
Friedman and Ayres (2013) n = 107 SM college-aged women n = 173 H college-aged women	8-item measure of "gendered heterosexism"	✓	X	X	X	?
Friedman and Leaper (2010) N = 83 SM women	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
Frye et al. (2015) N = 1,369 MSM adults	8-item measure of "gendered heterosexism"	✓	X	X	X	?
Gamarel, Reisner, Parsons, and Golub (2012) N = 294 G men	1-item measure of discrimination based on SO (asked twice: home neighborhood/social neighborhood; last 3 months)	NA	NA	X	X	?
Garnett et al. (2014) N = 965 ethnic minority HS students	9-item measure of everyday discrimination (asked to provide "domain"/reason)	✓	X	X	X	?
Garnett et al. (2015) N = 927 ethnic minority HS students	1-item measure of discrimination (SO one of the options to explain why)	NA	NA	X	X	?
	1-item measure of having been bullied (SO one of the options)	NA	NA	X	X	?
	1-item measure of discrimination (SO one of the options to explain why)	NA	NA	X	X	?
	1-item measure of having been bullied (SO one of the options)	NA	NA	X	X	?

(Continued)



Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Gates and Mitchell (2013) N = 215 LGB adults	25-item [sic] Workplace Heterosexist Experience Questionnaire	X	X	?	X	?
Gattis, Woodford, and Han (2014) n = 393 SM youth n = 1,727 H youth	13-item measure of perceived interpersonal discrimination (unknown number of items related to homonegativity)	?	X	?	X	X
Gevonden et al. (2014) n = 5,927 adults (2.7% SM men; 1.3% SM women) (Study 1) (The Netherlands)	1-item measure of discrimination due to SO	NA	NA	X	X	X
Greene and Britton (2014) N = 610 LGBTQQ adults	6-item Dangers to Safety subscale	✓	X	?	X	?
Grollman (2012) N = 1,052 youth (age 15–25)	9-item Verbal Harassment and Intimidation subscale (both are from the unpublished Gay and Lesbian Oppressive Situations Inventory-Frequency)	✓	X	?	X	?
Grossman, D'Augelli, and O'Connell (2002) N = 416 LGB adults (aged 60+) (US, Canada)	1-item measure of general discrimination (SO an option as to reason why)	NA	NA	X	X	?
Hamilton and Mahalik (2009) N = 315 middle-aged G men (Location Unavailable)	8-item measure of victimization due to SO	X	X	X	X	?
Hatzنبuehler, Nolen-Hoeksema, and Erickson (2008) N = 74 G men	1-item measure of a physical "anti-gay attack"	NA	NA	X	X	?
Hegna and Wichstrom (2007) N = 407 LGB adolescents and young adults (Norway)	3-item measure of personal or professional harassment or discrimination due to SO	NA	X	X	X	?
	3-item measure of threats of violence due to SO	X	X	X	X	?

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Herek (2009) N = 662 LGB adults	8-item measure of victimization, harassment, and discrimination due to SO	X	X	X	X	?
Herek, Gillis, and Cogan (1999) N = 2259 LGB men and women	1-item measuring victimization due to SO (four additional items regarding specifics of the victimization)	NA	X	X	X	?
Herek, Gillis, Cogan, and Glunt (1997) N = 147 LGB adults	10-item measure antigay victimization scale (two time periods: since age 16 and during past year)	NA	X	X	X	?
Herrick et al. (2013) N = 131 young SM women	1-item measure of "victimization due to SM status"	NA	NA	X	X	X
Hershberger and D'Augelli (1995) N = 194 LGB youth	3 categories of victimization due to SO	X	X	X	X	?
Hershberger, Pilkington, and D'Augelli (1996) N = 194 LGB youth	3 categories of victimization due to SO	X	X	X	X	?
Hershberger et al. (1997) N = 194 LGB youth	3 categories measure of victimization due to SO	✓	X	X	X	?
Hidaka and Operario (2006) N = 1025 GBQ men (Japan)	2-item measure of victimization/bullying due to SO	NA	NA	X	X	?
Hightow-Weidman et al. (2011) N = 351 ethnic minority young MSM	3-item measure of sexuality related bullying	X	NA	X	X	?
Huebner and Davis (2007) N = 334 GB men	15-item Perceived Anti-gay Discrimination Scale	✓	X	X	X	?
Huebner et al. (2005) N = 350 GB men	15-item Perceived Anti-gay Discrimination Scale	✓	X	X	X	?
Huebner, Rebchook, and Kegeles (2004) N = 1220 GB men	3-item measure of verbal harassment, discrimination, and physical violence	NA	NA	X	X	?
Huxley (2013) N = 232 SM women (England, <1% Location Unavailable)	9-item adapted measure of Experiences of Discrimination	✓	X	X	X	X
Irwin et al. (2014) N = 770 LGBT adults	5-item measure of "perceived discrimination" due to LGBT status	✓	X	X	X	?
Johns et al. (2013) N = 471 young SM women	5-item measure of "perceived violence" due to LGBT status 8-item measure of everyday discrimination modified for use with LGB populations	✓	X	X	X	?

