

Research Report

**DESPITE DECLARING SUPPORT FOR PRIDE,
CORPORATIONS SPENT BIG ON
ATTORNEYS GENERAL WHO'VE
PROPPED UP ANTI-LGBTQ POLICIES**

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SUMMARY: Each June, many large corporations publicly declare their support for the LGBTQ community during Pride month celebrations, but a closer review reveals that several of these same corporations are funding conservative state Attorneys General who push harmful anti-LGBTQ policies. These policies call into questions corporate support for the LGBTQ community and hurt the business climate in states across the country.

Several of these conservative state Attorneys General have continually fought to suppress LGBTQ Americans' rights. They have opposed the legalization of marriage equality, sought to cement companies' ability to discriminate against LGBTQ customers, and prohibited queer parents from adopting, among other catastrophic policies. Just during Pride Month 2021, conservative Attorneys General have defended anti-transgender student athlete bills and permitted discrimination against LGBTQ individuals.

Despite the actions Republican AGs' have taken to codify discrimination against the LGBTQ community, corporations that have publicly supported the LGBTQ community have funded those same AGs' campaigns:

- UnitedHealth Group and Cozen O'Connor are top donors to Arizona Attorney General Mark Brnovich despite his pledge to defend Arizona's gay marriage ban "to the fullest extent legally possible."
- Frost Brown & Todd, Stoll Keenon Ogden, and RAI Services are top donors to Kentucky Attorney General Daniel Cameron despite his support for former Kentucky County Clerk Kim Davis, who refused to issue marriage licenses to gay applicants
- UnitedHealth Group, Coca-Cola, Home Depot, and Altria have been top donors to Georgia Attorney General Chris Carr, apparently undeterred by Carr's support for Trump's HHS "religious freedom" rules that permitted government-sanctioned discrimination of LGBTQ individuals.
- Pfizer is a top donor to Louisiana Attorney General Jeff Landry despite his repeated actions to hinder the rights of transgender people, including his recent call for the Louisiana legislature to override Governor Edwards' veto of an anti-transgender athlete bill.
- Regions Financial Corp., AT&T, and Pfizer are top donors to Alabama Attorney General Steve Marshall even though he signed on to a court brief arguing that federal law doesn't protect gay and transgender people from employment discrimination.
- Boyd Gaming and Home Depot have been top donors to West Virginia Attorney General Patrick Morrisey even though he praised a West Virginia Supreme Court decision that ruled that the state's hate crime laws do not apply to anti-LGBTQ attacks.
- Farmers Insurance, Ryan LLC, and AT&T are top donors to Texas Attorney General Ken Paxton, even though he has backed county clerks and a state agency that sought to impede marriage equality.
- Las Vegas Sands and Facebook are top donors to South Dakota Attorney General Jason Ravensborg, even though he previously declared he was "not for gay rights" on an online forum in the mid-2000s.
- Anheuser-Busch and General Motors are top donors to Indiana Attorney General Todd Rokita, even though he celebrated the dismissal of a lawsuit from a teacher who alleged he was discriminated against because of his same-sex marriage.

- Entergy and Walmart are top donors to Arkansas Attorney General Leslie Rutledge, who has led the fight against rights for transgender individuals, including proposing a state ban on transgender school athletes.
- Anheuser-Busch, Express Scripts, and Lathrop GPM are top donors to Missouri Attorney General Eric Schmitt, who signed on to a court brief arguing that federal law does not protect LGBTQ people from employment discrimination
- Duke Energy is a top donor to South Carolina Attorney General Alan Wilson even though Wilson has repeatedly fought to preserve South Carolina’s ban on marriage equality

These anti-LGBTQ policies not only fly in the face of corporations’ public stances during Pride Month; they actively hurt the business climate in states across the country. Coalitions of companies have repeatedly pointed out that anti-LGBTQ policies at the state level make it more difficult to recruit and retain employees and polling has shown that consumers avoid brands from states that passed anti-LGBTQ legislation. For example, North Carolina’s anti-transgender bathroom ban was estimated to cost the state over \$3.76 billion in lost business.

Anti-LGBTQ policies are bad for people and bad for business. Corporations tied to anti-LGBTQ attorneys general must disavow the discriminatory policies they defend, or risk being complicit in their hateful agenda.

