

**APPENDIX — STATEMENTS OF INTEREST
FOR ALL OTHER AMICI**

Advocates for Youth (Advocates) partners with youth leaders, adult allies, and youth-serving organizations that promote policies and champion programs related to young people’s sexual and reproductive health and rights. Advocates works alongside thousands of young people here in the United States and around the globe as they fight for civil rights on the topics of sexual health, rights, and justice. Advocates envisions a world in which marginalized young people are not discriminated against based on their actual or perceived sexual orientation or gender identity and expression. Advocates has a strong interest in safeguarding Title VII’s prohibition of sex discrimination in the workplace, including discrimination against LGBTQ people.

African-American Ministers In Action is a program of People For The American Way. Since 1997, this growing alliance of progressive clergy and faith leaders from around the country has diligently worked to support civil rights for all persons, eliminate all forms of discrimination, and advance democracy. An ecumenical body currently representing over 1500 women and men and 28 states, it is a true statement of faith in action embracing the historical witness of the Black Church by speaking on behalf of the powerless and advocating for public policy that benefits the vulnerable, the marginalized, and the voiceless.

Alaska Public Interest Research Group (AKPIRG) is an organization that advocates in the

public interest. From employees' rights, consumer protection, identity theft and fraud, to voting rights, ethical government, and clean energy, AKPIRG has been pursuing policies that give ordinary Alaskans a voice that can be heard. AKPIRG works to ensure every person's voice is amplified equally. If individuals and communities are not recognized for who they are, those people are disempowered and unable to participate in a public process that does not reflect acceptance of their humanity.

American Association for Justice (AAJ) is a national, voluntary bar association established in 1946 to strengthen the civil justice system, preserve the right to trial by jury, and protect access to the courts for those who have been wrongfully injured. With members in the United States, Canada, and abroad, AAJ is the world's largest trial bar. AAJ members primarily represent plaintiffs in personal injury actions, consumer cases, employment rights cases, and other civil actions. For over 70 years, AAJ has served as a zealous advocate for the right of all Americans to seek legal recourse under both state and federal law for wrongful injury. AAJ believes that broad enforcement of antidiscrimination laws, including Title VII, benefits all Americans by removing obstacles to achieving workplace dignity and advancement according to ability.

The **American Association of University Professors (AAUP)** is a nonprofit organization of over 42,000 faculty, librarians, graduate students, and academic professionals in public and private sector higher education. Founded in 1915, the AAUP's pur-

pose is to advance academic freedom and shared university governance; define fundamental professional values and standards for higher education; promote the economic security of all those engaged in teaching and research in higher education, including eliminating unlawful discrimination; and ensure higher education's contribution to the common good.

The **American Humanist Association (AHA)** is a national organization that advances the ethical and life-affirming worldview of humanism, which—without beliefs in gods or other supernatural forces—encourages individuals to live informed and meaningful lives that aspire to the greater good of humanity. The AHA promotes progressive values as well as equality for humanists, atheists, and other nontheistic Americans. In its exercise of these commitments, the AHA defends the civil and human rights of those who face the brunt of employment discrimination, including LGBTQ people of color, through advocacy, education, and legal work.

Americans United for Separation of Church and State is a national, nonsectarian public-interest organization that is committed to preserving religious freedom and the constitutional principle of separation of religion and government. Americans United represents more than 125,000 members and supporters nationwide. Since its founding in 1947, Americans United has participated as a party, as counsel, or as an amicus curiae in the leading church-state cases decided by this Court and by the lower federal and state courts throughout the country. As a defender of religious freedom, Americans United has long fought to uphold the critical protections of Title VII, including

those that prohibit religious discrimination. Americans United believes that Title VII's vital protections against workplace discrimination can and should apply to LGBTQ persons without undermining the religious freedom of employers or employees.

Andrew Goodman Foundation is a civil rights nonpartisan organization that supports youth leadership development, voting accessibility, and social justice initiatives on campuses across the country with mini-grants to select institutions of higher learning and other financial assistance to students. The Foundation's vision is that young people will become active, engaged citizens who ensure a just democracy and sustainable future.

