



# Leadership Conference on Civil Rights

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Wade J. Henderson

January 31, 2007

Dear Member of Congress:

On behalf of the Leadership Conference on Civil Rights (LCCR), the nation's oldest, largest, and most diverse civil and human rights coalition, we urge you to become an original cosponsor of the Employment Non-Discrimination Act (ENDA). It is time for Congress to act on this crucial civil rights legislation.

Our organizations are dedicated to the principle that every worker should be judged solely on his or her merits. Hardworking Americans should not be kept from supporting their families and making a positive contribution to the economic life of our nation because of characteristics that have no bearing whatsoever on their ability to do a job. Yet it remains legal in 33 states to fire or refuse to hire someone simply because of his or her sexual orientation, and in 42 states to do so solely based on an individual's gender identity. ENDA prohibits discrimination based on sexual orientation and gender identity in most workplaces. The time has long since come to end this injustice for gay, lesbian, bisexual and transgender Americans and pass ENDA.

Banning workplace discrimination enjoys strong support in Congress. In 1996, ENDA came within one vote of passage in the Senate. In 2002, a bipartisan majority of the Senate Health, Education, Labor and Pensions Committee voted to send the measure to the floor. Since then, year upon year, support for ENDA's simple message of workplace equality has grown – from the halls of Congress and corporate boardrooms to church pews and grocery store checkout lines.

America's corporate leaders support ENDA's fair-minded approach. Eighty-six percent of Fortune 500 companies have included sexual orientation in their workplace policies and nearly a quarter of them also prohibit discrimination based on gender identity. Corporate America is leading the way toward workplace fairness.

Public support for ENDA is strong. A May 2006 poll conducted by Gallup found that 89 percent of Americans believe gay men and lesbians should have equal rights in the workplace. It is clear that Americans know that ENDA represents a measured and pragmatic response to unjust prejudice and discrimination.

We hope you will join us in supporting this historic piece of legislation by becoming an original cosponsor. Please feel free to contact Rob Randhava, LCCR Counsel, at 202-466-6058 if you have any questions. To cosponsor ENDA, please contact Joe Racalto of Rep. Barney Frank's office at 5-5931.

"Equality In a Free, Plural, Democratic Society"

Hubert H. Humphrey Civil Rights Award Dinner • May 10, 2007



Sincerely,

American Civil Liberties Union \*  
Association of Flight Attendants – CWA  
Center for American Progress Action Fund  
Gender Public Advocacy Coalition  
Human Rights Campaign\*  
International Foundation for Gender Education  
Leadership Conference on Civil Rights \*  
Legal Momentum  
Log Cabin Republicans  
Mexican American Legal Defense and Educational Fund  
National Association of Lesbian, Gay, Bisexual and Transgender Community Centers  
National Black Justice Coalition  
National Center for Transgender Equality (NCTE)  
National Council of Jewish Women  
National Employment Lawyers Association  
National Gay and Lesbian Task Force  
National Organization for Women  
Parents, Families & Friends of Lesbians and Gays (PFLAG)  
People For the American Way\*  
Pride At Work, AFL-CIO  
Service Employees International Union  
Servicemembers Legal Defense Network  
Sexuality Information and Education Council of the United States (SIECUS)  
Transgender Law and Policy Institute  
Transgender Law Center  
Union for Reform Judaism  
Unitarian Universalist Association of Congregations  
United Auto Workers (UAW)  
United Church of Christ, Justice and Witness Ministries  
United Methodist Church, General Board of Church and Society

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\* Co-Chair, ENDA Coalition