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Conservative State Attorneys General Across The Country Have Used Their Roles To Suppress LGBTQ Rights

Throughout Pride Month 2021, Several Attorneys General Around The Country Have Fought Against LGBTQ Rights.

On June 23, 2021, West Virginia Attorney General Patrick Morrisey Defended A Transgender Public School Sports Ban In A Court Filing, Saying It Was A “Commonsense Rule” And “Furthers The Goals Of Title IX.”

West Virginia AG Patrick Morrisey Argued In A Court Filing That “West Virginia's Ban On Transgender Students Playing On Women And Girls Sports Teams Doesn't Actually Target Transgender Students And Called The Law A “Commonsense Rule.” “West Virginia's ban on transgender students playing on women and girls sports teams doesn't actually target transgender students, the state argued in a court filing this week. Instead, state Attorney General Patrick Morrisey wrote, it's a ‘commonsense rule that male athletes are not permitted to compete in women’s sports.” [Politico, [06/24/21](#)]

- **The Court Filing Was Dated June 23, 2021 .** [Court Listener, [06/23/21](#)]
- **A District Court Judge “Granted The State’s Request To Intervene In The Case.”** “West Virginia was not an original defendant called out in Pepper-Jackson's lawsuit. But, late last week, West Virginia Southern District Court Judge Joseph Robert Goodwin granted the state’s request to intervene in the case.” [Politico, [06/24/21](#)]

Morrisey Alleged That “The West Virginia Law Promotes ‘Equal Athletic Opportunities’ For Girls And Women” And “That The Law ‘Furthers The Goals Of Title IX.’” “The West Virginia law promotes ‘equal athletic opportunities’ for girls and women’ in the state ‘in light of the ‘inherent differences’ between biological men and women,’ Morrisey wrote in the filing. He also added that the law ‘furthers the goals of Title IX’ and does not violate the text of the law because “regulations interpreting the law (and relevant case law) have long recognized ‘sex’ to refer to biological sex.” [Politico, [06/24/21](#)]

On June 23, 2021, Louisiana Attorney General Jeff Landry Called On The Louisiana Legislature To Override Governor Jon Bel Edwards’ Veto Of An Anti-Transgender Athlete Bill.

Louisiana AG Jeff Landry Admonished Gov. Bel Edwards For His “Disrespect For Women” As “Disappointing And Irresponsible” After The Governor Vetoed A Bill That Prevented Transwomen From Playing Sports And Called For A Special Legislative Session To Override The Veto. ‘Attorney General Jeff Landry issued the following statement encouraging the Louisiana Legislature to hold a veto session: "The passage of the Fairness in Women's Sports Act (SB156) was a common-sense approach by the Legislature to protect women. The Governor's disrespect for women by vetoing this bipartisan bill was both disappointing and irresponsible. With growing support from citizens and legislators all across the state, the Louisiana Legislature has the opportunity to right this wrong. I join my fellow citizens in supporting the Legislature's duty to protect women and hold a veto session.” [The Office of Attorney General Jeff Landry, [6/23/21](#)]

On June 21, 2021, Attorneys General Paxton, Marshall, Brnovich, Rutledge, Carr, Rokita, Cameron, Landry, Schmitt, Wilson, And Morrissey Signed Onto An Amicus Brief Defending The Rights Of A Religious Institution To Expel Students For Their Sexuality.

16 AGs Joined An Amicus Brief To Defend A Seminary's Right To Expel Students Based On Their Sexuality, Saying It Was The School's First Amendment Right To Do So. "Attorney General Paxton joined an Amicus Brief along with 15 other states to fight for the rights of Fuller Theological Seminary, which expelled two students who entered same-sex marriages after their admission. The Seminary's religious liberty, which serves as the basis for its removal of these students, is protected not only under the First Amendment, but also under the Department of Education's 2020 religious freedom regulation. But the former students urge a much narrower interpretation—and ultimately incorrect and unconstitutional interpretation—of the First Amendment and federal regulations." [Ken Paxton — Press Release, [6/23/21](#)]