Anti-Defamation League (ADL) was founded in 1913 to combat anti-Semitism and other forms of prejudice, and to secure justice and fair treatment to all. Today, it is one of the world's leading organizations fighting hatred and bigotry and eradicating discrimination. At issue in these cases are core issues of equality and discrimination. ADL has filed amicus briefs in numerous cases addressing the unconstitutionality or illegality of discriminatory practices or laws and worked closely with coalition partners to help pass the Civil Rights Act of 1964. As such, ADL maintains a strong interest in ensuring that its provisions, such as Title VII, are interpreted in accordance with the law's intent to protect individuals—including LGBTQ people—from discrimination.

The **Arab American Institute (AAI)** is a non-profit, nonpartisan national civil rights organization established under Section 501(c)(4) of the Internal

Revenue Code. It represents the policy and community interests of Arab Americans across the United States, and was created to nurture and encourage the direct participation of Arab Americans in political and civic life. In particular, AAI serves as a central resource for government officials, the media, political leaders, and community groups on a variety of public policy issues that concern Arab Americans and U.S.-Arab relations. As a leading national civil rights organization, AAI is committed to the civil rights of all Americans, especially in how they may impact the Arab American community.

The **Autistic Self Advocacy Network (ASAN)** is a national, private, nonprofit organization, run by and for autistic individuals. ASAN provides public education and promotes public policies that benefit autistic individuals and others with developmental or other disabilities, a disproportionate number of whom are LGBTQ and do not meet typical gender expectations. ASAN's advocacy activities include combating stigma, discrimination, and violence against autistic people and others with disabilities, including in the workplace. ASAN takes a strong interest in cases that affect the rights of autistic individuals and others with disabilities, including LGBTQ autistic individuals, to participate fully in community life and enjoy the same rights as others without disabilities.

Bend the Arc: A Jewish Partnership for Justice is the nation's leading progressive Jewish voice empowering Jewish Americans to be advocates for the nation's most vulnerable. Bend the Arc mobilizes Jewish Americans beyond religious and institutional boundaries to create justice and opportunity for all,

through bold leadership development, innovative civic engagement, and robust progressive advocacy.

Campaign for Accountability is a 501(c)(3) nonpartisan, nonprofit watchdog organization that uses research, litigation, and aggressive communications to expose misconduct and malfeasance in public life. Campaign for Accountability is dedicated to ensuring that laws are upheld and strives to hold powerful actors who compromise the public interest accountable.

The **Center for Popular Democracy** (CPD) is a high-impact, national organization dedicated to creating equity, opportunity, and democracy in partnership with base-building organizations. CPD builds the power of communities to ensure a pro-worker, pro-immigrant, racial and economic justice agenda. CPD is nationally recognized for its policy and research expertise on issues relating to workers' rights. CPD works closely with affiliates and allies rooted in communities of low wage workers, including those living at the intersection of LGBTQ and other marginalized identities, to support their advocacy for strong worker-protection policies and effective enforcement of those laws.

CenterLink was founded as a member-based coalition to support the development of strong, sustainable LGBT community centers. CenterLink plays an important role in supporting the growth of LGBT centers and addressing the challenges they face, by helping them to improve their organizational and service delivery capacity and increase access to public re-

sources. These centers are often the only staffed non-profit LGBTQ presence in the area and the first point of contact for people seeking information, coming out, accessing services, or facing discrimination. Center-Link and the local centers are there to aid, guide, and connect to other resources when LGBTQ individuals face discrimination whether at home, school, or the workplace.

Color Of Change is the nation's largest online racial justice organization. Color Of Change is dedicated to creating a more humane and less hostile world for Black people in America. Color Of Change works to challenge injustice, hold corporate and political leaders accountable, commission game-changing research on systems of inequality, and advance solutions for racial justice that can transform the world. Color Of Change believes that Black LGBTQ people face additional discrimination as a result of their sexual orientation and gender identity, which interacts and works in conjunction with the racial discrimination Black people already face.

CREDO Mobile, Inc. is a for-profit organization that offers products to fund progressive social change. CREDO organizes and mobilizes millions of activists to fight for equality, freedom, opportunity, safety, and fulfillment for everyone, including LGBTQ people, at the local, state, and national levels.