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Kapadia, Halkitis, Barton, Siconolfi, and Figueroa (2014)	3-item measure of personalized "gay-related stigma"	X	X	X	X	?
N = 592 male SM youths (age 18–19 years)						
Kimmel and Mahalik (2005)	1-item measure of a physical "anti-gay attack"	NA	NA	X	X	?
N = 357 G men (Location Unavailable)						
Kleiman, Spanierman, and Smith (2015)	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
n = 97 H men						
n = 83 S/GM men (Canada)						
Konik and Cortina (2008)	6-item Heterosexist Harassment Scale	?	✓	X	X	?
N = 229 SM adults						
Krieger and Sidney (1997)	7-item measure assessing discrimination because of "sexual preference"	NA	X	X	X	X
n = 204 LGB adults						
n = 1,448 H adults						
Kuyper and Fokkema (2011)	1-item measure of negative reaction experienced due to SO	NA	NA	X	X	?
N = 389 LGB adults (The Netherlands)						
Lampinen et al. (2008)	1-item measure of being "queer-bashed"	NA	NA	X	X	?
N = 521 MSM (Canada)						
Lehavot and Simoni (2011)	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
N = 1381 LB women	6-item measure of prejudice events	✓	X	X	X	?
Levitt, Puckett, Ippolito, and Horne (2012)	29 items total that measured threats of violence (3), actual violence (15), discrimination (3), and crime victimization (8) (each explored separately)	X	X	X	X	X
N = 909 LGB women (US, Canada)		X	X	X	X	X
		X	X	X	X	X

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Lewis, Derlega, Berndt, Morris, and Rose (2002) <i>n</i> = 33 LGB adults (item development)	56-item Measure of Gay-related Stressors (MOGS)	✓	✓	?	X	?
<i>n</i> = 515 LGB adults (Sample 1) <i>n</i> = 464 LGB adults (Sample 2)						
Lewis, Derlega, Clarke, and Kuang (2006) <i>N</i> = 105 L women	70-item Measure of Lesbian-related Stressors (MOLS)	NA	X	?	X	?
Lewis, Derlega, Griffin, and Krowinski (2003) <i>N</i> = 204 LGB adults	56-item Measure of Gay-related Stressors (MOGS)	NA	X	?	X	?
Liu and Mustanski (2012) <i>N</i> = 246 LGB youth (age 16–20 years)	10-item measure of frequency of GBT victimization over past 6 months	✓	X	X	X	?
Lyons, Pitts, and Grierson (2013) <i>N</i> = 840 G men (Australia)	1-item measure of perceived unfair treatment due to SO	NA	NA	X	X	X
Marshal, Burton, Chisholm, Sucato, and Friedman (2013) <i>N</i> = 156 girls (41% SM)	4-item measure of gay-related victimization experiences	✓	X	X	X	?
Martin-Storey and August (2015) <i>N</i> = 251 university/college students (37% LGB)	6-item measure of SO harassment	✓	✓	X	X	?
Martin-Storey and Crosnoe (2012) <i>N</i> = 957 youth	1-item measure of SO harassment	NA	NA	X	X	?
Martin-Storey and Crosnoe (2014) <i>N</i> = 957 youth <i>n</i> = 42 LGB youth	1-item measure of SO harassment	NA	NA	X	X	?

