

HB

19

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19</SUBJECT><COMM>HSTA29</COMM></TARGET>

ALASKA STATE LEGISLATURE



REPRESENTATIVE ANDY JOSEPHSON

MEMORANDUM

Date: February 10, 2015
To: Representative Bob Lynn
Chair, House State Affairs Committee
From: Representative Josephson
Re: Hearing Request for House Bill 19

Representative Lynn:

I respectfully request a hearing in the House State Affairs Committee for House Bill 19 relating to anti-discrimination measures for the LGBT community.

HB 19 expands current anti-discrimination statutes to include protections against discrimination based on sexual orientation, gender identity, and expression. Similar provisions already exist to prohibit discrimination based on race, religion, national origins, physical or mental disabilities, age, sex, marital status, pregnancy or parenthood among others.

Attached is the requested sponsor statement, copy of the bill, sectional analysis and supporting materials. I would be happy to prepare any other necessary documents or provide additional information. The departments will prepare fiscal notes when the bill is scheduled for a hearing. As this legislation will have statewide impact, I suggest that hearings be teleconferenced to all LIO's. I can provide a witness list prior to a hearing. Feel free to contact me anytime. Thank you for your consideration.

Best regards,

A handwritten signature in cursive script that reads "Andy Josephson".

ALASKA STATE LEGISLATURE



REPRESENTATIVE ANDY JOSEPHSON

Sponsor Statement

House Bill 19: Anti-Discrimination

House Bill 19 expands current anti-discrimination statutes to include protections against discrimination based on sexual orientation and gender identity. Similar provisions already prohibit discrimination based upon race, religion, color, national origin, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy or parenthood.

House Bill 19 would protect citizens from discrimination in employment, housing, public accommodations, financing or credit based upon sexual orientation and gender identity.

The State of Alaska has already taken steps to prevent discrimination with a 2002 administrative order that provides protection against sexual orientation discrimination for employees of the state. In 2010, the University of Alaska amended its anti-discrimination policy to include protections against discrimination on the basis of sexual orientation.

According to the Human Rights Campaign, the overwhelming majority of America's most successful businesses have already adopted anti-discrimination policies that include protections against discrimination on the basis of sexual orientation. Twenty-one states and the District of Columbia have enacted legislation similar to House Bill 19. Despite the progress that has been made nationwide, 73% of LGBT respondents to a survey in Anchorage reported hiding their sexual orientation in order to avoid job discrimination after experiencing abuse or harassment in the workplace.

Historically, Alaska has been at the forefront of civil rights legislation. The Territorial Legislature awarded women the right to vote in 1913, well before it was passed at the national level. In 1945, the Alaska legislature passed landmark anti-discriminatory legislation protecting Alaska Natives. House Bill 19 stands as an opportunity for Alaska to continue its strong tradition of recognition of human rights.

I invite you to discuss this issue with me further and urge you to support this legislation.

ALASKA STATE LEGISLATURE



REPRESENTATIVE ANDY JOSEPHSON

Sectional Analysis

House Bill 19: Anti-Discrimination

"An Act adding to the powers and duties of the State Commission for Human Rights; and relating to and prohibiting discrimination based on sexual orientation or gender identity or expression."

Section 1: Amends AS 18.80.060 the powers and duties of the Human Rights Commission. The section adds "sexual orientation, gender identity or expression" to the list of categories that include race, religion, color, national ancestry, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy, or parenthood.

Section 2: Amends AS 18.80.200 to add "sexual orientation, gender identity or expression" to the list of basis for discriminations which are cause for public concern and the need to prevent discrimination in employment, credit and financing practices, public accommodations and sale, lease or rental of real property.

Section 3: Amends AS 18.80.210 to add "sexual orientation, gender identity or expression" to the categories of protected civil rights.

Section 4: Amends AS 18.80.220 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful employment practices.

Section 5: Amends AS 18.80.230 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices in public accommodations.

Section 6: Amends AS 18.80.240 to add "sexual orientation, gender identity or expression" to the prohibitions against unlawful practices in the sale or rental of real property.

Section 7: Amends AS 18.80.250 to add "sexual orientation, gender identity, or expression" to the prohibitions against unlawful practices in extending credit.

Section 8: Amends AS 18.80.255 to add “sexual orientation, gender identity, or expression” to the prohibitions against unlawful practices by the state or its political subdivisions.

Section 9: Amends AS 18.80.300 to add “sexual orientation, gender identity, or expression” to the prohibitions against unlawful practices in blockbusting, or practices by a real estate agents to close a transaction.

Section 10: Amends AS 18.80.300 to add definitions of “gender identity or expression,” and “sexual orientation” to Alaska statute.



Alaska State Commission for Human Rights

Enforcing Alaska's Human Rights Laws

What is the Human Rights Commission?

The Alaska State Commission for Human Rights is the state agency that enforces the Alaska Human Rights Law, [AS 18.80](#). The Commission consists of [seven commissioners](#) appointed by the Governor and confirmed by the Legislature. The Commission employs a staff and maintains an office in Anchorage. The Commission has statewide powers, and accepts and investigates [complaints](#) from individuals across all regions of the state.

For information on the complaint process, including how to file a complaint, [click here](#).

Mission Statement

"Discrimination not only threatens the rights and privileges of the inhabitants of the state, but also menaces the institutions of the state and threatens peace, order, health, safety, and general welfare of the state and its inhabitants. Therefore, it is the policy of the state and the purpose of this chapter to eliminate and prevent discrimination. It is also the policy of the state to encourage and enable physically and mentally disabled persons to participate fully in the social and economic life of the state and to engage in remunerative employment."

-- Alaska Human Rights Law, [AS 18.80.200](#).

In Alaska it is illegal to discriminate in:

- Employment
- Places of Public Accommodation
- Sale or Rental of Real Property
- Financing and Credit
- Practices by the State or its Political Subdivisions

Because of:

- Race
- Color
- Religion
- Sex
- National Origin
- Physical or Mental Disability

And in some instances because of:

- Age
- Marital Status
- Changes in Marital Status
- Pregnancy
- Parenthood

ALASKA STATE LEGISLATURE



REPRESENTATIVE ANDY JOSEPHSON

Anchorage LGBT Survey

House Bill 19: Anti-Discrimination

The following report comes from the Anchorage LGBT Discrimination Survey that was released in March 2012. Upon request the entirety of the report can be sent to your office. If there are any questions please contact Johnathan Church at 465-6873.

EXECUTIVE SUMMARY

The Anchorage LGBT Discrimination Survey came about as a result of a perceived need for quantifiable data on the incidence of discrimination against lesbian, gay, bisexual, and transgender (LGBT) individuals in the Municipality of Anchorage. It represents the first effort since the late 1980s to compile rigorous data about the incidence of sexual orientation bias and discrimination in Anchorage — and the first effort ever to document Anchorage or Alaska-specific data about discrimination and bias on the basis of gender identity and expression.

The Anchorage LGBT Discrimination Survey was conducted in January through March, 2011. Its key findings on the violence, intimidation, and discrimination experienced in the Municipality of Anchorage by its 268 lesbian, gay, bisexual, and transgender respondents were previously reported in the preliminary report (Green, 2011).

In addition to those key findings, also reproduced below as part of this executive summary, this final report includes:

- Detailed tables upon which the charts included in the preliminary report were based.
- A complete methodology including detailed discussion of sampling selection. Probability (random) sampling of LGBT populations is difficult and prohibitively expensive due to several challenges, which are explained. This survey used nonprobability sampling, which is the most common type used for LGBT populations.
- Complete demographic data for the survey population with, in some cases, comparison with 2010 U.S. Census Bureau data from the American Community Survey for total population of the Municipality of Anchorage.
- Expanded discussion of major findings from the prior Alaska studies *One in Ten* and *Identity Reports*; comparisons with those national LGBT studies of anti-LGBT discrimination which are based on probability sampling; and comparison with an extensive national nonprobability transgender discrimination study (over 6000 respondents) covering all 50 states, Washington, DC, and several U.S. territories. Though the present survey is based on nonprobability sampling, its results are similar in many respects to national data, and also demonstrates that sexual orientation and gender identity discrimination are as common Alaska and Anchorage as in the rest of the United States.
- Comparisons with recent data on experience of racism in Anchorage from the Anchorage Community Survey 2009 (Chamard, forthcoming). Experiences of racism are common in Anchorage, especially among blacks, Alaska Natives/American Indians, and Pacific Islanders. Sexual orientation/gender identity bias and discrimination is experienced by LGBT people at comparable levels.
- Examination of case processing data for actual discrimination complaints filed with Anchorage Equal Rights Commission (2002–2009) and Alaska State Commission for Human Rights (2006–2010).
- Findings from national studies conducted by The Williams Institute at UCLA School of Law on the rates of employment discrimination complaints based on sexual orientation/gender identity as compared with complaints for sex discrimination and race/color discrimination in states where sexual orientation and/or gender identity discrimination are prohibited. Typically for those states, complaints to state human rights agencies of employment discrimination on

the basis of sexual orientation or gender identity are made at only a slightly lower rate per 10,000 LGBT employees as are complaints of sex discrimination per 10,000 female workers; complaints of discrimination on the basis of race/color tend to be higher than either sexual orientation/gender identity or sex discrimination.