The **Equal Justice Society** (EJS) is a national legal organization focused on restoring constitutional safeguards against discrimination. EJS's goal is to help achieve a society where race is no longer a barrier to opportunity. Specifically, EJS is working to

fully restore the constitutional protections of the Fourteenth Amendment and the Equal Protection Clause, which guarantees all citizens receive equal treatment under the law. By combining legal advocacy, outreach and coalition building, and education through effective messaging and communication strategies, EJS aims to broaden conceptions of present-day discrimination to include unconscious and structural bias by using cognitive science, structural analysis, and real-life experience.

Equal Rights Advocates (ERA) is a national nonprofit legal organization dedicated to protecting and expanding economic and educational access and opportunities for women and girls. Since its founding in 1974, ERA has sought to end gender discrimination in employment and education and advance equal opportunity for all by litigating historically significant cases in both state and federal courts, including two of the first U.S. Supreme Court cases addressing Title VII's prohibition of discrimination "because of sex" and its application to pregnant workers. ERA has participated as amicus curiae in scores of other cases involving the interpretation of Title VII and other antidiscrimination laws. ERA has supported the recognition and application of antidiscrimination laws and the constitutional principles of equal protection and due process to LGBTQ persons in amicus briefs filed in this Court.

Fair Count, Inc. works to ensure a fair and accurate count of all people in the Census, particularly in hard-to-count communities like LGBTQ persons and other historically marginalized and disenfran-

chised groups. Recognizing that structural discrimination plays an integral role in keeping many groups and populations from civic participation, Fair Count is committed to alleviating systematic oppression, discrimination, and fear to ensure all voices are heard—and counted—equally.

Family Values @ Work is a network of coalitions in 27 states working to win paid sick and safe days, family and medical leave insurance and other policies that value families at work. Family Values @ Work grew out of the recognition that valuing caregiving and enabling people to be good providers and good family members is key to achieving racial, gender, and economic equity. Family Values @ Work organizes with partners across racial, gender, and economic justice movements to ensure that these policies support LGBTQ workers and are inclusive of their families.

The **Feminist Majority Foundation (FMF)**, a 501(c)(3) nonprofit organization founded in 1987, is dedicated to the pursuit of women's equality, utilizing research and action to empower women. FMF advocates for full enforcement of Title VII and other laws prohibiting discrimination and advancing workplace equality, including in hiring, pay, and promotions.

The **Hispanic National Bar Association (HNBA)** has a membership comprised of thousands of Latino lawyers, law professors, law students, legal professionals, state and federal judges, legislators, and bar affiliates across the country. HNBA regularly participates as *amicus curiae* in this Court. HNBA

supports Hispanic legal professionals and is committed to advocacy on issues of importance to the millions of people of Hispanic heritage living in the United States, including the important civil rights issues presented in these cases.

In Our Own Voice: National Black Women's Reproductive Justice Agenda is a national-state partnership with eight Black women's Reproductive Justice organizations: The Afiya Center, Black Women for Wellness, Black Women's Health Imperative, New Voices for Reproductive Justice, SisterLove, Inc., SisterReach, SPARK Reproductive Justice NOW, and Women with a Vision. In Our Own Voice focuses on lifting up the voices of Black women leaders on national, regional, and state policies that impact the lives of Black women and girls. The reproductive justice framework is rooted in the human right to control our bodies, our sexuality, our gender, and our reproduction. The ability to work in an employment environment free from discrimination is essential to ensuring this right.

Founded in 1929, the **Japanese American Citizens League** (JACL) is the nation's oldest and largest Asian American civil rights organization. JACL's perspective is framed by the Japanese American community's experience of discrimination that led to mass incarceration during World War II. Today JACL works to protect the rights of all people to be free from discrimination, including on the basis of sex in the workplace.

