



To: Members of the Michigan Legislature

From: Michigan's Business Community

Date: March 7, 2023

Re: Amend the Elliott-Larsen Civil Rights Act to include sexual orientation and gender identity

As a partner in moving Michigan's economy forward, we, the undersigned business leaders urge your support of amending the Elliott-Larsen Civil Rights Act (ELCRA) to include protections for sexual orientation and gender identity. Our members agree.

Michigan's ELCRA is an act to define civil rights; to prohibit discriminatory practices, policies, and customs in the exercise of those rights based upon religion, race, color, national origin, age, sex, height, weight, familial status, or marital status.

Rouch World v. MDCR, decided by the Michigan Supreme Court last July, found that discrimination on the basis of sexual orientation and gender identity constitutes a violation of ELCRA. We believe the time has come to recognize and codify this decision in statute and prohibit discrimination on these grounds, thereby sending the message that we are open to business for all.

This is a business issue. A highly talented and diverse workforce is key to moving our state forward. Attracting and retaining a skilled workforce goes beyond competitive wages and benefits. More and more individuals seek communities and states that value diversity and inclusion. Over 70% of young Michiganders say that a state's social policies impact their decision to accept employment. This amendment supports Michigan businesses as they compete for the best and the brightest talent and retain our local graduates.

Updating the ELCRA is the right thing to do, the smart thing to do, and it is time to do it.

**Right:** Everyone in Michigan, whatever race, gender, religion, physical characteristic, sexual orientation, or gender identity deserves protection from discrimination under the law.

**Smart:** Michigan's continued economic growth relies on keeping and attracting talent.

**Time:** This amendment is long overdue, and research shows an overwhelming, bipartisan

number of Michigan residents believe this needs to change. We agree.

Please take action to amend the ELCRA and support a thriving and prosperous Michigan for ALL.

The growing list of businesses that have signed on includes:

8ThirtyFour Integrated Communications	Interlochen Center for the Arts
Acrisure	Kelly Services
Atomic Object	Mitten Brewing
BASF	Northwestern Michigan College
Blue Cross Blue Shield of Michigan	Oh, Hello Companies
Business Leaders of Michigan	PADNOS
BorgWarner	Priority Health
Camp Blodgett	Pure Architects
Cherry Health	Rare Bird Brew Pub
Cherry Republic	Rock Family of Companies
Consumers Energy	Rotary Charities
Corewell Health	Sara Lee Frozen Bakery
Detroit Regional Chamber	SEEDS Ecology and Education
Discovery Center and Pier	Southwest Michigan First
DOW	Steelcase
DTE	Stellantis
Dupont	Switch
Experience Grand Rapids	The Rapid
Feyen Zylstra	The Right Place
Ford Motor Company	Traverse City DDA
General Motors	Traverse City Tourism
Grand Rapids Chamber	Traverse Connect
Grand Traverse Community Foundation	University of Michigan Health-West
Habitat for Humanity of Kent County	Wacker Chemical
Hemlock Semiconductor Corporation	
Housing North	