- (8) Respondent comments (edited for respondent confidentiality).

Key findings of the Anchorage LGBT Discrimination Survey

Recent discrimination

- The 50 respondents who have lived in Anchorage less than five years reported experiencing discrimination/bias in Anchorage at only slightly lower rates than the survey sample as a whole, in spite of a much shorter span of time in Anchorage within which to accumulate experiences of discrimination. There were only a few types of discrimination/bias that this population did not report having experienced while in Anchorage, such as discrimination in child custody proceedings.

Violence, intimidation, harassment, and bullying

- Verbal abuse/namecalling was by far the most frequently experienced form of anti-gay/anti-trans bias reported by respondents. 76.5% of the total study sample of 268 respondents and 68.0% of the subsample of 50 respondents who have lived in Anchorage for less than five years have experienced verbal abuse/namecalling at least once while in Anchorage.
 - Experiences of various forms of harassment, intimidation, and bullying were fairly common. Of the total sample of 268 respondents, 42.5% had been threatened with physical violence, 32.8% had been followed or chased, and 29.9% had experienced property damage attributed to anti-LGBT bias. 18.3% had experienced actual physical violence in Anchorage because of their sexual orientation, gender identity, or gender presentation, and 6% had been sexually assaulted.
 - Harassment and bullying were also common on the job and in rented housing. Of the total sample of 268 respondents, 44% had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs. 18.7% had been harassed by their landlord or other tenants.
 - 41% of the total sample had been bullied or harassed by other students in Anchorage schools and educational institutions. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school. These figures are especially remarkable given that many respondents had never attended school or college in Anchorage, indicating that rates at which LGBT students experience bullying and harassment in educational settings is probably higher.
 - 13.4% of the total sample reported being harassed or verbally abused by medical providers. 8.6% of the total sample reported being harassed or verbally abused at least once by Anchorage police, and 7.5% said they had been stopped at least once by Anchorage police because of their sexual orientation or gender identity, without other justification for the stop.
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- In general, non-transgender gay and bisexual men tended to report experiencing violence, intimidation, harassment, and bullying at higher rates than non-transgender lesbian and bisexual women.
- Transgender respondents reported higher rates of being followed or chased (44% for trans; 31.7% for non-trans) and of experiencing actual physical violence (24% for trans; 17.7% for non-trans).

Employment

- The second most common issue reported by respondents (after verbal abuse/harassment) was hiding their sexual orientation, gender identity, or gender transition in order to avoid job discrimination. 73.1% of the total sample and 62% of the respondents who had lived in Anchorage less than five years reported hiding in this way at least once to avoid job discrimination in Anchorage.
- As previously noted, 44% of the total sample had been harassed by their employer or other employees — 16% to the point of actually feeling forced to leave their jobs.
- 20.9% of the total sample said they had been turned down for a job when otherwise qualified because of sexual orientation or gender identity/presentation, and 17.5% reported being denied a promotion at least one time.
- 14.6% reported being actually fired from a job at least once in Anchorage because of sexual orientation or gender identity/presentation.
- 4.5% of all respondents reported being unable to use gender-appropriate restrooms at work, and 4.1% said they delayed gender transition to avoid discrimination. These figures included about one third of all respondents who identified themselves as transgender.
- Non-transgender lesbian and bisexual women reported higher rates than non-transgender gay and bisexual men of having hidden their sexual orientation or gender identity/presentation at least once to avoid employment discrimination (75.7% for women; 70.6% for men); of being harassed on-the-job (44.9% for women; 41.2% for men); and of being actually forced to leave a position because of harassment (18.7% for women; 11.0% for men).
- Transgender respondents reported higher rates than non-transgender respondents of almost all types of employment discrimination evaluated in the survey. In particular, a higher percentage of transgender respondents experienced reported harassment by employers and coworkers (56.0% for trans; 42.8% for non-trans). Nearly a third of transgender respondents (32.0%) were unable to use gender-appropriate bathrooms at work, and over a third (36.0%) said they had delayed gender transition to avoid job discrimination.

Housing/shelter

- As previously noted, 18.7% of the 268 respondents in the study reported having been harassed by Anchorage landlords or other tenants because of their sexual orientation or gender identity/presentation.
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- Transgender respondents reported harassment from landlords and other tenants at a rate over twice that reported by non-transgender respondents (36.0% for trans; 16.9% for non-trans).
- 10.1% of the total sample said they had been denied a lease at least once when otherwise qualified.
- 8.2% of the total sample reported being evicted or forced to move at least once because of sexual orientation or gender identity/presentation.
- 1.5% of the total sample reported being denied access to shelter at least once.

School/education

- As previously noted, 41% of the total sample had been bullied or harassed by other students in an Anchorage educational setting. 14.2% had been bullied or harassed by teachers, and 6.3% had been harassed to the point they were forced to leave school.
- 10.1% of the total sample said they had been denied participation in extracurricular activities because of sexual orientation or gender identity/presentation.
- 1.9% reported being denied admission at least once to an Anchorage school or an academic program when otherwise qualified.
- 1.1% were denied financial aid at least once. 0.7% reported being denied campus housing because of sexual orientation or gender identity/presentation.
- Non-transgender gay and bisexual men reported higher rates of almost all types of school/education discrimination than non-transgender lesbians and bisexual women. In particular, non-transgender males had a higher rate of reporting bullying and harassment from other students (47.0% of men; 32.7% of women) and of actually having to leave school because of harassment (9.6% for men; 0.9% for women).
- Transgender and non-transgender respondents showed similar rates of being bullied or harassed by other students (40.0% of trans; 41.2% of non-trans); however, transgender respondents reported discrimination at higher rates than non-transgender respondents in all other categories of education discrimination evaluated in the survey. Nearly one-quarter (24.0%) of transgender respondents reported having been bullied or harassed at least once by Anchorage teachers, compared with 13.2 percent of non-transgender respondents; and this group reported over twice as high a rate of being denied participation in extracurricular activities (20.0% of trans; 9.1% of non-trans).

Child custody/relationships

- 4.5% of the total sample of 268 respondents reported that their sexual orientation or gender identity/presentation was used against them at least once in a child custody proceeding.
 - 3.0% of all respondents had contact with their minor children restricted by a former spouse because of sexual orientation or gender identity/presentation.
 - 0.7% of all respondents reported that custody of their children was restricted by a court because of sexual orientation or gender identity/presentation.
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- Within the total sample of 268 respondents, a higher proportion of non-transgender lesbians and bisexual women than non-transgender gay or bisexual men reported that their sexual orientation or gender identity/presentation being used against them in a child custody proceeding (7.5% of women; 2.9% of men). Only one transgender respondent in the study (4.0%) reported an incident of discrimination in child custody/relationships while in Anchorage (contact with children restricted by a former spouse).
- These findings are based on the total study population of 268 respondents; but non-parents cannot, of course, experience issues related to child custody. A more accurate picture of child custody issues can be gained by noting that only 63 (23.7%) of the total study population reported having children, including 18 non-transgender male respondents, 26 non-transgender female respondents, and 9 transgender respondents. Thus, the rates at which LGBT respondents who are actually parents reported discrimination in child custody proceedings are higher. This issue will be discussed in greater depth in the final report.
- None of the 50 respondents who had lived less than five years in Anchorage reported having experienced issues with child custody proceedings while in Anchorage.