- **AGs Marshall, Brnovich, Rutledge, Carr, Rokita, Cameron, Landry, Schmitt, Wilson, And Morrissey Also Joined The Amicus Brief.** [Ken Paxton — Press Release, [6/23/21](#)]
- **The Brief Was Dated June 21, 2021.** [Ken Paxton—Press Release, [6/23/21](#)]

The Seminary And A Group Of Other Religious Groups Argued That The Right To Discriminate Against LGBTQ Individuals Was Protected By Title IX Religious Exemptions. "A coalition of more than 10 religious high schools, colleges and associations of varying beliefs have united to ask a federal court to protect Title IX religious exemptions. The [amicus brief](#), submitted on June 22, asked the 9th Circuit Court of Appeals to protect Fuller Theological Seminary's right to exclude homosexual students from its seminary, aligned with the multid denominational seminary's stance against gay unions." [The College Fix, [6/23/21](#)]

Paxton Called Attempts To Force The Seminary Not To Discriminate Against LGBTQ Students Part Of "The War Against Religious Liberty." "The Constitution requires the government to protect the religious beliefs of its citizens and organizations like Fuller, and it's as simple as that. This attack against Fuller is just the latest volley in the war against religious liberty in America, and I won't stand for it." [Ken Paxton — Press Release, [6/23/21](#)]

On June 14, 2021, Texas Attorney General Ken Paxton Issued An Opinion Which Said A State Board Cannot Forbid Social Workers From Discriminating Against LGBTQ Or Disabled Individuals.

On June 14, 2021, Texas AG Ken Paxton Issued An Opinion Which Said A State Board Cannot Forbid Social Workers From Discriminating Against LGBTQ Or Disabled Individuals. "Texas Attorney General Ken Paxton said in a nonbinding legal opinion Monday that a state board cannot forbid social workers from discriminating against LGBTQ people and people with disabilities. The Texas Behavioral Health Executive Council, which regulates social workers, has been in a monthslong debate over its code of conduct." [Texas Tribune, [6/14/21](#)]

Paxton's Opinion Explicitly Said That Social Workers Could Not Discriminate Against Clients Based On Age, Religion, Or Race—But Could Discriminate On Sexual Orientation, Gender Identity, Or Disability Status. "Months later, Paxton's opinion states that the board was authorized by the Legislature to punish social workers who refused work with clients based on aspects of identity like age, race and religion — but not their disability status, sexual orientation or gender identity. The board lacks the authority to add those three categories, he argues." [Texas Tribune, [6/14/21](#)]

Paxton's Opinion Stated That Anti-LGBTQ Discrimination Was Protected By The First Amendment.

"Paxton also argues in the opinion that discrimination based on sexual orientation and gender identity may be constitutionally protected under the First Amendment. Since 'religious and philosophical objections to categories of sexual orientation are protected views,' he writes, the board's rule conflicts with the 'longstanding constitutional protection' for religious expression." [Texas Tribune, [6/14/21](#)]

In A Brief Dated June 4, Attorneys General Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrissey Joined A 14-State Coalition Defending A Photographer Who Was Refusing Service To Gay Couples Under The Guise Of "Religious Liberty."

A 14-State Coalition Of AGs "In Defense Of Religious Liberty" As The State Of New York Sought To Punish A Photographer Who Refused To Offer Services To Same-Sex Couples. "Attorney General Ken Paxton joined a 14-state coalition in defense of religious liberty in a case in which the state of New York sought to punish a photographer, Emilee Carpenter, who chose to not accept bookings for same-sex weddings. In violation of Ms. Carpenter's free speech rights, New York interprets its public-accommodation law to require that photographers who commemorate opposite-sex marriages must also do so for same-sex marriages. Refusal may result in fines up to \$100,000, as well as possible criminal prosecution." [Attorney General Ken Paxton — Press Release, [6/9/21](#)]

- **The Brief Included AGs Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrissey.** "Proposed Brief Of Amici Curiae States Of Nebraska, Alabama, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Oklahoma, South Carolina, Texas, Utah, And West Virginia In Support Of Plaintiffs' Motion For Preliminary Injunction." [Office of Attorney General Paxton, [06/04/21](#)]

UnitedHealth Group And Cozen O'Connor, Which Have Publicly Shown Support For The LGBTQ Community, Are Among Arizona Attorney General Mark Brnovich's Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

Throughout His Career, Arizona Attorney General Mark Brnovich Has Opposed Same-Sex Marriage, Challenged The Rights Of Transgender Students, And Even Contradicted Republican Arizona Governor Doug Ducey's Order Allowing Same-Sex Couples To Adopt Children.