Justice in Aging is a national organization with a principal mission to protect the rights of low-income

older adults through advocacy, litigation, and the education and counseling of legal aid attorneys and other local advocates. Since 1972, Justice in Aging has sought to ensure the health and economic security of older adults with limited income and resources, especially women, members of the LGBTQ community, people of color, and people with limited English proficiency. The organization works to ensure access to Medicaid, Medicare, Social Security, and other benefits programs that allow low-income older adults to live with dignity and independence. Justice in Aging has an interest in ensuring that its LGBTQ clients are able to challenge discrimination in healthcare settings.

LatinoJustice PRLDEF (LJP) is a nonprofit organization that champions an equitable society by using the power of the law together with advocacy and education. Since its founding as the Puerto Rican Legal Defense and Education Fund, LJP has advocated for and defended the constitutional rights and the equal protection of all Latinos under the law. LJP has also engaged in and supported law-reform civil-rights litigation on a wide variety of issues in state and federal courts across the country.

League of Women Voters of the United States (LWVUS) is a grassroots, nonpartisan, nonprofit organization that has for nearly 100 years encouraged informed, active, and inclusive participation in government in order to promote political responsibility and to better serve the democratic interests and principles of all peoples of the United States. LWVUS supports equal rights for all under state and federal

law and advocates for laws that prohibit discrimination against the LGBTQ community in jobs, housing, and public accommodations.

Matthew Shepard Foundation is a nonprofit organization with a mission to erase hate by replacing it with understanding, compassion, and acceptance. By amplifying the story of Matthew Shepard, the Foundation inspires individuals, organizations, and communities to embrace the dignity and equality of all people. As an organization fighting for the civil rights of all people, the Matthew Shepard Foundation has an interest in ensuring that LGBTQ employees are protected from discrimination in the workplace.

The **NAACP Legal Defense & Educational Fund, Inc. (LDF)** is the nation's first and foremost civil rights legal organization. Through litigation, advocacy, and public education, LDF strives to enforce the United States Constitution's promise of equal protection and due process for all Americans. Since the enactment of the Civil Rights Act of 1964, LDF has helped Americans vindicate their rights under Title VII to be free from discrimination on the basis of, inter alia, race and sex. LDF has represented plaintiffs in cases such as *Griggs v. Duke Power Co.*, 401 U.S. 424 (1971), *Phillips v. Martin Marietta Corp.*, 400 U.S. 542 (1971), *Albemarle Paper Co. v. Moody*, 422 U.S. 405 (1975), *Pullman-Standard v. Swint*, 456 U.S. 273 (1982), *Anderson v. City of Bessemer City*, 470 U.S. 564 (1985), and *Lewis v. City of Chicago*, 560 U.S. 205 (2010). LDF has also participated as amicus curiae in several cases addressing the rights of LGBTQ individuals. See, e.g., *Masterpiece Cakeshop, Ltd. v. Colo. Civil Rights Comm'n*, 138 S. Ct. 1719 (2018);

Obergefell v. Hodges, 135 S. Ct. 2584 (2015); *United States v. Windsor*, 570 U.S. 744 (2013); *Romer v. Evans*, 517 U.S. 620 (1996). LDF has a strong interest in the proper interpretation and application of Title VII.

National Action Network (NAN), founded in 1991, works tirelessly in the tradition of Dr. Martin Luther King, Jr. to secure equal justice for all. NAN serves as a bulwark against societal regression in a nation faced with many challenges.

National Asian Pacific American Women's Forum (NAPAWF) is a multi-issue, progressive, community organizing and policy advocacy organization for Asian American and Pacific Islander (AAPI) women and girls in the United States. NAPAWF's mission is to build collective power so that all AAPI women and girls can have full agency over their lives, families, and communities. NAPAWF's work is centered in a reproductive justice framework that acknowledges the diversity within the community and ensures that different aspects of identity are considered in tandem when addressing the community's social, economic, and health needs. The Forum's work includes fighting for economic justice for AAPI women and advocating for the adoption of policies and laws that protect the dignity, rights, and equitable treatment of AAPI women workers.