Public services

- As previously mentioned, 13.4% of the total sample reported being harassed or verbally abused by medical providers. This was the most frequently experienced form of public services discrimination reported. Respondents also reported three other forms of discrimination from Anchorage medical providers: 4.9% were denied non-emergency medical care; 4.1% were denied transition-related care; and 0.7% were denied emergency medical care at least once.
- The second most frequently reported form of public services discrimination was being denied service in a restaurant or bar: 13.1% of the total sample reported experiencing this at least once in Anchorage because of their sexual orientation or gender identity/presentation. 3.4% were denied a room in an Anchorage hotel or motel at least once; 6.0% were denied use of a public restroom; 10 (3.7%) were denied a loan or line of credit when otherwise qualified.
- As previously noted, 8.6% of the total sample reported having been harassed or verbally abused by Anchorage police — the third most frequently reported form of public services discrimination. 7.5% reported being stopped by Anchorage police at least once because of their sexual orientation or gender identity, with no other justification for the stop — the fifth most frequently reported form of public services discrimination. In other government services, 1.9% of all respondents were denied gender-appropriate driver's licenses from the Alaska Division of Motor Vehicles; 4.1% were denied services by a local government agency; and 1 respondent (0.4%) was denied a ride or forcibly removed from a People Mover bus.
- The fourth most frequently reported form of public services discrimination was being denied membership or access to a gym or fitness club, with 8.2% of the total sample reporting having experienced this form of discrimination. 3.7% were denied use of a changing room at a gym or fitness club.
- For every type of public services discrimination included in the survey, without exception, a higher proportion of transgender respondents than non-transgender respondents reported

experiencing discrimination. In particular, 44% of transgender respondents reported having at least once been denied use of a public restroom while in Anchorage, compared with just 2.1% of non-transgender respondents. Over one-third of transgender respondents — 36.0% — had been harassed or verbally abused by medical providers, more than three times the percentage reported by non-transgender respondents (11.1%). Over a quarter of transgender respondents — 28.0% — reported being denied use of a changing room at a gym or fitness club, compared with only 1.2 percent of non-transgender respondents.

- Two categories of public services discrimination are fairly specific to transgender persons: transition-related care and gender-appropriate driver's licenses. 40% of transgender respondents reported being denied transition-related care by an Anchorage medical provider, and 16% had been denied the appropriate gender marker on their driver's license.

Relationship status

- More than three-quarters of respondents (77.2%) stated that their legal status under Alaska law was single, never married; only 4.5% were legally married under Alaska law. In contrast, 58.2% said that they were in committed relationships with intimate partners — relationships which are unrecognized in law except in limited contexts, such as with domestic partner benefits for same-sex partners of State of Alaska employees or “financially interdependent partner” benefits in the University of Alaska system.
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letter from the president

“This quarter we are proud to present the first of what will be a ground breaking two part series on Anchorage’s changing demographics, the rapidly developing economic power of emerging cultures and the need to understand that we are one Anchorage, one economy.”

Andrew Halcro



This quarter we are proud to present the first of what will be a ground breaking two part series on Anchorage’s changing demographics, the rapidly developing economic power of emerging cultures and the need to understand that we are one Anchorage, one economy.

In this issue we focus on Anchorage’s GLBT community and their growing economic cohesiveness. Over the last few years, the issue of equal rights for GLBT individuals has been centered on social issues, so we decided it was time to investigate the economic power of Anchorage’s growing GLBT population.

In keeping with that theme, our small business spotlight highlights the contributions to the Anchorage economy by Art Services North, the premier special event planners in Alaska for more than thirty years. In the profile, owner Darl Schaaff talks about his experiences as a gay business owner and the economic benefits of inclusion.

Also in this month’s *Advancing Anchorage Magazine*, our CEO profile is on Wells Fargo President Joe Everhart. His extensive involvement with key Anchorage non-profits like United Way and the Anchorage Economic Development Corporation shows a strong commitment from Wells Fargo on improving everything from education to economic growth.

In our community section, Paul Fuhs of the Fairview Business Association writes about the Gambell re-development project that would brighten the entrance to the Fairview neighborhood. The area is primed for re-development and investment, however the area needs a long-term vision from Anchorage’s policy makers.

In our finance section, Northrim Bank talks about the options they offer to make it easy to find a local bank that works for your business. Speaking of business, the Ted Stevens Anchorage International

Airport is profiled, and we hear about the growth and future challenges faced by Alaska’s biggest airport, that hosts millions of travelers and thousands of cargo flights per year.

Our issue also features a pitch by Anchorage’s valuable Green Star program, as they explain their E-3 program (Economy-Energy-Environment) and how you can get involved. Finally, check out our regular features including the Anchorage Chamber calendar and the opportunities for members to get involved with one of our committees that work on everything from legislative and military engagement, to working on improving public schools outcomes.

We hope you enjoy this issue of *Advancing Anchorage Magazine*, and we welcome your feedback on how we can continue to make this publication relevant to the economy and informative to the reader.

The Commerce of Diversity

In this issue of Advancing Anchorage Magazine, the Anchorage Chamber will explore the steps members of the business community are taking to ensure the city moves to be the No. 1 place to live, work and play in a two part series entitled "The Commerce of Diversity." In January, we will look at more emerging cultures that are changing Anchorage's economic landscape.

One Anchorage, One Economy

As a young city entering its centennial in 2015, Anchorage's nearly 300,000 residents know this is a community where you can live close to work, enjoy vast economic opportunities and have a plethora of options for entertainment and outdoor activities. However, to grow and develop Anchorage's economy into the future, we need a greater understanding of what comprises our economy today.

Resources, jobs, adventure and discovery are all interwoven with the fabric of

the city's cultural and social backgrounds, and over the last twenty years, Anchorage has become an urban melting pot. But could it be more?

Live. Work. Play., a grassroots effort put forward by the Anchorage Economic Development Corporation's (AEDC) board of directors, is focusing on just that – sustainable community improvement and engagement for the people living in Anchorage, with a hefty goal: to make Anchorage the No. 1 city in America to live, work and play by 2025.

"In 2008, the available workforce in Anchorage was tight," said Bill Popp, president and CEO of AEDC. "Many of our investors were finding it difficult to hire skilled, qualified and experienced workers in the city. Because of this, many businesses were looking outside of Anchorage to hire young professionals in the Lower 48 and bring them up to Alaska."







Victoria Green, Department of Veteran Affairs, has frosty fun at New Sagaya's City Market.

The challenge for these businesses, Popp said, was dispelling the “cold and dark” myth of Alaska. As a recruiting tool, AEDC partnered with the Alaska Channel and a handful of businesses in Anchorage to create a video showcasing why Anchorage is such a great place to live, work and play.

“That video is where the seed for the Live. Work. Play. grassroots initiative was planted,” he said.

Six areas of focus were developed as a starting point for Live. Work. Play. action phases: housing, education, community safety, creative place making, big wild trails and workplace well-being. To date, representatives from 58 private,

nonprofit and public sectors have signed on to participate in the project.

The Three T's

One group involved in Live. Work. Play. is a collection of government and business leaders called “One Anchorage, One Economy,” which is an effort to build a more robust economy by promoting inclusivity—the commerce of diversity.

“Anchorage has one economy and it's becoming more and more diverse every year,” said Andrew Halcro, president of the Anchorage Chamber of Commerce. “The new companies that are joining the Anchorage Chamber are small businesses, many of whom represent the emerging

cultures comprising Anchorage's new economy.”

Halcro points to all three of the Anchorage Chamber's priorities on how to grow the local economy: advocacy, education and networking. “An economy grows stronger when constructive dialogue, understanding and input is exchanged between our emerging cultures, nonprofits and business owners.”

According to Richard Florida, American economist and social scientist at the University of Toronto, America's “Creative Class” (today's younger workforce demographic) will be the leading force of growth in the future economy, expected to grow by more than 10 million



Photos © Frank Flavin

Shalem Mathew and Mitch Kitter, partners and owners of TrefT.Punkt Studios shopping local at New Sagaya.

jobs in the next decade. This Creative Class includes almost 40 percent of the current population.

For a city to attract the Creative Class, Florida argues, it must possess “the three ‘T’s’”: Talent (a highly talented/educated/skilled population), Tolerance (a diverse community, which respects human and economic rights), and Technology (the technological infrastructure necessary to fuel an entrepreneurial culture).

With Anchorage’s unemployment rate at a low 4.7 percent, many Anchorage Chamber members have found themselves looking outside for talent.