Arizona Attorney General Mark Brnovich Pledged To Defend Arizona's Ban On Same-Sex Marriage "To The Fullest Extent Legally Possible," Opposing Benefits For Partners Of State Employees And Filing Multiple Anti-LGBTQ Supreme Court Briefs.

Arizona Attorney General Brnovich Said He Would Defend Arizona's Ban On Same-Sex Marriage "To The Fullest Extent Legally Possible," Despite Being Opposed to Giving Benefits to Domestic Partners

of State Employees. “In the race to replace Horne as attorney general, Republican Mark Brnovich—a staunch social conservative who told the Center for Arizona Policy that he opposed granting benefits to the domestic partners of state employees and supported defending the Arizona Constitution’s ban on same-sex marriage ‘to the fullest extent legally possible’—released a statement saying it was ‘unfortunate that the courts have once again undermined the will of Arizona voters. However, state and local officials now have an obligation to put aside politics and personal feelings and uphold the law in accordance with the court’s decision.” [Tucson Weekly, [10/23/14](#)]

Brnovich Joined A Louisiana Brief Urging The Supreme Court To Allow States To Determine Same-Sex Marriage Laws. “Arizona Attorney General Mark Brnovich has joined other states backing a [Louisiana brief](#) that urges the justices to allow states to decide the issue of same-sex marriage. Phoenix Mayor Greg Stanton, Tucson Mayor Jonathan Rothschild and Tempe Mayor Mark Mitchell, meanwhile, have signed onto a brief of [226 mayors](#) in support of same-sex marriage.” [Kronkite News, [04/17/15](#)]

Brnovich Joined A Brief Supporting The Masterpiece Cakeshop Owner Who Refused To Make A Wedding Cake For A Same-Sex Couple. “The Supreme Court has agreed to hear the appeal of Masterpiece Cakeshop owner Jack Phillips, who said making a wedding cake for two men contradicted his religious beliefs. The Colorado Civil Rights Commission said that violated the state’s law against discrimination based on sexual orientation, and state courts have agreed [...] Arizona Attorney General Mark Brnovich also joined a brief filed by [20 states](#) in support of Phillips.” [KTAR News, [09/09/17](#)]

Brnovich Opposed An Obama-Era Guidance Directing Schools To Allow Students To Use The Bathroom Associated With Their Gender Identity, Claiming That “Deciding How To Protect Our Children” Was A Local Issue.

Brnovich Opposed An Obama Era Guidance Directing Schools To Allow Students To Use Bathrooms Associated With Their Gender Identity, Saying “Deciding How To Protect Our Children” Was “Best Done Locally.” “Arizona is joining with Texas today to challenge a directive by the Obama administration that schools must let transgender students use restrooms that match their self-proclaimed sexual identity [...] In a prepared statement, Attorney General Mark Brnovich said the president ‘has no business setting locker room and restroom policies for our schools.’ ‘Deciding how to protect our children and preserve their privacy, while balancing these complicated issues, is best done locally and not by some one-size-fits-all decree from Washington,’ he said.” [Tucson.com, [05/25/16](#)]

After Arizona Governor Ducey Directed A State Agency To Allow Same-Sex Couples To Adopt Children Or Become Foster Parents, Brnovich Publicly Rebuked The Decision, Claiming Adoption Issues Were “Legally Separate” From Same-Sex Marriage.

Brnovich Disagreed With Governor Ducey’s Order Allowing Same Sex Couples To Adopt Children. “Gov. Doug Ducey’s order that a state agency allow same-sex couples to adopt or become foster parents notwithstanding, Attorney General Mark Brnovich says Arizona law does not allow that practice [...] Brnovich press aide Kristen Keogh said Thursday her boss believes the right of gays to wed is legally separate from any other rights. Keogh also pointed out that even the question of same-sex marriage is not finally resolved, since the U.S. Supreme Court has never ruled on the issue.” [Tucson.com, [04/23/15](#)]

At Least Two Companies Among AG Brnovich’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

Cozen O’Connor PC, Which Is Among AG Brnovich’s Largest Donors, Used A Pride Logo On Twitter.