Founded in 1909, the **National Association for the Advancement of Colored People** (NAACP) is the country's largest and oldest civil rights organization. The mission of the NAACP is to ensure the equality of political, social, and economic rights of all

persons, and to eliminate racial hatred and racial discrimination. Throughout its history, the NAACP has used the legal process to champion equality and justice for all persons. *See generally NAACP v. Alabama*, 357 U.S. 449 (1958); *Morgan v. Virginia*, 328 U.S. 373 (1946); and *Town of Huntington v. Huntington Branch NAACP*, 488 U.S. 15 (1988).

The **National Bar Association** (NBA) was founded in 1925 and is the nation's oldest and largest national network of predominantly African-American attorneys and judges. It represents the interests of approximately 65,000 lawyers, judges, law professors and law students. Throughout its history, the NBA consistently has advocated on behalf of African Americans and other minority populations regarding issues affecting the legal profession.

The **National Center for Youth Law** (NCYL) is a nonprofit law firm that uses the law to help children in need nationwide. For more than 40 years, NCYL has worked to protect the rights of low-income children and to ensure that they have the resources, support, and opportunities they need to become self-sufficient adults. NCYL values diversity in all forms, including sexual orientation and gender identity, and believes interpreting federal laws to prohibit discrimination on those bases would reduce bias and harassment for the youth they serve.

The **National Coalition for Asian Pacific American Community Development** (National CAPACD) is a progressive coalition of more than 100 community based organizations across 21 states and

the Pacific Islands. CAPACD advocates for and organizes in low-income Asian American Pacific Islander (AAPI) communities to advance economic security through a focus on housing stability. Implicit in CAPACD's vision of economic and social justice are the principles of equity and fairness, especially as they relate to gender and race discrimination. Available data suggest that at least 325,000 LGBTQ AAPIs are living in the United States. LGBTQ AAPIs face the dual burden of race and sex/gender/sexual orientation discrimination. CAPACD believes strongly that LGBTQ citizens—including LGBTQ AAPIs and other LGBTQ communities of color—deserve equal protection under the law from discrimination on the basis of gender identity and sexual orientation in the workplace.

The **National Consumer Law Center** (NCLC) is a nonprofit organization widely recognized as an expert in consumer and civil rights issues. For the past 50 years, NCLC has drawn on this expertise to provide information, legal research, policy analyses, and market insights to federal and state legislatures, administrative agencies, and the courts. NCLC also publishes a twenty-volume Consumer Credit and Sales Legal Practice Series, including *Credit Discrimination* (7th ed. 2018), which examines and applies the ECOA, Fair Housing Act, civil rights statutes, HMDA, Community Reinvestment Act, and state discrimination laws. A major focus of NCLC's work is to increase public awareness of discriminatory practices perpetrated against protected classes of consumers and to combat such discrimination through the enforcement of civil rights laws.

The **National Council on Independent Living** (NCIL) is the oldest cross-disability, national grassroots organization run by and for people with disabilities. NCIL's membership is comprised of centers for independent living, state independent living councils, people with disabilities and other disability rights organizations. NCIL advances independent living and the rights of people with disabilities. NCIL envisions a world in which people with disabilities are valued equally and participate fully.

Founded in 1883, **National Crittenton** is a national advocacy organization that is dedicated to advancing and protecting the rights of girls, young women, and women who face chronic adversity, violence, and injustice. National Crittenton's mission has been to catalyze social and systems change to ensure they have the rights, opportunities, and support to achieve their potential, including their right to live and work without fear of injustice and discrimination on the basis of race, ethnicity, sexual orientation, and gender identity. Protecting LGBTQ workers from discrimination is critical to National Crittenton's mission and the achievement and maintenance of justice.

The **National Domestic Workers Alliance** (NDWA) is the leading voice for dignity and fairness for domestic workers in the United States. Founded in 2007, NDWA works for respect, recognition and inclusion in labor protections for domestic workers. NDWA is powered by over 60 affiliate organizations and local chapters and by a growing membership base, including individuals who identify as LGBTQ. The majority of domestic workers in the United States

are women of color and immigrants. Domestic workers often suffer discrimination, including sexual harassment, and other labor violations against them. NDWA strongly believes that domestic workers and all workers deserve to work free of discrimination or any other violations, including discrimination based on their sex and sexual orientation.

