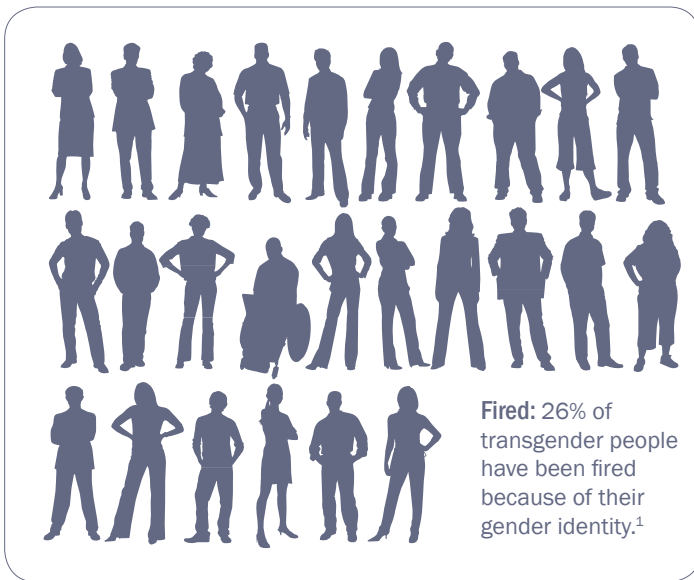


Workplace discrimination remains a fact of life for transgender people. The Employment Nondiscrimination Act will address the ongoing harassment and discrimination and bring transgender people closer to equality on the job.

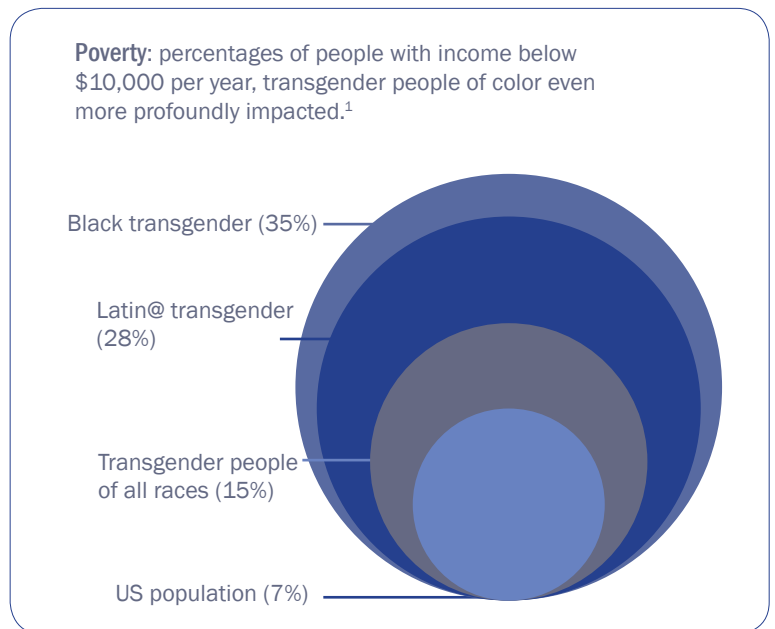
## the discrimination transgender people face

Discrimination remains widespread—in fact, nearly universal—in the workplace. When even one co-worker or one supervisor acts from prejudice against a transgender employee, it has devastating consequences.