In a January keynote address during the 2013 AEDC Annual Economic Forecast

Luncheon, Florida stated that members of the Creative Class value meritocracy, diversity and individuality, and look for these characteristics when they relocate to a city.

One piece of Anchorage’s changing economic puzzle being examined by One Anchorage, One Economy is the gay, lesbian, bisexual and transgendered (GLBT) community, and for good reason.

According to the 2010 U.S. Census, the number of GLBT households in Alaska grew by about 57 percent over the last decade to nearly 1,900 with a majority living in Anchorage. The Williams Institute estimated Alaska’s GLBT adult population in 2012 to be roughly 25,000

individuals, or 3.5 percent of the state’s total population.

It’s Showtime

For thirty years, many of the best events in Anchorage have been produced with the help of one man, Darl Schaaff. As the owner of Art Services North, Schaaff has had a heavy influence on some of Anchorage’s most celebrated yearly extravaganzas. From the city’s Fourth of July celebration to the Alaska Pacific University annual fundraiser, Schaaff is considered one of Anchorage’s favorite sons. He is also arguably the best in his field. He is also one of many gay business owners in Anchorage.



Photo © Frank Flavin

Phyllis Rhodes (left) and Victoria Green try on threads at Kaladi Bros. Coffee

Schaaff believes the commerce of diversity is critical and believes Anchorage has already become a more welcoming and encouraging place for the GLBT community to live, regardless of the equal rights initiative that was voted down on last year's municipal ballot.

"The recent loss of Prop One was more about a vocal minority on the wrong side of history than a city of repression," he said. "Business in Anchorage has worked because we include our best, encourage the new, and support our ongoing business community. My faith in this community assures me that we will continue to grow and evolve because we genuinely care about all of the people."

According to the National Gay & Lesbian Chamber of Commerce, there are an estimated 1.4 million (NGLCC) busi-

ness owners in the U.S. with a consumer impact of more than \$800 billion in 2010.

"Ten years ago, the GLBT business community did not have a national voice," Justin Nelson, president and co-founder of the NGLCC based in Washington D.C. said. "As a community, we had strong local chambers, but we weren't working together. In just ten years, our community has really come together and realized that we are stronger when we unite our voices."

The NGLCC has fostered relationships with more than 140 global corporations, including companies in Alaska's business hub, like Wells Fargo, Verizon and Chevron, through the NGLCC Supplier Diversity Initiative.

"Our work with the federal government has been truly trailblazing," said Nelson.

"We work closely with the Department of Labor, Department of Commerce, and the U.S. Small Business Administration. Last year, we hosted the first-ever LGBT Federal Procurement Fair at the Department of Commerce."

In July, at the annual NGLCC Conference in Dallas, Texas, more than 600 business professionals, suppliers, chamber executives and corporate leaders, converged to do business with each other, gather best practice tools, and showcase the recent trends that commerce is more diversified than ever.

According to Nelson, the organization uses a variety of programs to reach GLBT business owners where they live, work and play. One program offers access to more than 140 corporate partner procurement and supply chains. Through this benefit,

the opportunities to enrich leadership and executive business development skills through education, scholarship and mentoring programs, are growing.

One Anchorage, One Economy

"The GLBT population is an important part of our community and an important contributor to our economy, present and future," said Glenn Cravez, a local Anchorage attorney and member of One Anchorage, One Economy.

Cravez said the feeling has been building over the last year, as business leaders recognized that the defeat of last year's ballot proposition on equal rights unfairly dragged the business community into the debate.


"Some of the opposition to the ballot initiative was based on threats that if passed, the new laws would be 'bad for business,'" Cravez said. "This simply wasn't true," he added. One Anchorage, One Economy's goal is to reframe the focus on where it needs to be, the positive economic impacts of inclusivity.

More and more local Anchorage's businesses are seeing economic returns from partnering with GLBT events. This past June, thousands of Anchorage residents partook in the annual PrideFest Week with numerous events held throughout Anchorage. The week culminated with a celebration at the Delaney Park Strip, showcasing more than 70 local allied businesses, such as Humpy's Great Alaskan Alehouse, Kaladi Brothers Coffee, Wells Fargo and Alaska Airlines. These Anchorage Chamber members came out to show their support for the GLBT community and their contribution to the economy.

Behind the Numbers

Anchorage's Mary Elizabeth Rider of Rider Consulting, is co-editor of the Grrlzlist, a virtual women's community in Southcentral Alaska comprised of more than 1,600 subscribers and contributors.

Rider has been compiling her own data that shows not only who the GLBT business owners and consumers are in



"We're just finding our economic voice in a lot of ways. We have to start by looking at our own tolerance within the community."

Anchorage, but where they shop, what health providers they trust and what business are GLBT friendly. Her data collection from Grrlzlist is extensive and exclusive.

She said it's important for the GLBT community to feel inclusive within its community, but that there's a long road ahead. "We're just finding our economic voice in a lot of ways," Rider said. "We have to start by looking at our own tolerance within the community."

Rider said that while the business community is doing the best it can, many who support the GLBT community are reluctant to show public support, fearing a backlash. "In a lot of ways, we're invisible, not fully integrated," she said. "We provide valuable services and generate millions of dollars to the local economy, but there's

still a gap. Over the course of time, all of our efforts will come together, but we have to gain a little more traction first.

Attracting and Retaining

Mitch Kitter and Shalem Mathew of Treft.Punkt Studio are young, innovative and widely sought after wedding photographers in Anchorage. Both have traveled the world to photograph weddings and experienced a wide scope of economic inclusivity.

"As a gay business owner, sometimes there can be a reluctance to open yourself up to a community that isn't outspoken in its inclusion of all backgrounds. This creates unnecessary economic barriers," Kitter said. Many large businesses in Anchorage have already stated their support of GLBT employees.

Kitter and Mathew believe that in order for Anchorage to continue to attract and retain qualified professionals, the trend towards more inclusivity bodes well. "When people feel accepted in their community, they are more likely to support that community with their dollars."

Victoria Green works for the Department of Veteran Affairs. She moved to Alaska in 1998 and lived in Bethel for four years. She was activated with the Alaska Air National Guard for a tour at Eielson Air Force Base and spent a year up in Fairbanks. At the end of her tour, she moved to Anchorage and has been here ever since.

Green was recently appointed as the as the program manager to the Alaska veteran's Affairs Agency of an LGBT Special Emphasis Program, a collaborative effort with local community members to ensure all local veterans feel welcome, are treated with dignity and have economic opportunities. Her involvement with the One Anchorage, One Economy initiative is to help promote to the business community the economic benefits of inclusion and workplace equality.

"This initiative is an exciting one and one that I believe could be successful by encouraging cooperation with the business community and by organizing



Photo © Frank Flavin

Darl Schaaff (left) and Phyllis Rhodes examine the catch of the day at City Market

our community to come together,” Green said.

An Inclusive Economic Power

Another voice to the One Anchorage, One Economy initiative and the understanding of the relation between the GLBT community and the local economy is Phyllis Rhodes, executive director of Identity, Inc., a nonprofit organization that provides programs supporting equality for the GLBT community and its allies.

“Equal and economic rights go hand in hand,” Rhodes said. A resident of Anchorage since 1967, Rhodes noted that while tolerance and economic opportunities have increased over the years, there is still work to do.

“Thanks to our many allies, our voice is being heard in every aspect—in businesses, in organizations and in government services. It is important for the members of the GLBT community to take advantage of every opportunity to engage in dialogue about how we truly become One

Anchorage, One Economy.”

Rhodes said in order to grow the commerce of diversity in Anchorage, more businesses, especially the younger generation, need to take the lead.

At this year’s PrideFest Conference, held on Oct. 12 and hosted by Identity, Inc., the focus will be on Alaska’s next generation of business and community leaders with educational workshops and national speakers themed around entrepreneurship and economic opportunities. Helping deliver the message will be repre-



sentatives from the NGLCC.

For the first time, the conference will give attendants from across the state deliverable tools and information on how they can better develop their business or community into an inclusive economic power. The conference organizers expect record attendance this year.

When you consider the shifting demographics of Anchorage, the greying of the work force and the diverse cultures that are following, the more it becomes evident that we must become One Anchorage,


One Economy. With Anchorage already boasting three of the five most diverse population tracks in the country, beginning to understand the local consumer trends of emerging cultures will be critical, both socially and economically.

"No one entity or organization is going to make Anchorage the number one city in America to Live Work and Play," Popp said. "We need to work together to make Anchorage the best city in America."

