

LIST OF ADDITIONAL AMICI

AARP is the nation’s largest nonprofit, nonpartisan organization dedicated to empowering Americans 50 and older to choose how they live as they age. With nearly 38 million members and offices in every state, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, AARP works to strengthen communities and advocate for what matters most to families, with a focus on financial stability, health security, and personal fulfillment. AARP’s charitable affiliate, AARP Foundation, works to end senior poverty by helping vulnerable older adults build economic opportunity and social connectedness. Amici AARP and AARP Foundation are dedicated to addressing the needs and advancing the interests of older workers, including the approximately 900,000 AARP members who self-identify as LGBT¹ – one of the largest LGBT constituencies of any U.S. organization with a membership. To this end, Amici also have conducted significant recent research regarding the needs and interests of its LGBT members and other older LGBT persons, resulting in two major reports on employment and economic security. See Rebecca Perron, AARP Research, *The Value of Experience Study: AARP’s Multicultural Work and Jobs Study* (Jul. 2018); Angela Houghton, AARP

¹ As used in this Appendix, “LGBT” refers to lesbian, gay, bisexual, and transgender; “LGBTQ” refers to lesbian, gay, bisexual, transgender, and queer/questioning; “LGBTQIA+” refers to lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual, and other identities on the gender and sexuality spectrum; and “SGL” refers to same-gender loving.

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Research, *Maintaining Dignity: A Survey of LGBT Adults Age 45 and Over* (Mar. 2018).

The **AIDS Legal Referral Panel (ALRP)** provides legal services to people living with HIV/AIDS in the San Francisco Bay Area. ALRP is committed to ensuring justice for our clients in facing discrimination. Since roughly 80% of ALRP's clients are LGBT, discrimination against LGBT people directly impacts our clients.

The **American Association for Access, Equity and Diversity (AAAED)** is the longest-serving association of equal opportunity practitioners in higher education, government, and the private sector. Founded in 1974 as the American Association for Affirmative Action, AAAED, a 501(c)(6) membership organization, has four decades of leadership in providing professional training to members, enabling them to be more successful and productive in their careers. It also promotes understanding and advocacy of affirmative action and other equal opportunity and related compliance laws to enhance the tenets of access, inclusion, and equality in employment, economic, and educational opportunities. As an organization fully dedicated to the principle of equal employment opportunity, AAAED has become increasingly involved at the federal level in efforts to promote equality for all Americans, including members of the LGBT community. AAAED has advocated for pro-LGBTQ policies through Congress and worked to ensure that its LGBT members have the resources they need to fully participate in the American way of life.

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Bet Tzedek – Hebrew for “House of Justice” – was established in 1974 as a nonprofit organization and provides free legal services to Los Angeles County residents regardless of race, religion, ethnicity, immigrant status, sexual orientation, or gender identity. In 2016, Bet Tzedek launched its Transgender Medical-Legal Partnership (Trans MLP) with the Los Angeles LGBT Center’s Transgender Health Program. Bet Tzedek’s Trans MLP assists hundreds of transgender and gender-nonconforming individuals in Southern California to petition for legal name and gender marker changes, to fight harassment and discrimination in housing, employment, and public accommodations, and to appeal insurance coverage denials for medically necessary care. Bet Tzedek’s Employment Rights Project focuses specifically on the needs of low-wage workers in California, including lesbian, gay, bisexual, and transgender workers. Many of the individuals Bet Tzedek represents face discrimination in the workplace, including that based on their sexual orientation and gender identity.

California Rural Legal Assistance Foundation (CRLA Foundation) is a statewide, non-profit legal services provider. CRLA Foundation has provided legal representation to farm workers and their families for nearly 30 years, assisting them with administrative complaints, legal actions, and providing information about employment rights and protections. CRLA Foundation has successfully litigated many discrimination and retaliation cases filed with the EEOC. In the last several years, we have served multiple LGBTQ clients

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working in the fields who have been subjected to discrimination and harassment. Because these are low-income workers, access to the EEOC for investigation and resolution of their claims has been critically important to ensuring that they are protected in their workplace.