## the consequences

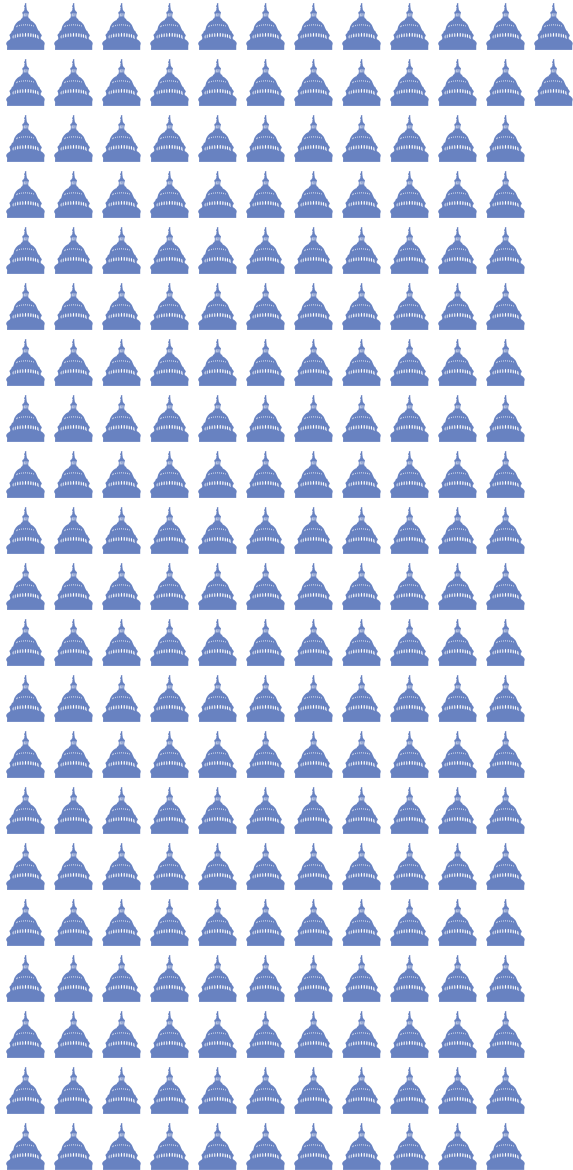
Because transgender people are fired and not hired because of their gender identity, they are at significant risk of economic instability. Homelessness, poverty, violence and working in the street economy are consequences of the workplace discrimination. These issues can only be addressed by working to eliminate the root cause. Allowing people to have and keep jobs to support themselves and their families is vital.



## who supports employment protections for lgbt people

We have never been closer to passing legislation to ban the discriminatory practices that transgender people encounter in the workplace. From Congress to the grassroots, significant efforts are underway to pass ENDA.

**Congressional Support:** 202 co-sponsors of ENDA in the US House of Representatives, the most ever for a pro-lgbt bill\*



### Sources

- <sup>1</sup> 2008-2009 National Transgender Discrimination Survey, The Task Force and the National Center for Transgender Equality
- <sup>2</sup> Global Strategy Group, GENDA Study, 2008 of New York voters
- \*Cosponsor numbers as of May 14, 2010

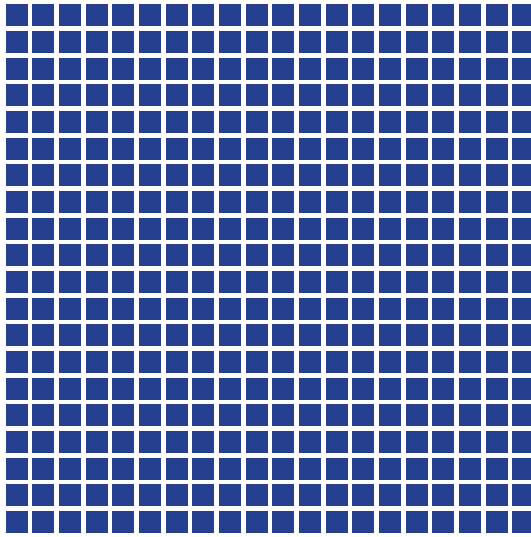
**Strong Public Support:** 78% of registered voters in a 2008 poll supported anti-discrimination measures that include gender identity and sexual orientation. Only 13% of voters opposed the measure.<sup>2</sup>



**Voters Favorable:** 88% of the voters surveyed said an elected official's vote on an anti-discrimination measure that includes sexual orientation and gender identity would have no impact on their decision or would make them *more likely* to vote for that candidate in the future.<sup>2</sup>

## who is involved in this effort?

A wide range of advocacy groups from around the country continue to work together every day to pass ENDA. From actions by state and local organizers, to lobbying efforts on Capitol Hill, the work goes moves forward on all levels. Grassroots activists have been particularly effective in calling members of Congress and making sure our voices are being heard.



**United efforts:** 400+ groups working for a fully-inclusive ENDA alongside thousands of individuals

**What can you do?** The most effective way to impact this legislation is simple and quick—call your member of Congress. It really does matter. You can find out what to say and other actions you can take by visiting [www.endaNOW.org](http://www.endaNOW.org) or visiting the endaNow Facebook page. NCTE has more info at [www.TransEquality.org/ENDA](http://www.TransEquality.org/ENDA).

**Grassroots mobilization:** phone banks by 15 state and national LGBT organizations have made 40,000 dials asking people to call their member of Congress in support of ENDA.

