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March 7, 2019

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

The Honorable Jeff Merkley
U.S. Senate
313 Hart Senate Office Building
Washington, DC 20510

Dear Representative Cicilline and Senator Merkley:

On behalf of the CEO members of Business Roundtable who lead companies with more than 15 million employees, we write in support of the Equality Act.

Equality and fairness are core American values. It is these values that lead us to strongly endorse the Equality Act, which will enshrine into federal law clear, consistent and comprehensive protections against discrimination on the basis of sexual orientation and gender identity.

As employers, America's leading companies know that our economy works best when our employees can be who they are, without fear of bias, discrimination or inequality – in the workplace or in their communities. And as Americans, we are firmly committed to the principles of equality and fairness that have distinguished our nation since its founding.

Diversity is a fact, but inclusion is hard work. Most American companies long ago included sexual orientation and gender identity in their non-discrimination policies. It is time for the federal government to do the same. Business Roundtable endorses the Equality Act and urges that it be enacted by Congress without delay.

Sincerely,



Ginni Rometty
Chairman, President and Chief Executive Officer
IBM Corporation
Chair, Education and Workforce Committee
Business Roundtable

C: Speaker Nancy Pelosi