National Fair Housing Alliance, Inc. (NFHA) is a national organization dedicated to ending all forms of discrimination in housing. As a consortium of private, nonprofit fair-housing organizations, state and local civil rights groups, and individuals, NFHA engages in efforts to ensure equal housing opportunities for all people through leadership, education and outreach, membership services, public policy initiatives, community development programs, advocacy, and enforcement. As part of its enforcement activities, NFHA participates in federal and state court litigation involving claims under the Fair Housing Act and other civil rights laws, monitors federal cases brought under the Fair Housing Act, and files amicus briefs in cases in which it has an interest.

The **National Health Law Program (NHeLP)** is a 50-year old public interest organization that works to advance access to quality health care and to protect the legal rights of lower-income individuals and families, persons with disabilities, and other vulnerable populations. NHeLP has a long history of helping to ensure that individuals and families can obtain the quality health care to which they are entitled, through policy advocacy, education, and litigation. NHeLP engages in education, policy analysis, administrative advocacy, and litigation at both state

and federal levels. NHeLP's mission is to ensure that all people in the United States have access to affordable, accessible, and dependable health care not impeded by discrimination, including discrimination based upon an individual's sexual orientation and gender identity.

National Hispanic Media Coalition (NHMC) is the media watchdog for the Latino community, ensuring that this community is fairly and consistently represented in news and entertainment and that its voices are heard over the airwaves and on the internet. NHMC works to bring decision-makers to the table to open new opportunities for Latinos to create, contribute, and consume programming that is inclusive, free from bias and hate rhetoric, affordable, and culturally relevant.

The **National Housing Law Project (NHLP)** is a nonprofit organization that advances housing justice for poor people and communities through technical assistance and training to legal aid attorneys, policy advocacy, and co-counseling on key litigation. NHLP works to strengthen and enforce tenants' rights, increase housing opportunities for underserved communities, and preserve and expand the nation's supply of safe and affordable homes. Ensuring that workplaces across the country are free from discrimination against LGBTQ employees is important to NHLP because of the connection between job security and housing security. Ensuring equal access and enjoyment of housing for LGBTQ persons and families is also central to NHLP's mission, and is directly

implicated by these cases because housing antidiscrimination laws, such as the Fair Housing Act, are generally interpreted consistently with Title VII.

Founded in 1973, the **National LGBTQ Task Force** is a progressive social justice organization that works to build power, take action, and create change to achieve freedom and justice for LGBTQ people and their families. The Task Force works toward a society that values and respects the diversity of human expression and identity and achieves equity for all.

The **National Queer Asian Pacific Islander Alliance** (NQAPIA) is a federation of lesbian, gay, bisexual, and transgender Asian American, South Asian, Southeast Asian, and Pacific Islander (AAPI) organizations. NQAPIA seeks to build the organizational capacity of local LGBT AAPI groups, develop leadership, promote visibility, educate our community, enhance grassroots organizing, expand collaborations, challenge anti-LGBTQ bias and racism, and add a racial justice lens to current LGBTQ issues.

The **National Urban League** is a historic civil rights organization dedicated to economic empowerment in historically underserved urban communities. The mission of the Urban League movement is to enable African Americans to secure economic self-reliance, parity, power, and civil rights. Founded in 1910 and headquartered in New York City, the National Urban League improves the lives of more than two million people annually through direct service programs, including education, employment training and placement, housing, and health, which are implemented locally by 90 National Urban League affiliates

in 300 communities across 36 states and the District of Columbia. The Urban League seeks to implement that mission by actively working to eradicate all barriers to equal participation in all aspects of American society, whether political, economic, social, educational, or cultural.

The **National Workrights Institute** is a not-for-profit research and advocacy organization dedicated to improving protection for human rights in the workplace. The Institute's creation grew from the belief that the workplace is a critical front in the fight for human rights. As such, the Institute has a strong interest in preventing LGBTQ discrimination in the workplace.

