



September 11, 2009

Delivered Electronically and by Ground Mail

Senator Jim Bunning
Senator Mitch McConnell
Representative Ben Chandler
Representative Geoff Davis
Representative Brent Guthrie
Representative Harold Rogers
Representative Ed Whitfield
Representative John Yarmuth

CC: Governor Steven Beshear

Employment Non-Discrimination Act (ENDA)

Dear Senators and Representatives:

We, the undersigned, are local and statewide organizations in Kentucky that strongly support the federal Employment Non-Discrimination Act (ENDA), which would prohibit discrimination in the workplace based on sexual orientation and gender identity. Together we write to urge your support to ensure final passage in the House/Senate. Specifically, we urge you to co-sponsor this measure, vote for it, and oppose any efforts to weaken it.

A clear and unambiguous federal law is needed to fully address the continuing problem of discrimination against lesbian, gay, bisexual and transgender people. While some states and localities have laws in place to prohibit this type of discrimination, the patchwork of laws in this country remains inadequate. ***Discrimination is a very real problem that affects lesbian, gay, bisexual and transgender (LGBT) people***, leaving them and their families economically vulnerable. For all of these reasons, passage of ENDA remains a top priority for the LGBT community.

Today, about 40% of the U.S. population lives in one of the 12 states or over 100 localities that prohibits discrimination against LGBT people. Regrettably, Kentucky state law does not prohibit discrimination based on sexual orientation and gender identity.

In Kentucky discrimination based on sexual orientation and gender identity is prohibited by local ordinance in the City of Covington, Lexington/Fayette County, and Louisville/Jefferson County.



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Many businesses in our state have policies in place to prohibit LGBT discrimination. Businesses have long realized that judging a worker based on qualification and merit, rather than personal characteristics like gender identity or sexual orientation, is a best practice.

The time has come to end workplace discrimination against lesbian, gay, bisexual and transgender Americans. We hope you will join the majority of Americans in supporting basic fairness in the workplace by supporting ENDA and helping to ensure its passage.

Sincerely,

Kentucky Fairness Alliance, Travis Myles, Chairperson

ALLYance (Morehead State University), Jacob Chapman, Student Leader

American Civil Liberties Union of Kentucky, Michael Aldridge, Executive Director

Association of Black Students (University of Louisville), Jaison Gardner, Board Member

BlkOut (University of Louisville), Jaison Gardner, Executive Board Member

Central Presbyterian Church (Louisville), Ann Deibert and Mark Baridon, Co-Pastors

Committee for Fairness and Individual Rights, Dawn Wilson, Co-Chair

commonGround (University of Louisville), Katy Garrison, President

Fairness Campaign, Chris Hartman, Director

GLASS (Bellarmine University), Allyson Hudson, Social Coordinator

Jefferson County Teachers Association, Brent McKim, President

Lambda Law Caucus (University of Louisville), Kristen Staley and Lucas Vance, Co-Chairs

Lexington Fairness, Paul Brown, Chair

Kentucky Commission on Human Rights, John Johnson, Executive Director

Metropolitan Community Church (Paducah), Lillian Ferguson, Pastor

Murray State University Alliance, Anthony Jones, President

National Association of Social Workers – Kentucky Chapter, Toni Joyce, Executive Director

Transformations (University of Louisville), Andrea Tucker, President

The Ampersand symbolizes the solidarity we are building through Friends & Family, and suggests the inclusiveness we are working toward. It reflects the idea that no one individual, legislator, organization, or city can carry all the water for equality. Our success lies in our solidarity.