

February 24, 2021

The Honorable Nancy Pelosi
Speaker of the House
U.S. House of Representatives
Washington, DC 20515

The Honorable Kevin McCarthy
Minority Leader
U.S. House of Representatives
Washington, DC 20515

Dear Speaker Pelosi and Leader McCarthy:

The undersigned trade and professional associations write in support of H.R. 5, the Equality Act. Equality of opportunity is a key pillar of our great democracy—one that allows all people to pursue their American Dream—and part of what makes our nation exceptional. Our industries, representing and employing tens of millions of Americans, understand this basic fact and have been at the forefront of efforts to combat discrimination based on sexual orientation and gender identity in the workplace.

H.R. 5 would amend several provisions of the Civil Rights Act of 1964 to provide affirmative, statutory non-discrimination protections for LGBTQ Americans both in the workplace and in the community. These protections remain vitally important even after the Supreme Court's decision in *Bostock v. Clayton County*. Only legislative action can forestall endless litigation, alleviate the untenable patchwork of state laws governing this form of discrimination, and make clear that discrimination because of sexual orientation or gender identity is unwelcome and unlawful in our society.

In 2019, the Equality Act was introduced on a bipartisan basis in both the House and Senate, and it passed the House with a bipartisan majority. We urge you again to support the passage of H.R. 5.

Sincerely,

Accessories Council
AAHOA | Asian American Hotel Owners Association
ACT | The App Association
AdvaMed
Aerospace Industries Association
Alliance for Automotive Innovation
American Apparel & Footwear Association (AAFA)
American Benefits Council
American Chemistry Council
American Cleaning Institute
American Herbal Products Association
American Hotel & Lodging Association
American Medical Association
American Retirement Association
American Society of Association Executives
Association of Home Appliance Manufacturers
Biotechnology Innovation Organization
BSA | The Software Alliance
College and University Professional Association for Human Resources

Consumer Brands Association
Consumer Healthcare Products Association (CHPA)
Consumer Technology Association
Council of Fashion Designers of America (CFDA)
Edison Electric Institute
Financial Executives International
FMI | The Food Industry Association
Fragrance Creators
Household & Commercial Products Association
Information Technology Industry Council (ITI)
International Franchise Association
Internet Association
Nareit
National Association of Chain Drug Stores
National Association of Manufacturers
National Investor Relations Institute (NIRI)
National Leased Housing Association (NLHA)
National Multifamily Housing Council (NMHC)
National Restaurant Association
National Retail Federation
National Safety Council
National Venture Capital Association (NVCA)
North American Association of Uniform Manufacturers and Distributors
Personal Care Products Council
Pharmaceutical Research and Manufacturers of America
Retail Industry Leaders Association
The Center for Baby and Adult Hygiene Products
The Latino Coalition
The Real Estate Roundtable
U.S. Chamber of Commerce
U.S. Tire Manufacturers Association