GET INVOLVED

The One Anchorage, One Economy committee is asking for your feedback in the area of cultural diversity and economic opportunities by emailing jj@anchoragechamber.org.

Identity, Inc. PrideFest Conference will be held all day on Saturday, Oct. 12 at the University of Alaska Anchorage. For a list of conference seminars, visit Alaskapride.org. Justin Nelson, president and co-founder of the NGLCC, U.S. will be discussing the commerce of diversity at a special "Make it Monday" forum, held at noon on Oct. 14 at the Dena'ina Center. RSVP before Oct. 11 at Anchoragechamber.org.



advocacy
in action

All for One

By Andrew Halcro

ALL FOR ONE. That is the initiative we have adopted to move the Anchorage Chamber of Commerce forward in a rapidly changing economic landscape. It also embodies our push to become one of the elite chambers of commerce in the United States.

Every five years the Anchorage Chamber of Commerce must apply for re-accreditation from the U.S. Chamber of Commerce. The accreditation process includes evaluating a chamber on nine different areas of importance from technology and governance to advocacy, and awards accreditation based on one to five stars. In 2005 and 2010, the Anchorage Chamber was awarded four-star recognition, which placed us in the top four percent of all chambers in the United States. But that simply isn't good enough.

Achieving five-star status would vault the Anchorage Chamber into the top one percent of all U.S. chamber organizations, just in time for 2015 and our 100th Anniversary. The 'All for One' moniker is a nod towards the extra effort it will take to reach the top. This will be achieved by going beyond into every event, community outreach and publication we produce.

A critical part of our move towards five stars is our advocacy efforts. This will include a menu of ground breaking efforts to improve everything from public school outcomes and affordable housing, to a greater understanding of the many moving cultural pieces that are making up a greater share Anchorage's economy.

Over the last eleven months, the Anchorage Economic Development Corporation (AEDC) has hosted two of the most knowledgeable voices on what



will make a successful community in the future. Both Richard Florida and Jim Clifton have written that in the coming years, the most successful cities in attracting the best talent will be those that offer inclusivity, opportunity and a great education system.

In cooperation with AEDC's Live. Work.Play. initiative to make Anchorage the number one city by 2025, the Anchorage Chamber of Commerce has taken the lead in the area of talent and tolerance.

This month we kick off our advocacy efforts by highlighting a growing force in the Anchorage economy, the GLBT community.

For the last year, the debate over equal rights has raged in the political arena, however, no discussion has been paid to

the economic contributions of the GLBT community. This issue highlights GLBT business owners and community leaders who are impacting Anchorage's economy in positive ways.

According to both public and private studies, Alaska's adult GLBT population has grown more than 57 percent in the last decade, and now represents 3.5 percent of

the state's population.

Many of the Anchorage Chamber's long time members, including Alaska Airlines and Wells Fargo, have become examples of how companies are now realizing the growing economic power of the GLBT community, and in response have adopted very successful outreach efforts.

As I look at the next generation of companies that are joining the Anchorage Chamber, they're small, dynamic and have a vested interest in our organization's effort to advocate a greater understanding of the growing segments that comprise our local economy.

The bottom line is that we truly are One Anchorage, One Economy. ALL FOR ONE.

CONOCOPhillips PLANS NEW WORK ON THE NORTH SLOPE

With the recent improvements to Alaska's severance tax system, ConocoPhillips has announced new work on the North Slope, including:

- Bringing an additional rig to the Kuparuk field that supports 95 direct jobs and will generate approximately 700 indirect jobs.
- Initiating engineering and design for new Drill Site 2S at Kuparuk. ConocoPhillips already filed permit applications for this project and plans to seek project approval in the third quarter of 2014.
- Entering the regulatory/permitting activities phase and engineering for GMT1, a drill site in the Greater Moose's Tooth Unit in NPR-A. ConocoPhillips filed permit applications for this project on July 23, 2013, and plans to seek project approval of GMT1 in late 2014.

These are examples of the activities ConocoPhillips has kicked off to help bring new investments and produce more oil from legacy and satellite fields.

We are looking at additional opportunities in the near future.

ConocoPhillips is here for the long term. The new oil tax bill makes the North Slope a more attractive business environment and should lead to more investment in oil-producing projects than has been seen in recent years.

ConocoPhillips

Alaska's Oil & Gas Company

ALASKA STATE LEGISLATURE



REPRESENTATIVE ANDY JOSEPHSON

Corporate Equality Index

House Bill 19: Anti-Discrimination

The following report comes from the Human Rights Campaign Foundation's Corporate Equality Index 2015. Upon request the entirety of the report can be sent to your office. If there are any questions please contact Johnathan Church at 465-6873.

Corporate Equality Index 2015

A New Standard of Equality Emerges from Corporate America

Even after two significant revisions resulting in more stringent criteria, this is the highest number of 100 percent-rated businesses in the entire history of the CEI.

In this 13th edition of the Human Rights Campaign Foundation's Corporate Equality Index, a record 366 businesses achieved a top rating of 100 percent. Even after two significant revisions resulting in more stringent criteria, this is the highest number of 100 percent-rated businesses in the entire history of the CEI.

In the first year of the CEI a decade ago, 13 businesses achieved a top score of 100 percent and in the 2012 CEI, the year of the most recent scorecard updates, just 189 businesses earned top marks.

Highly rated businesses span nearly every industry and major geography of the United States. In addition, more and more businesses are going global with their LGBT initiatives.

This year marks another set of records with regard to comprehensive transgender inclusion initiatives:

- Two-thirds of the Fortune 500 and 89 percent of the entire CEI universe of businesses offer explicit gender identity non-discrimination protections;
- One-third of the Fortune 500 and over half of the CEI universe of businesses offer transgender-inclusive health care coverage, up from 0 in 2002 and nearly ten times as many businesses as five years ago;
- A majority of CEI-rated businesses (eight in ten) offer education and training programs

that specifically include definitions and/ or scenarios on gender identity in the workplace; and,

- Hundreds of major businesses have adopted gender transition guidelines for employees and their teams to establish best practices in transgender inclusion.

The policies, benefits and practices businesses must implement to earn a perfect score are best-in-class demonstrations of corporate commitments to LGBT workers and the broader community at-large.

In addition to the depth of investment the top-rated businesses have made in the name of equality, the 2015 CEI shows an unprecedented breadth of brand new businesses. This year's CEI contains an impressive 48 new businesses that opted into the survey.

A grand total of 4,446 major brands fall under rated CEI businesses.

The following report is reflective of primarily verified data submitted to the HRC Foundation as well as independent research on non-responding businesses. Wherever credit can be verified, all ranked businesses will receive it, irrespective of their participation in the CEI survey.

The HRC Foundation has worked with hundreds of businesses to promote workplace equality for LGBT workers.

