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## Business Statement on Anti-LGBTQ State Legislation

**The companies joining this statement do business, create jobs, and serve customers throughout the United States.** Our businesses strongly embrace diversity and inclusion because we want everyone who works for us or does business with us to feel included and welcomed as their true, authentic selves. Fairness, equal treatment, and opportunity are central to our corporate values because we care about our employees and the customers we serve. What's more, these values also matter to our bottom lines. Inclusive business practices lead to more productive and engaged employees, increased customer satisfaction; and, ultimately, improved competitiveness and financial performance.

**We are deeply concerned by the bills being introduced in state houses across the country that single out LGBTQ individuals - many specifically targeting transgender youth - for exclusion or differential treatment.** Laws that would affect access to medical care for transgender people, parental rights, social and family services, student sports, or access to public facilities such as restrooms, unnecessarily and uncharitably single out already marginalized groups for additional disadvantage. They seek to put the authority of state government behind discrimination and promote mistreatment of a targeted LGBTQ population.

These bills would harm our team members and their families, stripping them of opportunities and making them feel unwelcome and at risk in their own communities. As such, it can be exceedingly difficult for us to recruit the most qualified candidates for jobs in states that pursue such laws, and these measures can place substantial burdens on the families of our employees who already reside in these states. Legislation promoting discrimination directly affects our businesses, whether or not it occurs in the workplace.

As we make complex decisions about where to invest and grow, these issues can influence our decisions. **America's business community has consistently communicated to lawmakers at every level that such laws have a negative effect on our employees, our customers, our competitiveness, and state and national economies.**

As business leaders dedicated to equal treatment, respect, and opportunity for all - as well as to improving the financial and investment climate across the country - **we call for public leaders to abandon or oppose efforts to enact this type of discriminatory legislation and ensure fairness for all Americans.**

Signed:

23andMe  
Accenture  
Acxiom LLC  
Adobe Inc.  
Advance Auto Parts  
AEO Inc.

Affirm  
Airbnb  
AllianceBernstein  
Ally  
Altria Group Inc.  
Amalgamated Bank

Amazon  
American Airlines  
American Express  
American Honda Motor Company  
Anaplan  
Apple  
Applied Materials, Inc.  
Arcadis U.S. Inc.  
Asana, Inc.  
AT&T  
Atlassian  
BASF Corporation  
Bayer US LLC  
BBVA USA  
BCW (Burson Cohn & Wolfe)  
Ben & Jerry's Homemade, Inc.  
Berkshire Bank  
Biogen  
Bloomberg LP  
Boehringer Ingelheim USA  
Boston Scientific  
Bounteous  
Capital One  
Cardinal Health  
Cargill  
Cargo Transporters, Inc.  
Celanese  
Center for Community Self-Help  
Citigroup Inc.  
Chobani  
CNA Insurance  
The College Board  
Corning Incorporated  
CSAA Insurance Group  
Curology  
CVS Health  
Dechert LLP  
Deckers Brands (UGG, HOKA, Teva, Sanuk and Koolaburra by UGG)  
Dell Technologies  
Dow Inc.  
Dropbox Inc.  
Early Warning Services, LLC  
Eastern Bank  
Elanco Animal Health  
EMD Serono, MilliporeSigma and EMD  
Electronics  
Equinix

Equitable  
Facebook  
FactSet Research Systems Inc.  
Fastly  
Flexport, Inc.  
GAP, Inc.  
Gearbox  
General Mills  
GoDaddy  
Google  
GP Strategies Corporation  
Gusto  
H&M  
HP Inc.  
Hilton  
HSBC Bank USA  
IBM  
ICM Partners  
IHG Hotels & Resorts  
HIS Markit  
IKEA  
Instacart  
Intel  
Interpublic Group  
Intuit  
Invitae Corporation  
Johnson & Johnson  
Kellogg Company  
The Knot Worldwide  
The Kraft Heinz Company  
LegalZoom  
Levi Strauss & Co.  
LinkedIn  
Lush Fresh Handmade Cosmetics  
Lyft, Inc.  
Macy's, Inc  
Mailchimp  
Marriott International, Inc.  
Marsh McLennan  
MassMutual  
Medtronic  
MetLife, Inc.  
Micron  
Microsoft  
Mobilize  
Mondelez International  
MolsonCoors  
New Belgium Brewing

**NextRoll, Inc.**  
**Nike, Inc.**  
**Nuance Communications**  
**Oracle Corporation**  
**Patagonia**  
**Patreon**  
**PayPal**  
**Peloton Interactive, Inc.**  
**PepsiCo**  
**Pfizer Inc.**  
**PNC Financial Services Group**  
**RedFin Real Estate**  
**Red Hat, Inc.**  
**REI Co-op**  
**Royal Bank of Canada**  
**Salesforce**  
**SAP**  
**Signet Jewelers**  
**Silicon Labs**  
**Square, Inc.**  
**State Street Corporation**  
**SunLife**  
**SurveyMonkey**  
**Sustainable Food Policy Alliance, including  
member companies Danone North America;  
Mars, Incorporated; Nestlé USA; and  
Unilever United States**

**Symetra Life Insurance Company**  
**Synchrony Financial**  
**Target**  
**TechNet**  
**Teva Pharmaceuticals**  
**Thermo Fisher Scientific**  
**T-Mobile USA Inc.**  
**Trillium Asset Management**  
**Tripadvisor**  
**Twitter Inc.**  
**Uber**  
**Unilever United States**  
**Union Pacific**  
**United Airlines**  
**Verizon**  
**VMLY&R**  
**Vmware**  
**Warby Parker**  
**Warner Music Group**  
**Wayside Youth & Family Support Network**  
**Wells Fargo**  
**Workday, Inc.**  
**Xperi Holding Corporation**  
**Xylem**  
**Yelp Inc.**  
**Yext**  
**Zillow Group**

***Updated: 11/18/2021***