



February 25, 2021

The Honorable David Cicilline
U.S. House of Representatives
2233 Rayburn House Office Building
Washington, D.C. 20515

Dear Representative Cicilline,

As an organization committed to diverse, equitable and inclusive workplaces, the Society for Human Resource Management (SHRM) and our more than 300,000+ HR professional and business executive members strongly support policy that bars workplace discrimination based on sexual orientation or gender identity, as envisioned in H.R. 5, the Equality Act of 2021.

SHRM has a proud history and commitment of encouraging fair and consistent employment practices and policies. We believe that employees should be evaluated based upon their ability to do the job, not on characteristics unrelated to job performance. As such, SHRM was the first employer association in 2008 to support the Employment Non-Discrimination Act (ENDA). This legislation included important guidance for both employers and employees. As such, we believe those provisions should be included in H.R. 5 as it moves through the legislative process.

SHRM strongly supports the intent of the Equality Act. This bill should be strengthened with previous provisions of the ENDA that provide much needed clarity, especially for small and mid-sized businesses—those most negatively impacted by the pandemic. These provisions and others identified during [committee consideration](#) in the last Congress will help those charged with implementation and compliance, HR professionals, ensure that all workers benefit from the law.

SHRM and its members are committed to combatting all forms of discrimination in the workplace. We look forward to working with you and the Senate to strengthen the Equality Act as it moves through the legislative process.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

Emily M. Dickens
*Chief of Staff, Head of Government Affairs
& Corporate Secretary*

CC: All Members of Congress