

YOUNG PEOPLE FOR ACTION

and friends

November 4, 2013

United States Senate
Washington, DC 20510

Dear Senator:

We, a growing coalition of students and young professionals from 16 states and the District of Columbia in the US, and three other countries around the world, call on you to put your full support behind the important, bipartisan civil rights legislation known as the Employment Non-Discrimination Act (ENDA) (H.R. 1755 & S. 815).

In most states, employers can fire or refuse to hire someone based on their sexual orientation or gender identity. 29 states lack employment non-discrimination laws that protect lesbian, gay, and bisexual Americans. 33 states' laws lack gender identity protections.¹ These civil rights gaps leave far too many people, including some on our campuses and in our communities, vulnerable to workplace discrimination, and the terrifying threat of being unable to financially support themselves and their families.

American principles of fairness and equal opportunity should be extended to all in the workplace. Passage of ENDA would be a major step in the right direction by ensuring that current federal protections against employment discrimination on the basis of race, religion, gender, national origin, age, and disability are extended to include sexual orientation and gender identity.

Public support for ENDA has remained strong over the years. A September 2013 poll conducted by Target Point Consulting's Alex Lundry for Americans for Workplace Opportunity found that 68 percent of voters, including 56 percent of Republicans, believe that the rights of gay men and lesbians and transgender employees should be protected by federal law.² Additionally, as Millennials, we represent the most diverse and inclusive generation our country has ever seen, and our overwhelming support of workplace protections for sexual orientation and gender identity is no different. Millennials and corporate America³ are leading the way toward workplace fairness, and Congress needs to act to level the playing field for all.

ENDA is commonsense legislation that says no to anti-gay extremists,⁴ addressing injustice with a sensible solution. As we have noted, it would extend protections that some of our own states and many large corporations already provide – without disruptive business consequences.

We strongly support ENDA and urge you to carry the Millennial voice in Congress and do the same.

Sincerely,

¹ <http://www.workplaceopportunity.org/the-facts>

² Poll release, <http://www.workplaceopportunity.org/press/republican-pollster-supermajority-of-voters-support-employment-non-discrimi>. Poll memo, <http://www.workplaceopportunity.org/ENDApoll>.

³ <http://www.workplaceopportunity.org/broad-support>

⁴ <http://www.pfaw.org/press-releases/2013/10/enda-near-top-ten-religious-right-claims-about-employment-non-discrimination->

Young People For Action *and friends*

ARIZONA

Dustin Cox
The University of Arizona, 2008
Tucson, Arizona

Brian Garcia
Arizona State University, 2015
Tempe, AZ

CALIFORNIA

Laurie Bailon
University of California, Berkeley, 2010
Los Angeles, CA

Mimi Chuong
Otis College of Art and Design, 2008
Oakland, CA

Cintia Flores
University of California, Santa Cruz, 2016
Santa Cruz, CA

Peter Gallotta
Columbia University, 2009
San Francisco, CA

Erik Green
Michigan State University, 2006
Santa Cruz, CA

Carrie Ly
University of California, Santa Barbara, 2015
Goleta, CA

John Mroch
California State University, Long Beach, 2015
Huntington Beach, CA

Caitlin Quinn
University of California, Berkeley, 2015
Berkeley, CA

Hassan Rassmy
University of California, Irvine, 2015
Irvine, CA

Alaia Schwegler
Orange Coast College, 2014
Irvine, CA

COLORADO

Hali Nurnberg
University of Arizona, 2010
Denver, CO

FLORIDA

Sherill-Marie Henriquez
Columbia University, 2013
Miami, FL

Joshua Jarrett
University of Central Florida, 2014
Orlando, FL

Sakeena Kenton
Florida State University, 2010
Tallahassee, FL

HAWAII

Tyler Dos Santos-Tam
Yale University, 2010
Honolulu, HI

KANSAS

Micah Melia
University of Kansas, 2015
Lawrence, KS

MARYLAND

Anna Brown
Oberlin College, 2011
Silver Spring, MD

Joy Lawson
University of Kansas, 2006
Lanham, MD

MASSACHUSETTS

Marisa Turesky
Brandeis University, 2013
Brighton, MA

MINNESOTA

Andrea Pesola
University of Minnesota, 2014
Minneapolis, MN

MISSISSIPPI

Alex Melnick
Millsaps College, 2016
Jackson, MS

NEW YORK

Janelle Batta
Barnard College, 2011
New York, NY

Rachel Ferrari
Barnard College, 2013
New York, NY

Tema Katz
Bard College, 2015
Annandale-on-Hudson, NY

Almira Mohammed
Stony Brook University, 2014
Stony Brook, NY

Pichaya Winichakul
Oberlin College, 2011
New York, NY

Greg Young
College of Saint Rose, 2007
Gloversville, NY

OHIO

Molly Brand
Oberlin College, 2015
Oberlin, OH

Eric Fischer
Oberlin College, 2014
Oberlin, OH

Hemma Hamburg
Oberlin College, 2017
Oberlin, OH

Julia Nussenbaum
Oberlin College, 2015
Oberlin, OH

Barbara Rasiel
Oberlin College, 2015
Oberlin, OH

Jesse Vogel
Oberlin College, 2014
Columbus, OH

PENNSYLVANIA

Kyle Gracey
Carnegie Mellon University, 2017
Pittsburgh, PA

Jonathan Laks
Haverford College, 2014
Haverford, PA

TEXAS

Robin Lane
University of Pittsburgh, 2011
Austin, TX

Helen Mealy
Hendrix College, 2013
Sherman, TX

Manuel Ramirez
The University of Texas at Austin, 2014
Austin, TX

VERMONT

Chynna Parks
Sterling College, 2014
Craftsbury Common, VT

VIRGINIA

Melissa Derby
Washington and Lee University, 2014
Lexington, VA

Erik Lampmann
University of Richmond, 2014
Richmond, VA

DISTRICT OF COLUMBIA

Gabriela De Golia
Wesleyan University, 2013
Washington, DC

Zach Dryden
Florida State University, 2008
Washington, DC

James Gilmore
Georgetown University, 2013
Washington, DC

AROUND THE WORLD

Linh Chuong
Hendrix College, 2013
Taipei, Taiwan

Catherine Mackworth
New College of the Humanities, 2016
London, United Kingdom

Mbaya Masudi
L'Université Pédagogique Nationale, Graduated
Kinshasa, Democratic Republic of the Congo