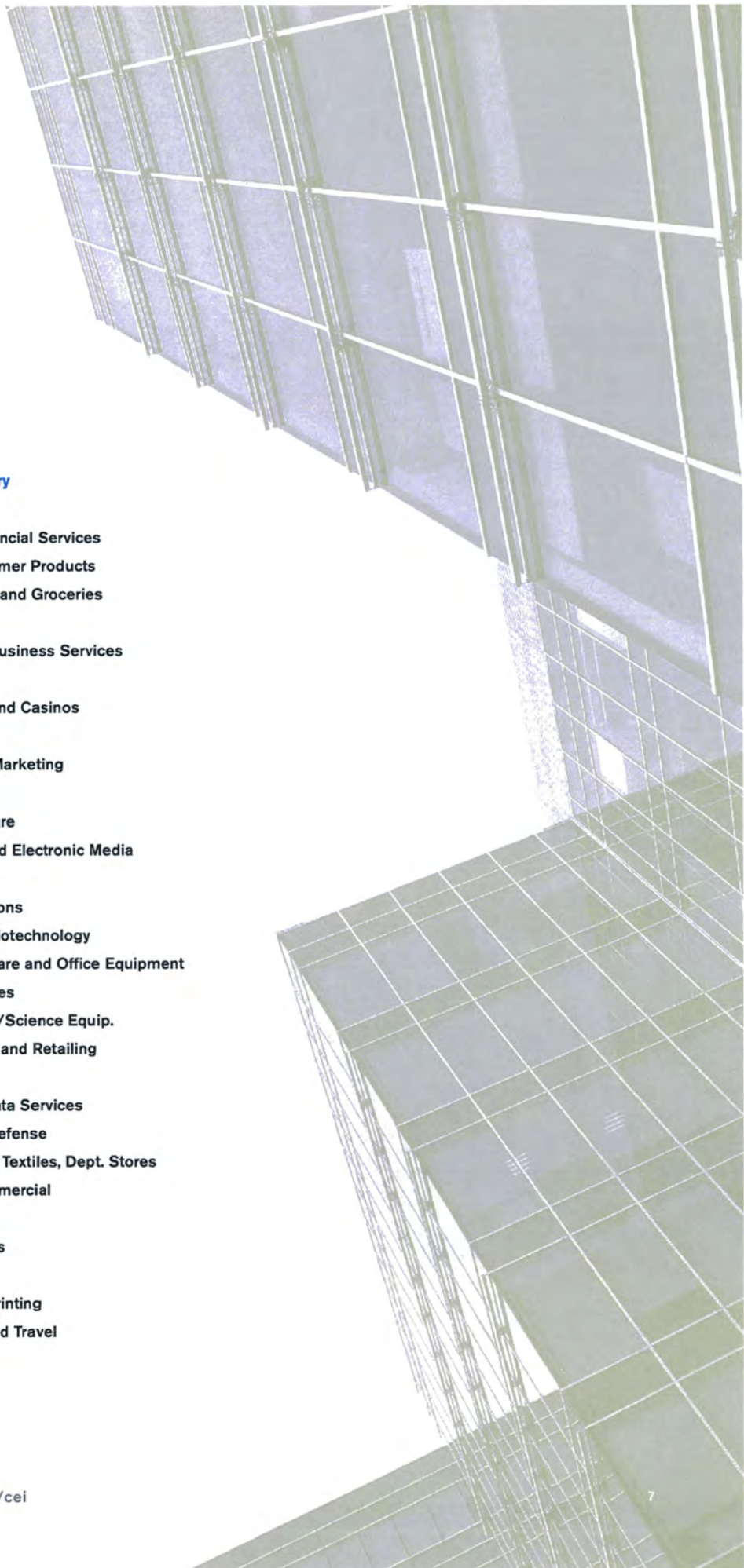
Fortune 500	2002	2008	2013	2014	2015
Sexual Orientation in Non-Discrimination Policy	61%	88%	88%	91%	89%
Gender Identity in Non-Discrimination Policy	3%	25%	57%	61%	66%

CEI 2015

**This year, a record
366 businesses
achieved a
top rating of
100 percent.**

**In the first year of
the CEI a decade
ago, 13 businesses
achieved a top score
of 100 percent.**

2002	2008	2013	2014	2015	100% by Industry
	30	71	81	89	Law Firms
1	32	33	36	49	Banking and Financial Services
1	13	19	20	26	Retail and Consumer Products
	14	12	16	21	Food, Beverages and Groceries
	10	14	16	20	Insurance
	8	14	17	19	Consulting and Business Services
	9	8	10	12	Healthcare
	7	8	11	12	Hotels, Resorts and Casinos
	3	7	9	11	Manufacturing
1	3	7	9	10	Advertising and Marketing
	5	6	9	10	Pharmaceuticals
	1	5	8	9	Computer Software
	3	4	6	9	Entertainment and Electronic Media
4	7	5	6	7	Automotive
	6	5	8	7	Telecommunications
	6	5	6	6	Chemicals and Biotechnology
2	6	4	4	6	Computer Hardware and Office Equipment
	2	4	5	6	Energy and Utilities
1	5	4	4	6	High-Tech/Photo/Science Equip.
		3	4	6	Internet Services and Retailing
1	2	2	2	5	Airlines
	3	4	5	5	Computer and Data Services
	4	2	3	4	Aerospace and Defense
1	8	2	2	2	Apparel, Fashion, Textiles, Dept. Stores
	2		1	2	Real Estate, Commercial
		1	1	1	Home Furnishing
	1		1	1	Mining and Metals
		1	1	1	Oil and Gas
	2	1	1	1	Publishing and Printing
			1	1	Transportation and Travel
		1	1	1	Miscellaneous



Equality at the Fortune-Ranked Companies

A record 306 of the Fortune 500-ranked businesses have official CEI ratings based on submitted surveys (as compared to 301 last year), with an average rating of 86. The Fortune 500 list has been invited each year since 2002.

150 of the Fortune 500-ranked businesses achieved a 100 percent rating, with 14 of the top 20 Fortune-ranked businesses at this top score. Eighty-nine percent of the Fortune 500 include "sexual orientation" in their nondiscrimination policies and 66 percent include "gender identity." The majority of the total Fortune 500 – 66 percent – offer equivalent medical benefits between spouses and partners and 34 percent offer transgender-inclusive health care benefits, including surgical procedures.

Fortune 1000 list of the largest publicly traded companies was invited to take part in the Corporate Equality Index survey for the seventh year in a row.

14 of the
Top 20
Fortune-Ranked
Companies
Received
100% Ratings

	Fortune1000	2015 CEI Score
Wal-Mart Stores Inc.	1	90
Exxon Mobil Corp.	2	-25
Chevron Corp.	3	100
Phillips 66	4	15
Berkshire Hathaway Inc.	5	0
Apple Inc.	6	100
General Motors Co.	7	100
General Electric Co.	8	100
Valero Energy Corp.	9	15
Ford Motor Co.	10	100
AT&T Inc.	11	100
Federal National Mortgage Association (Fannie Mae)	12	100
CVS Caremark Corp.	13	100
McKesson Corp.	14	100
Hewlett-Packard Co.	15	100
Verizon Communications Inc.	16	90
UnitedHealth Group Inc.	17	100
JPMorgan Chase & Co.	18	100
Cardinal Health Inc.	19	100
International Business Machines Corp. (IBM)	20	100

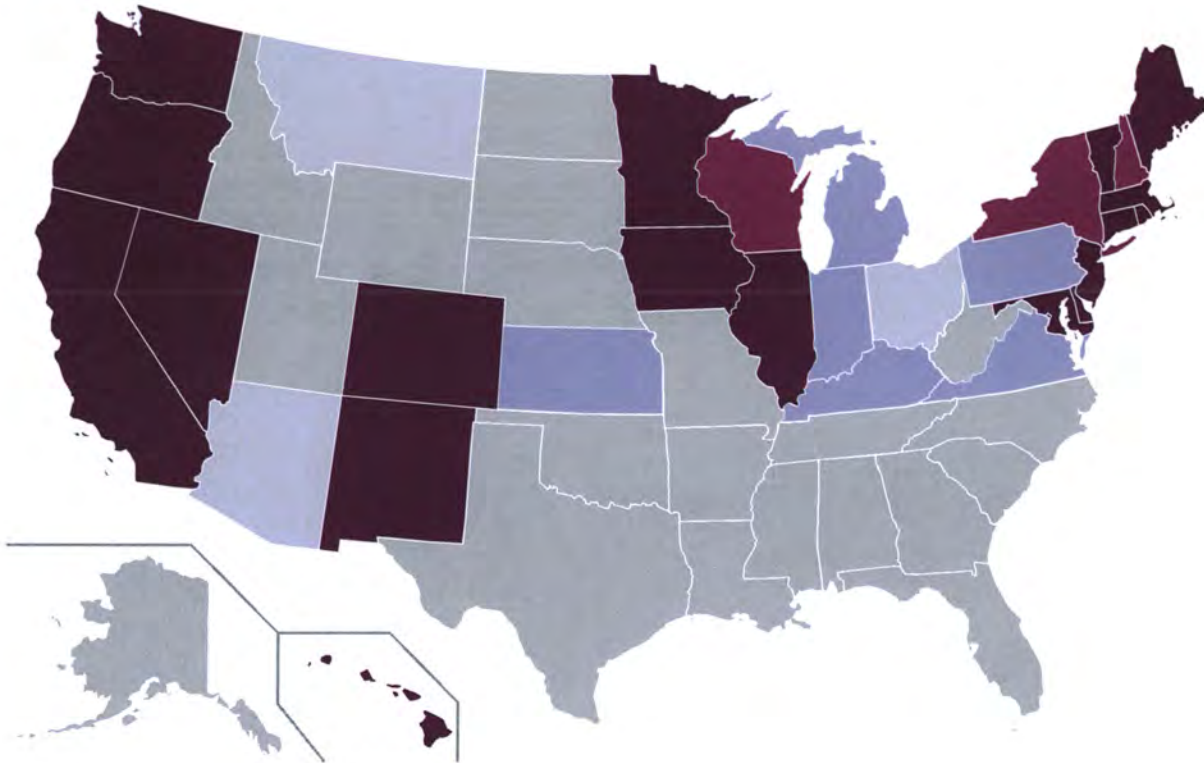
Businesses'
Commitment
to LGBT
Employees