California Rural Legal Assistance, Inc. (CRLA) is a non-profit legal services organization that serves low-income residents in 21 rural California counties. Since 1966, CRLA has represented low-wage workers in individual and representative actions challenging unlawful employment practices, including workers subjected to discrimination and harassment at the jobsite. CRLA launched its LGBTQ+ program in 2007 to address the intersections of race, immigration status, and poverty that are a fundamental part of promoting equity and advancing LGBTQ rights in the communities we serve. Due to geographical and social isolation and pervasive discrimination, LGBTQ individuals in rural areas often have little to no recourse to address victimization or access services. CRLA works with LGBTQ individuals and their families in rural California to ensure full access to government programs and legal protections, with a special focus on education, training, and leadership development.

Centro de los Derechos del Migrante, Inc. (CDM, or the Center for Migrant Rights) is a U.S. section 501(c)(3) migrant workers' rights organization with offices in Baltimore, Maryland; Mexico City; and Oaxaca, Mexico. The migrant workers CDM serves frequently experience employment discrimination that

goes unremedied in part because of narrow interpretations of the law. CDM therefore has a significant interest in the robust enforcement of Title VII to address discrimination that harms its clients.

Centro Legal de la Raza (Centro Legal) was founded in 1969 to provide culturally and linguistically appropriate legal aid services to low-income, predominantly Spanish-speaking residents of the San Francisco Bay Area. Centro Legal assists several thousand clients annually with support ranging from advice and referrals to full representation in court, in the areas of immigration, housing law, employment law, family law, and consumer protection. Centro Legal's Youth Law Academy also provides educational and career assistance to low-income Bay Area students. In addition, Centro Legal advocates for policies and practices on a state and national level to support our client and student communities. In providing such services, Centro Legal regularly represents members of the LGBT community, including clients seeking asylum or facing workplace or housing discrimination because of their gender identity or sexual orientation.

The **Civil Rights Education and Enforcement Center (CREEC)** is a national nonprofit membership organization whose mission is to ensure that everyone can fully and independently participate in our nation's civic life without discrimination based on race, gender, disability, religion, national origin, sexual orientation, or gender identity. Based in Colorado and California, CREEC promotes its mission through education, advocacy, and litigation nationwide on a broad array of civil

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rights issues. As part of this mission, CREEC works to ensure that LGBT individuals have equal rights in society, including in employment, education, and housing.

Disability Rights Advocates (DRA) is a non-profit, public interest law firm that specializes in high impact civil rights litigation and other advocacy on behalf of persons with disabilities throughout the United States. DRA works to end discrimination in areas such as access to public accommodations, public services, employment, transportation, education, and housing. DRA's clients, staff and board of directors include people with various types of disabilities. With offices in New York City and Berkeley, California, DRA strives to protect the civil rights of people with all types of disabilities nationwide, including the workplace rights of LGBT people with disabilities, who are particularly vulnerable to discrimination.

The **Disability Rights Education & Defense Fund (DREDF)**, based in Berkeley, California, is a national nonprofit law and policy center dedicated to advancing and protecting the civil rights of people with disabilities. Founded in 1979, DREDF remains board- and staff-led by people with disabilities and parents of children with disabilities. DREDF pursues its mission through education, advocacy and law reform efforts, and is nationally recognized for its expertise in the interpretation of federal and California disability civil rights laws. As part of its mission, DREDF works to ensure that people with disabilities have the legal

protections, including broad legal remedies, necessary to vindicate their right to be free from discrimination.

The **East Bay Community Law Center (EBCLC)** is a clinic of U.C. Berkeley School of Law, and the largest provider of free legal services in Alameda County, California. EBCLC's Health & Welfare Practice, in particular, provides legal assistance to low-income transgender and gender nonconforming individuals who regularly endure discrimination based on their gender identity in essential areas of life such as housing, employment, and public accommodations. EBCLC seeks to ensure its clients have an opportunity to defend themselves as they strive to be more secure, productive, healthy, and hopeful.

Legal Aid at Work (LAAW) is a non-profit public interest law firm whose mission is to protect, preserve, and advance the employment and education rights of individuals from traditionally under-represented communities. LAAW has represented plaintiffs in cases of special import to communities of color, women, recent immigrants, individuals with disabilities, the LGBT community, and the working poor. LAAW has litigated a number of cases under Title VII of the 1964 Civil Rights Act. LAAW has appeared in discrimination cases on numerous occasions both as counsel for plaintiffs, *see, e.g., National Railroad Passenger Corp. v. Morgan*, 536 U.S. 101 (2002); *U.S. Airways, Inc. v. Barnett*, 535 U.S. 391 (2002); *California Federal Savings & Loan Ass'n v. Guerra*, 479 U.S. 272 (1987) (counsel for real party in interest), as well as amicus curiae, *see, e.g., U.S. v. Virginia*, 518 U.S. 515 (1996); *Harris v.*

Forklift Systems, 510 U.S. 17 (1993); *International Union, UAW v. Johnson Controls*, 499 U.S. 187 (1991); *Price Waterhouse v. Hopkins*, 490 U.S. 228 (1989); *Meritor Savings Bank v. Vinson*, 477 U.S. 57 (1986). LAAW's interest in preserving the protections afforded to employees and students by this country's antidiscrimination laws is longstanding.

