



Cosponsor the Employment Non-Discrimination Act (ENDA)

March 30, 2011

Dear Member of Congress:

The Leadership Conference on Civil and Human Rights and the undersigned organizations urge you to become a 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 29 states to fire or refuse to hire someone simply because of his or her sexual orientation, and in 38 states it is legal 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.

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

Public support for ENDA is strong. A May 2008 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 cosponsor and support this historic legislation. Please contact Rob Randhava, Senior Counsel at The Leadership Conference, at (202) 466-6058 if you have any questions.

Sincerely,

**A. Philip Randolph Institute
AFL-CIO**

Alliance for Retired Americans
American Association for Affirmative Action
American Association of People with Disabilities
American Association of University Women
American Civil Liberties Union
American Federation of Government Employees, AFL-CIO
American Federation of State, County and Municipal Employees

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National Education Association
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American Civil Liberties Union
Thomas A. Saenz
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& Educational Fund
David Saperstein
Religious Action Center for
Reform Judaism
Shanna L. Smith
National Fair Housing Alliance
Joe Solomonese
Human Rights Campaign
Randi Weingarten
American Federation of Teachers
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League of Women Voters
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Wade J. Henderson
Executive Vice President & COO
Karen McGill Lawson



American Federation of Teachers
American Jewish Committee
American Speech-Language-Hearing Association
Americans for Democratic Action, Inc.
Amnesty International USA
Anti-Defamation League
Asian American Justice Center
Association of Flight Attendants - CWA
Bazelon Center for Mental Health Law
B'nai B'rith International
Catholics for Equality
Center for American Progress Action Fund
Center for Women Policy Studies
CenterLink: The Community of LGBT Centers
COLAGE: People with a Lesbian, Gay, Bisexual, Transgender, or Queer Parent
Communications Workers of America
Disability Rights Education and Defense Fund
Disciples Justice Action Network
Equal Justice Society
Equality Matters
Family Equality Council
Friends Committee on National Legislation
Gay, Lesbian and Straight Education Network
Human Rights Campaign
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America
(UAW)
Japanese American Citizens League
Jewish Council for Public Affairs
Lambda Legal
The Leadership Conference on Civil and Human Rights
Legal Aid Society-Employment Law Center
Legal Momentum
Mexican American Legal Defense & Educational Fund (MALDEF)
NAACP
NAACP Legal Defense & Educational Fund, Inc.
National Asian Pacific American Bar Association
National Association of Human Rights Workers
National Association of Social Workers
National Black Justice Coalition
National Center for Lesbian Rights
National Center for Transgender Equality
National Congress of Black Women, Inc.
National Council of Jewish Women
National Council of La Raza
National Disability Rights Network
National Education Association
National Employment Law Project
National Employment Lawyers Association



National Fair Housing Alliance
National Gay and Lesbian Task Force Action Fund
National Stonewall Democrats
National Workrights Institute
OCA
Parents, Families and Friends of Lesbians and Gays (PFLAG) National
People For the American Way
Pride At Work, AFL-CIO
SEIU
Sexuality Information and Education Council of the U.S. (SIECUS)
Southern Poverty Law Center
Unid@s
Union for Reform Judaism
Unitarian Universalist Association of Congregations
United Church of Christ, Justice and Witness Ministries
United Food and Commercial Workers, International (UFCW)
United Methodist Church, General Board of Church and Society
Women Employed
Women of Reform Judaism
Woodhull Freedom Foundation