	All Fortune 500	Fortune 500 Participants	Fortune 500 Non-Responders
Sexual Orientation in Non-Discrimination Policy	89%	98%	75%
Gender Identity in Non-Discrimination Policy	66%	90%	26%
Domestic Partner Health Benefits	66%	95%	18%
Transgender-Inclusive Benefits	34%	55%	0%
Organizational Competency Practices	48%	78%	0%
Public Commitment to the LGBT Community	51%	83%	0%
Average Score	45	86	12



HUMAN
RIGHTS
CAMPAIGN

STATEWIDE EMPLOYMENT LAWS & POLICIES



Updated January 16, 2015

The Federal Equal Employment Opportunity Commission is now accepting complaints of gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

States that prohibit discrimination based on sexual orientation and gender identity (18 states & D.C.): California, Colorado, Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Jersey, New Mexico, Oregon, Rhode Island, Vermont, Washington

States that prohibit discrimination based on sexual orientation only (3 states): New Hampshire, New York, Wisconsin

States that prohibit discrimination against public employees based on sexual orientation and gender identity (6 states): Indiana, Kansas, Kentucky, Michigan, Pennsylvania, Virginia





HUMAN
RIGHTS
CAMPAIGN

STATEWIDE EMPLOYMENT LAWS & POLICIES

States that prohibit discrimination against public employees based on sexual orientation only

(3 states): Arizona, Montana, Ohio

*State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida and New York.

Business Coalition for Workplace Fairness, Members

The vast majority of United States businesses have already started addressing workplace fairness for lesbian, gay, bisexual and transgender employees. But we still need a federal standard that treats all employees the same way.

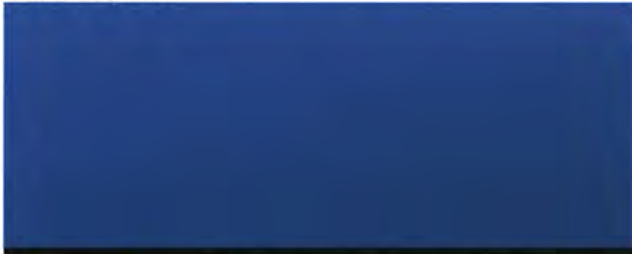
The Business Coalition for Workplace Fairness is a group of leading U.S. employers that support the Employment Non-Discrimination Act, a federal bill that would provide the same basic protections that are already afforded to workers across the country.

Lesbian, gay, bisexual and transgender employees are not protected under federal law from being fired, refused work or otherwise discriminated against. ENDA would do just that.

- [Employment Non-Discrimination Act \(/laws-and-legislation/federal-legislation/employment-non-discrimination-act\)](#)
- [Join the Business Coalition for Workplace Fairness \[pdf\] \(/files/assets/resources/Business_Coalition_for_Workplace_Fairness2014.pdf\)](#)
- [List of Coalition Members \(/files/assets/resources/Business_Coalition_for_Workplace_Fairness_Members.pdf\)](#)

Business Coalition for Workplace Fairness

<http://www.slideshare.net/hrcworkplace/business-coalition-for-workplace-fairness>



Business Coalition for Workplace Fairness Employment Non-Discrimination Act

View more [presentations \(http://www.slideshare.net/\)](http://www.slideshare.net/) from [hrcworkplace \(http://www.slideshare.net/hrcworkplace\)](http://www.slideshare.net/hrcworkplace)

Leading employers that support fairness in the workplace and the passage of the Employment Non-Discrimination Act:

- Accenture Ltd., New York, NY
- AIG, New York, NY
- [Alcoa Inc., New York, NY \(/files/assets/resources/Alcoa_Inc_-_2010-04-07_-_ENDA_Letter_Web.pdf\) \[PDF\]](#)
- American Institute of Architects, Washington, DC
- American Eagle Outfitters Inc., Pittsburgh, PA

- Ameriprise Financial Inc., Minneapolis, MN
- Amgen Inc., Thousand Oaks, CA
- AMR Corp. (American Airlines), Fort Worth, TX ([http://AMR_Corp - 2009-11-03 - ENDA Letter.pdf](http://AMR_Corp_-_2009-11-03_-_ENDA_Letter.pdf)) [PDF]
- Apple
- Bank of America Corp., Charlotte, NC
- The Bank of New York Mellon Corp. (BNY Mellon), New York, NY
 - Hon. George Miller ([/files/assets/resources/ENDA- Hon.George_Miller.pdf](/files/assets/resources/ENDA-Hon.George_Miller.pdf)) [PDF]
 - Hon. Tom Harkin ([/files/assets/resources/ENDA- Hon._Tom_Harkin.pdf](/files/assets/resources/ENDA-Hon._Tom_Harkin.pdf)) [PDF]
- Barclays, New York, NY
- BASF Corp., Florham Park, NJ
- Bausch & Lomb Inc., Rochester, NY
- Best Buy Co. Inc., Richfield, MN
- Bingham McCutchen LLP, Boston, MA ([/files/assets/resources/Bingham_McCutchen_LLP - 2010-04-14 - ENDA Letter_Web.pdf](/files/assets/resources/Bingham_McCutchen_LLP_-_2010-04-14_-_ENDA_Letter_Web.pdf)) [PDF]
- Biogen Idec Inc., Weston, MA
- BMC Software Inc., Houston, TX
- BNP Paribas, New York, NY
- Boehringer Ingelheim USA Corp. ([/files/assets/resources/Boehringer_Ingelheim - 2009-11-19 - ENDA Letters_Web.pdf](/files/assets/resources/Boehringer_Ingelheim_-_2009-11-19_-_ENDA_Letters_Web.pdf)), Ridgefield, CT [PDF]
- BP America Inc., Warrenville, IL
- Bristol-Myers Squibb Co. ([/files/assets/resources/Bristol-Myers_Squibb_Co - 2007-07-24 - ENDA Letter from CEO.pdf](/files/assets/resources/Bristol-Myers_Squibb_Co_-_2007-07-24_-_ENDA_Letter_from_CEO.pdf))New York, NY [PDF]
- Broadridge Financial Solutions Inc., Lake Success, NY
- Brown-Forman Corp., Louisville, KY
- CA Technologies Inc., Islandia, NY
- Caesars Entertainment Corp., Las Vegas, NV
- Capital One Financial Corp., McLean, VA
- Cardinal Health Inc., Dublin, OH
- CareFusion Corp., San Diego, CA
- Charles Schwab & Co., San Francisco, CA
- Chevron Corp., San Ramon, CA
- Choice Hotels International Inc., Silver Spring, MD
- Chubb Corp., Warren, NJ
- Cisco Systems Inc., San Jose, CA
- Citigroup, New York, NY
- CC Media Holdings Inc./Clear Channel Communications, San Antonio, TX ([/files/assets/resources/Clear_Channel_Communications_Inc - 2009-11-16 - ENDA Letters_Web.pdf](/files/assets/resources/Clear_Channel_Communications_Inc_-_2009-11-16_-_ENDA_Letters_Web.pdf)) [PDF]
- Classified Ventures LLC, Chicago, IL
- Clorox Co., Oakland, CA
- The Coca-Cola Co., Atlanta, GA
- Corning Inc., Corning, NY
- Darden Restaurants Inc., Orlando, FL
- Delhaize America Inc., Salisbury, NC
- Dell Inc., Round Rock, TX
- Deloitte LLP, New York, NY
- The Depository Trust & Clearing Corp., New York, NY
- Deutsche Bank, New York, NY
- Diageo North America, Norwalk, CT
- Dow Chemical Co., Midland, MI ([/files/assets/resources/Dow_Chemical_Co - 2009-11-09 - ENDA Letters.pdf](/files/assets/resources/Dow_Chemical_Co_-_2009-11-09_-_ENDA_Letters.pdf)) [PDF]
- E. I. du Pont de Nemours and Co. (DuPont), Wilmington, DE
- Eastman Kodak Co., Rochester, NY