The **National Black Justice Coalition (NBJC)** is a civil rights organization dedicated to the empowerment of Black LGBTQ/SGL people, including people living with HIV/AIDS. Since 2003, NBJC has provided leadership at the intersection of national civil rights groups and LGBTQ/SGL organizations, advocating for the unique challenges and needs of the African American LGBTQ/SGL community that are often relegated to the sidelines. As America's leading national Black LGBTQ/SGL civil rights organization focused on federal public policy, NBJC has accepted the charge to lead Black families in strengthening the bonds and bridging the gaps between the movements for racial justice and LGBTQ/SGL equality. NBJC envisions a world where all people are fully-empowered to participate safely, openly and honestly in family, faith and community, regardless of race, class, gender identity or sexual orientation.

Oasis Legal Services is a 501(c)(3) nonprofit that provides quality legal immigration services to under-represented low-income groups with a focus on LGBTQIA+ communities. Based in Berkeley, California, Oasis provides representation to immigrants living within the jurisdiction of the San Francisco Asylum

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Office, which extends from Alaska in the north to Bakersfield, California in the south. Oasis's services include screening for immigration relief, affirmative asylum, residency, citizenship, and family petitions. Oasis also provides ongoing case management to low-income LGBTQIA+ clients who need assistance with social services, employment, housing, education, and combatting discrimination in those areas.

Public Justice is a national legal advocacy organization dedicated to protecting civil, consumer and workers' rights, as well as environmental sustainability and access to the courts. In its civil rights program, Public Justice has long fought against sexual and gender-based harassment and discrimination. At the same time, Public Justice has fought to empower workers to stand up to employers and demand safe working conditions and fair treatment. Civil rights and workers' rights are inextricably intertwined and Public Justice shares an interest in ensuring that all workers, no matter their sexual orientation or gender identity, can work in an environment free of discrimination.

SAGE is the country's oldest and largest organization dedicated to improving the lives of LGBT older people. In conjunction with 30 affiliates in 22 states and Puerto Rico, SAGE offers supportive services and consumer resources to LGBT older people and their caregivers, advocates for public policy changes that address the needs of LGBT older people, and provides training for agencies and organizations that serve LGBT older people. Pursuant to a grant from the

Department of Health and Human Services' Administration for Community Living (ACL), SAGE – in collaboration with 18 leading organizations nationwide – operates the National Resource Center on LGBT Aging (NRC), which is the country's first and only technical assistance resource center aimed at improving the quality of services and supports offered to LGBT older people. The NRC provides training, technical assistance, and educational resources to aging providers, LGBT organizations, and LGBT older people. To date, the NRC and our training arm, SAGECare, have trained more than 50,000 professionals in every State and the District of Columbia. In addition, the NRC has published, and made widely available, best practice guides, including, "Inclusive Services for LGBT Older Adults, A Practical Guide to Creating Welcoming Agencies."

The **Shriver Center on Poverty Law, Inc.**, is a national non-profit legal and policy advocacy organization that has litigated and advanced policy to support low-wage workers who are often subjected to discrimination based on protected characteristics. The Shriver Center also organizes multiple networks of statewide law and policy organizations and legal aid lawyers. As a national clearinghouse for the legal aid community for over 50 years, the Shriver Center supports litigation affecting the rights of individuals to be free from injustice and discrimination.

Founded in 1967, **Western Center on Law and Poverty** is the oldest and largest statewide support center for legal services advocates in California.

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Western Center represents California's poorest residents in litigation to advance access to housing, health, public benefits, jobs and justice. Western Center serves LGBTQ Californians, who have some of the highest reported rates of poverty, homelessness, and unemployment in the state. Supporting access to nondiscriminatory employment for all Californians is critical to Western Center's mission.