(Continued)



Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Matthews et al. (2014) N = 243 SM Latina women	11-item dichotomous measure of general discrimination (indicated if due to SO)	?	X	X	X	?
Mays and Cochran (2001) N = 2917 adults	1-item general measure of discrimination (SO as a possible explanation) 9-item measure of frequency of experiences with "chronic daily discrimination" 6-item measure of SO discrimination experiences	NA NA	NA NA	X X X	X X X	? ? ?
McCabe et al. (2010) N = 577 LGB adults	6-item measure of SO discrimination experiences	X	X	X	X	?
McGarrity et al. (2013) N = 986 GB men	15 items adapted from the Schedule of Racist Events and the Schedule of Sexist Events	✓	X	X	X	?
McLaughlin, Hatzembuehler, and Keyes (2010) N = 34,653 (n = 577 LGB adults)	6-item Experiences of Discrimination scale (indicated if due to SO)	X	X	X	X	X
McRee, Esber, and Reiter (2015) N = 971 SM young adults	1-item measure of healthcare provider Discrimination due to SO	NA	NA	X	X	X
Mereish, O'Clairigh, and Bradford (2014) N = 1,457 LGB adults	2-item measure of verbal/physical attack due to LGB status	X	NA	X	X	?
Meyer (1995) N = 741 G men	2-item measure of "prejudice" due to SO	X	NA	X	X	?
Milburn, Ayala, Rice, Batterham, and Rotheram-Borus (2006) N = 227 homeless adolescents (37 LGB)	3-item measure of discrimination due to SO	X	X	X	X	?
Molero et al. (2013) n = 469 LG adults (Spain)	20-item multidimensional measure of perceived discrimination	?	?	X	X	?
Morris and Balsam (2003) N = 2431 LB women	7-item measure of anti-LGB victimization	NA	X	X	X	X

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Mustanski, Newcomb, and Garofalo (2011) N = 425 LGB youth (ages 16–24)	10-item measure of victimization due to SO	✓	X	?	X	?
O’Cleirigh et al. (2015) n = 1,309 GB men	1-item measure of being attacked physically	NA	NA	X	X	?
Pachankis et al. (2014) N = 374 GB men	1-item measure of being attacked verbally	NA	NA	X	X	?
	9-item measure of everyday discrimination adapted for SO	✓	X	X	X	?
Peter, Taylor, and Chamberland (2015) N = 5,766 LGBQ(+H) adolescents (Canada)	2-item measure of physical abuse due to SO/perceived SO	NA	NA	?	X	?
	2-item measure of exposure to “homophobic discourse” due to SO/perceived SO	NA	NA	?	X	?
Pilkington and D’Augelli (1995) N = 194 LGB adolescents (age 15–21)	4-item measure of non-physical abuse due to SO/perceived SO	NA	X	?	X	?
	9-item measure of scope/prevalence of SO-based victimization	X	X	X	X	?
	Unspecified-item measure of SO-based victimization at home	X	X	X	X	?
Pinel (1999) N = 63 adults (50 LG)	10-item measure of SO-based victimization at school	X	X	X	X	?
Plöderl et al. (2014) n = 255 SM adults n = 183 H adults (Bavaria)	4-item measure of SO-based victimization at work	X	X	X	X	?
	1-item measure of discrimination due to SO	NA	NA	X	X	?
	12-item measure of distal minority stress	✓	X	X	X	?
Poon, Saewyc, and Chen (2011) n = 4,884 H Asian youth n = 377 mostly H Asian youth n = 162 LGB Asian youth (Canada)	1-item measure of discrimination due to SO	NA	NA	X	X	?
Poteat and Espelage (2005) N = 191 youth (8th grade)	5-item Target subscale of the Homophobic Content Agent Target scale (extent to which students are called homophobic epithets)	✓	✓	X	X	?
Poteat and Espelage (2007) N = 143 young adolescents	5-item Target subscale of the Homophobic Content Agent Target scale (extent to which students are called homophobic epithets)	✓	X	X	X	?