- Electronic Arts Inc., Redwood City, CA
- [Eli Lilly & Co., Indianapolis, IN \(/files/assets/resources/Eli_Lilly_Co - 2009-09-21 - ENDA Letters_Web.pdf\)](#) [PDF]
- EMC Corp., Hopkinton, MA
- Ernst & Young LLP, New York, NY
- Expedia Inc., Bellevue, WA
- Gap Inc., San Francisco, CA
- General Electric Co., Fairfield, CT
- [General Mills Inc., Minneapolis, MN \(/files/assets/resources/General_Mills_Inc - 2009-11-05 - ENDA Letters_Web.pdf\)](#) [PDF]
- General Motors Corp., Detroit, MI
- GlaxoSmithKline, Philadelphia, PA
- Goldman Sachs Group Inc., New York, NY
- Google Inc., Mountain View, CA
- Groupon Inc., Chicago, IL
- [Hanover Direct Inc., Weehawken, NJ \(/files/assets/resources/Hanover_Direct_Inc - 2009-11-03 - ENDA Letters.pdf\)](#) [PDF]
- Herman Miller Inc., Zeeland, MI
- The Hershey Co., Hershey, PA
- Hewlett-Packard Co., Palo Alto, CA
- Hillshire Brands Co., Downers Grove, IL
- Hilton Worldwide, McLean, VA
- Hospira Inc., Lake Forest, IL
- HSBC – North America, Prospect Heights, IL
- Hyatt Hotels Corp., Chicago, IL
- Integrity Staffing Solutions Inc., Wilmington, DE
- Intel Corp., Santa Clara, CA
- InterContinental Hotels Group Americas, Atlanta, GA
- [International Business Machines Corp., Armonk, NY \(/files/assets/resources/IBM_Corp - 2009-07-20 - ENDA Letters_Web.pdf\)](#) [PDF]
- Jenner & Block LLP, Chicago, IL
- JPMorgan Chase & Co., New York, NY
- Kaiser Permanente, Oakland, CA
- [KeyCorp, Cleveland, OH \(/files/assets/resources/KeyCorp - 2009-09-01 - ENDA Letters_Web.pdf\)](#) [PDF]
- [Kimpton Hotel & Restaurant Group, San Francisco, CA \(/files/assets/resources/Kimpton_Hotel_Restaurant_Group - ENDA Letters_Web.pdf\)](#) [PDF]
- KPMG LLP, New York, NY
- [Levi Strauss & Co., San Francisco, CA \(/files/assets/resources/Levi_Strauss_Co - 2009-10-30 - ENDA Letters_Web.pdf\)](#) [PDF]
- [Marriott International Inc., Bethesda, MD \(/files/assets/resources/Marriott_International_Inc - 2009-11-04 - ENDA Letters_Web.pdf\)](#) [PDF]
- Marsh & McLennan Companies Inc., New York, NY
- Medtronic Inc., Minneapolis, MN
- Merck & Co. Inc., Whitehouse Station, NJ
- Microsoft Corp., Redmond, WA
- MillerCoors Brewing Co., Chicago, IL
- Mitchell Gold + Bob Williams, Taylorsville, NC
- Moody's Corp., New York, NY
- [Morgan Stanley, New York, NY \(/files/assets/resources/Morgan_Stanley - 2009-11-04 - ENDA Letters_Web.pdf\)](#) [PDF]
- [Motorola Inc., Schaumburg, IL \(/files/assets/resources/Motorola_Inc - 2009-09-17 - ENDA Letters_Web.pdf\)](#) [PDF]

- [Nationwide, Columbus, OH \(/files/assets/resources/Nationwide - 2009-11-05 - ENDA Letters Web.pdf\) \[PDF\]](#)
- The Nielsen Co., Schaumburg, IL
- Nike Inc., Beaverton, OR
- Oracle Corp., Redwood City, CA
- Orbitz Worldwide Inc., Chicago, IL
- Pfizer Inc., New York, NY
- PricewaterhouseCoopers LLP, New York, NY
- Procter & Gamble Co., Cincinnati, OH
- QUALCOMM Inc., San Diego, CA
- RBC Wealth Management, Minneapolis, MN
- [Replacements Ltd., Greensboro, NC \(/files/assets/resources/Replacements Ltd - 2007-04-19 - ENDA Letter.pdf\) \[PDF\]](#)
- Robins, Kaplan, Miller & Ciresi LLP, Minneapolis, MN
- SUPERVALU Inc., Eden Prairie, MN
- Target Corp., Minneapolis, MN
- Teachers Insurance and Annuity Association - College Retirement Equities Fund, New York, NY
- Tech Data Corp., Clearwater, FL
- Texas Instruments Inc., Dallas, TX
- Thomson Reuters, New York, NY
- Time Warner Inc., New York, NY
- Travelers Companies Inc., New York, NY
- UBS AG, Stamford, CT
- US Airways Group Inc., Tempe, AZ
- Verizon Communications Inc., New York, NY
- WellPoint Inc., Indianapolis, IN
- Wells Fargo & Co., San Francisco, CA
- [Whirlpool Corp., Benton Harbor, MI \(/files/assets/resources/Whirlpool Corp - 2010-02-12 - ENDA Letter.pdf\) \[PDF\]](#)
- Wynn Resorts Ltd., Las Vegas, NV
- Xerox Corp., Stamford, CT
- Yahoo! Inc., Sunnyvale, CA

Small employers that support fairness in the workplace and the passage of the Employment Non-Discrimination Act:

- Ability Market, Morristown, NJ
- All Pro Home Inspections, San Diego, CA
- ALT Services Inc., Plano, TX
- Americas Trade & Supply Co, Miami, FL
- AugusteTech LLC, Hamilton Square, NJ
- BancForce Financial Staffing, San Diego, CA
- Calvert Group Ltd., Bethesda, MD
- Classic Doors and Shutters Inc., Memphis, TN
- Cooney, Daniel Fine Art, New York, NY
- Comer Office Consultants, Tucker, GA
- David W. Cropper Insurance Agency LLC, Alexandria, VA
- Delucchi Plus LLC, Washington, DC
- Emilio Robba Boutique, Coral Gables, FL
- Environmental Waste Solutions Inc., Media, PA
- Fair Measures Inc., Santa Cruz, CA
- Floordesigns Inc., San Francisco, CA
- Four Star Cargo Inc., Miami, FL
- Frontline Data Group, Vienna, VA
- Funny Boy Films LLC, Los Angeles, CA

- Galerie, Hebron, KY
- Greater San Diego Business Association, San Diego, CA
- Green Ink Communications, Voluntown, CT
- Hanlon Brown Design Inc., Portland, OR
- Instant Signs of Santee, Santee, CA
- Intersource Inc., Minneapolis, MN
- Jennifer Brown Consulting LLC, New York, NY
- JVA Campaigns LLC, Dublin, OH
- Kell Consulting LLC, Louisville, KY
- Leverage Technologies Inc., Breksville, OH
- Masters Realtors Inc., Dallas, TX
- McCown & Evans LLP, San Francisco, CA
- Merge Media Group Gp LLC, Dallas, TX
- Michael Chamness Co., Montpelier, ND
- Michael Toomey Pa, Miami, FL
- Mirage Images Inc., Chattanooga, TN
- On-Site Productions Inc., Alexandria, VA
- Osmosis Medialab Inc., New York, NY
- P2p Staffing Corp., Coral Springs, FL
- PinnaclePay Merchant Services Inc., Lawrenceville, GA
- PocketNurse Enterprises Inc., Pittsburgh, PA
- Prime Access Inc., New York, NY
- Production Solutions Inc., Vienna, VA
- Project Designworks, San Diego, CA
- Pulse Communication Inc., New York, NY
- Quorum, St. Paul, MN
- Route 7 Productions Inc., Miami Beach, FL
- RSF Execare, Rancho Santa Fe, CA
- Scoji Enterprises LLC, Natchitoches, LA
- Scotwork, NA, Inc., Parsippany, NJ
- Sky's The Limit Consulting Inc., Estero, FL
- Smart Women Co., St. Paul, MN
- SQN Communications Design Inc., Vienna, VA
- Stanley Sumner LLC, Miami Shores, FL
- Trillium Asset Management, Boston, MA
- Unique Impressions, Pheonix, AZ
- Walden Asset Management, Boston, MA
- Witeck-Combs Communications Inc., Washington, DC
- Zebra Printing & Graphic Inc., Dallas, TX