New Voices for Reproductive Justice is a human rights and reproductive justice advocacy organization with a mission to build a social change movement dedicated to the full health and well-being of Black women, femmes, and girls in Pennsylvania and Ohio. Since 2004, the organization has served over 125,000 Black women, women of color, and LGBTQIA+ people of color through leadership development, community organizing, policy advocacy, and culture change. New Voices for Reproductive Justice strives to build a future where people are protected from all forms of discrimination and are able to provide for themselves and their families without fear of retaliation where they work, live, learn, shop, or at any other public accommodation.

People for the American Way Foundation (PFAWF) is a nonpartisan civic organization established to promote and protect civil and constitutional

rights, including equality and non-discrimination for all. Founded in 1981 by a group of civic, educational, and religious leaders, PFAWF now has hundreds of thousands of members nationwide. Over its history, PFAWF has conducted extensive education, outreach, litigation, and other activities to promote these values. PFAWF strongly supports full enforcement of Title VII of the 1964 Civil Rights Act, as well as the principle that discrimination against LGBTQ people is discrimination “because of ... sex” that is prohibited under Title VII.

PolicyLink is a national research and action institute that advances racial and economic equity. As the nation moves toward becoming majority people of color, achieving equity—just and fair inclusion into a society in which all can participate, prosper, and reach their full potential—is the moral imperative, a potent antidote to inequality, and the superior growth model. To advance equity, PolicyLink advocates for groundbreaking policy changes that enable everyone, especially people of color, to be economically secure, live in healthy communities of opportunity, and benefit from a just society.

Public Counsel is the nation’s largest public interest law firm specializing in the delivery of pro bono services, with over 70 attorneys and hundreds of pro bono partners and volunteers. Founded in 1970, Public Counsel is dedicated to advancing equality, justice, and economic opportunity by delivering pro bono legal services and impact litigation to low-income individuals and communities. In 2018, Public Counsel staff and almost 5,000 pro bono partners served more than

16,000 clients and conducted impact litigation on behalf of over 12 million people. Public Counsel advocates for the rights of people of color and LGBTQ individuals across program areas, including employment, immigration, housing, education, and civil rights.

The **Religious Coalition for Reproductive Choice** (RCRC) is a broad-based, national, interfaith movement that brings the moral force of religion to protect and advance reproductive health, choice, rights, and justice through education, prophetic witness, pastoral presence, and advocacy. RCRC values and promotes religious liberty that upholds the human and constitutional rights of all people to exercise their conscience to make their own reproductive health decisions without shame and stigma. RCRC challenges systems of oppression and seeks to remove the multiple barriers that impede individuals, especially those in marginalized communities in accessing comprehensive reproductive health care with respect and dignity.

The **Sikh Coalition** is the largest community-based Sikh civil rights organization in the United States. Since its inception on September 11, 2001, the Sikh Coalition has worked to defend civil rights and liberties for all people, empower the Sikh community, create an environment where Sikhs can lead a dignified life unhindered by bias or discrimination, and educate the broader community about Sikhism.

Treatment Action Group (TAG) is an independent, activist and community-based research and

policy think tank fighting for better treatment, prevention, a vaccine, and a cure for HIV, tuberculosis, and the hepatitis C virus. TAG works to ensure that the communities most directly affected by these issues, including LGBTQ people, no longer have to face discrimination and oppression that places them at heightened risk.

Unite for Reproductive & Gender Equity (URGE) is a nonprofit grassroots advocacy organization that works to mobilize young people through a reproductive justice framework. URGE builds infrastructure through campus chapters and city activist networks, where individuals are invited to discover their own power and transform it into action. URGE members educate their communities and advocate for local, state, and national policies around issues of reproductive justice and sexual health.

The **Washington Lawyers' Committee for Civil Rights and Urban Affairs** (Committee) is a nonprofit civil rights organization established to eradicate discrimination and poverty by enforcing civil rights laws through litigation and public policy advocacy. In furtherance of this mission, the Committee represents some of the most vulnerable persons and populations, including individuals who are discriminated against on the basis of their race, national origin, gender, and other intersecting identities who are unaware of their legal rights and protections. The Committee fights discrimination and endeavors to create legal, economic, and social equity preventing employment discrimination and harassment so that

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clients have the economic security essential to a productive, healthy and safe life. Title VII is an essential tool in the Committee's advocacy.