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Ragins and Cornwell (2001) N = 534 LGB adults	15-item Workplace Discrimination/Prejudice Inventory modified for SO	✓	✓	X	X	?
Ragins, Cornwell, and Miller (2003) N = 534 LGB adults	15-item Workplace Discrimination/Prejudice Inventory modified for SO	✓	✓	X	X	?
Ragins, Singh, and Cornwell (2007) N = 534 LGB adults	7-item measure of perceptions of past discrimination in workplace due to SO	✓	X	X	X	?
Reisen et al. (2013)N = 301 HIV+ Latino G men	7-item measure assessing discrimination due to being gay/effeminate	✓	X	X	X	?
Risher et al. (2013) N = 343 MSM (Swaziland)	9-item scale measuring SO stigma and discrimination (4 items for "enacted stigma"; 3 items for "perceived social stigma")	X	X	X	X	?
Robinson and Espelage (2012) n = 588 LGBTQ adolescents n = 10,749 H adolescents	1 item assessing frequency of bullying due to perceived SO	NA	NA	X	X	?
Robinson and Espelage (2013) n = 530 LGBTQ adolescents n = 10,503 H adolescents	1 item assessing frequency of bullying due to perceived SO	NA	NA	X	X	?
Rosario, Schrimshaw, and Hunter (2004) N = 140 LGB adolescents	12-item measure of gay-related stressful life events	NA	X	X	X	?
Rosario, Schrimshaw, Hunter, and Gwadz (2002) N = 140 LGB adolescents	12-item measure of gay-related stressful life events	NA	X	X	X	?
Rose (2003) N = 229 L individuals	4-item measure of experience of harassment or violence due to SO	X	X	X	X	X

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Ryan, Huebner, Diaz, and Sanchez (2009) N = 224 LGB adults	51-item FAP Family Rejection Scale due to SO (or gender identity)	✓	X	X	X	?
Saewyc, Konishi, Rose, and Homma (2014) N = 21,708 H & SM students (Canada)	1-item measure of "homophobic" discrimination in past 12 months	NA	NA	X	X	?
Savin-Williams and Ream (2003) N = 681 GBQ males (age 13–25) (US, Canada, Ireland, Australia, NZ)	5-item measure of victimization due to SO	✓	X	X	X	?
Silverschanz, Cortina, Konik, and Magley (2008) N = 3,128 college students	2 of 5 items taken from Workplace Heterosexist Experiences Questionnaire (WHEQ) measured personal discrimination	NA	NA	?	X	?
Smith and Ingram (2004) N = 97 LGBQ individuals	22-item Workplace Heterosexist Experiences Questionnaire (WHEQ)	✓	X	✓	X	?
Solorio, Swendeman, Rotheram-Borus (2003) N = 231 HIV+ (non-perinatal infection) GB male youth	1-item measure of physical violence due to SO	NA	NA	X	X	X
Swank, Fahs, and Frost (2013) N = 285 LGB adults	6-item measure of discrimination due to perceived SO (past yr)	NA	X	X	X	?
Szymanski (2005) N = 143 SM women	1-item measure of victimization due to SO (asked to provide more specifics if affirmative)	NA	NA	X	X	?
Szymanski (2006) N = 143 SM women	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	✓	X	X	?
Szymanski, Dunn, and Iklizer (2014) N = 761 SM women	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?

(Continued)


Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Szymanski and Henrichs-Beck (2014) N = 473 SM women	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
Szymanski and Ikizler (2013) N = 203 SM men	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
Tanner et al. (2014) (1% Location Unavailable)	10-item measure of SO perceived discrimination	✓	X	X	X	?
N = 180 GBT Latino men						
Thoma and Huebner (2013) n = 156 African American LGB adolescents	10-item measure assessing antigay discrimination at school	X	X	X	X	?
n = 120 African American mixed LGB adolescents						
Tiby (2001) N = 527 LG individuals (Sweden)	1-item measure of victimization due to SO (if affirmative, asked to elaborate why he or she felt it was due to their SO)	NA	NA	X	X	?
Todosijevic, Rothblum, and Solomon (2005) N = 313 LG married couples	70-item Measure of Gay-related Stressors (MOGS)	✓	X	?	X	?
Van Bergen et al. (2013) N = 274 LGBT youth (The Netherlands)	Four 1-item measures of "homophobic" victimization by: Parents Extended family At school In neighborhood	NA	NA	X	X	X
Velez, Moradi, and DeBlaere (2015) N = 173 SM Latina/o adults	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
Waldo (1999) N = 287 LGB individuals n = 180 (Sample 1) n = 107 (Sample 2)	22-item Workplace Heterosexist Experiences Questionnaire (WHEQ)	✓	✓	✓	X	?

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Waldo, Hesson-McInnis, and D'Augelli (1998)	9-item measure of Types of Victimization	✓	X	X	X	?
N = 194 (Sample 1) LGB youth (15–21 years)						
N = 54 (Sample 2) LGB youth (15–21 years)						
Walters, Simoni, and Horwath (2001)	8 items measuring victimization due to SO (asked to specify if perpetrator was IA)	X	X	X	X	X
N = 14 Indigenous Americans (IA)						
Watson, Grotewiel, Farrell, Marshik, and Schneider (2015)	14-item Heterosexist Harassment, Rejection, and Discrimination Scale	✓	X	X	X	?
N = 243 SM women						
Whitfield, Walls, Langenderfer-Magruder, and Clark (2014)	2-item measure of discrimination due to SO or gender identity	X	NA	X	X	?
N = 3,854 LGBT adults						
Wong and Tang (2004)	9-item subscale of Male Homosexual Questionnaire measuring perceived and actual discrimination due to SO	✓	X	X	X	?
N = 187 G men (Hong Kong)						
Woodford et al. (2014)	11-item measure; 8 items assess generic hostility/incivility; 3 assess "heterosexist harassment." Scale is completed twice: witnessed/experienced	X	X	?	X	?
n = 426 LGB college students						
n = 2,002 H college students						
Woodford and Kulick (2015)	3-item measure of experiences of heterosexist harassment	X	X	X	X	?
N = 381 LGBT students						
Wright and Wegner (2012)	45-item Homonegative Microaggressions Scale	✓	X	✓	✓	✓
N = 28 LGB adults (Study 1)						
N = 120 LGB adults (Study 2 & 3) (Location Unavailable)						

(Continued)

Appendix 1. (Continued).

Source	Measure	Reliability	Factor Structure	Content Validity	C-R Validity	Construct Validity
Zakalik and Wei (2006)	7-item subscale measure (from GALOSI-F) of verbal harassment and discrimination due to SO	✓	?	X	X	?
	3-item subscale measure (from GALOSI-F) of restricted rights and opportunities due to SO	✓	?	X	X	?
Zamboni and Crawford (2007)	18-item Perceived Prejudice Scale due to SO	✓	?	X	X	?
N = 174 African American MSM	9-item Gay Bashing Scale	✓	X	X	X	X

Notes.

- The following short forms/acronyms appear throughout the table to enhance readability: G = "gay"; L = "lesbian"; B = "bisexual"; T = "transgender"; H = "heterosexual"; Q = "questioning"; LG = "lesbian and gay"; GB = "gay and bisexual"; LB = "lesbian and bisexual"; SO = "sexual orientation"; SM = "sexual minority"; S/GM = "sexual and gender minority"; LGB = "lesbian, gay, and bisexual";GBT = "gay, bisexual, and transgender"; GBQ = "gay, bisexual, and questioning"; MSM; "men who have sex with men"; LGBQ = "lesbian, gay, bisexual, queer (and questioning)";GBTQ = "gay, bisexual, transgender, and queer"; LGBT = "lesbian, gay, bisexual, and transgender";LGBTQ = "lesbian, gay, bisexual, transgender, and questioning"; and LGBTQQ = "lesbian, gay, bisexual, transgender, queer, and questioning."
- ✓ = evidence provided; X = no evidence provided; ? = unclear evidence provided; NA = not applicable.