



*and friends*

November 7, 2013

United States House of Representatives  
Washington, DC 20515

Dear Representative:

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.<sup>1</sup> 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.<sup>2</sup> 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 America<sup>3</sup> 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,<sup>4</sup> 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,

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

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

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

<sup>4</sup> <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

Trinh Le  
University of California, Los Angeles, 2006  
San Diego, 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

Giao Tran  
University of California, Berkeley, 2015  
Berkeley, 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