

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