Cozen O’Connor PC Is Among AG Brnovich’s Largest Donors And Contributed \$10,100 To His Campaigns. [Follow the Money, accessed [06/16/21](#)]

During Pride Month 2021, Cozen O’Connor Used A Logo With Transgender-Inclusive Pride Colors.



[Twitter, accessed [06/17/21](#)]

UnitedHealth Group, Which Is Among AG Brnovich’s Largest Donors, Sponsored A 2021 Pride Event In The Twin Cities And Commemorated Pride 2020 In A Press Release.

UnitedHealth Group Is Among AG Brnovich’s Largest Donors And Contributed \$7,600 To His Campaigns. [Follow the Money, accessed [06/16/21](#)]

For Pride 2021, UnitedHealth Group Sponsored Pride Twin Cities’ Rainbow Run 5K. “5K Your Way. Dress your Rainbow and join in the Fun! Join the live Run in Minneapolis, or plan your own run where you’re at. Because of COVID-19, the Rainbow Run 5K Presented by UnitedHealth Group will look different again this year because social distancing cannot stop Pride Celebrations! The Run is going HYBRID! That means you don’t have to run at 9:00 am on Sunday, June 27 in Minneapolis, unless you want to. You can choose your own time and location between June 20-30.” [Pride Twin Cities, accessed [06/17/21](#)]

Press Release: “UnitedHealth Group Celebrates LGBTQ Pride Month.” [UnitedHealth Group, [06/05/20](#)]

Frost Brown & Todd, Stoll Keenon Ogden, And RAI Services, Which Have Publicly Shown Support For The LGBTQ Community, Are Among Kentucky Attorney General Daniel Cameron's Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

Kentucky Attorney General Daniel Cameron Supported Efforts To Discriminate Against The LGBTQ Community And Opposed Marriage Equality, Including Supporting Clerk Kim Davis' Nationally Controversial Refusal To Grant Same-Sex Marriage Licenses In His State.

Kentucky Attorney General Daniel Cameron Supported Former County Clerk Kim Davis' Refusal To Issue Marriage Licenses To Gay Applicants, Even After The Supreme Court Ruled Same-Sex Marriage Was Constitutional, Citing Religious Freedom.

When Asked About County Clerk Kim Davis' Refusal To Issue Marriage Licenses For Gay Applicants, Kentucky Attorney General Daniel Cameron Said That He "Fully" Stood "With Those That Want To Express Their Deeply Held Religious Beliefs." HOST: "What is your view of Kim Davis' refusal to issue marriage licenses to gay applicants?" CAMERON: "Well, I think that, well look, I was just with a group a couple weeks ago – the Hands-on Original t-shirt people. And I fully stand with those that want to express their deeply held religious beliefs. I don't shy away from that. I think that what the Elections and Human Rights Commissions decided on the Hands-On Originals case – I think that stepped over the line. I think it's important that people in this country – in many ways this country was founded on the idea that there's religious freedom here. So your ability to freely associate and freely exercise that religious freedom is important to me." [YouTube, [09/11/19 \(36:45\)](#)]

Kim Davis "Refused To Issue Marriage Licenses For Same-Sex Couples," Even After The Supreme Court Ruled That They Had A Constitutional Right To Marriage. "The Supreme Court on Monday said it will not hear a case from a Kentucky clerk who refused to issue marriage licenses for same-sex couples, but two dissenters in the court's landmark 2015 decision repeated their criticism of its 'ruinous consequences for religious liberty.' The court turned aside a case from Kim Davis, the former Rowan County clerk who was sued after she said her religious convictions kept her from recognizing same-sex marriages, even after the Supreme Court found a constitutional right to those unions in *Obergefell v. Hodges*. She was [briefly jailed over the matter](#), and her case had attracted national attention." [The Washington Post, [10/05/20](#)]

Davis' Case "Attracted National Attention." "She was [briefly jailed over the matter](#), and her case had attracted national attention." [The Washington Post, [10/05/20](#)]

Daniel Cameron Supported A Lexington T-Shirt Printer Who Discriminatorily Refused To Print Apparel For An LGBTQ Pride Festival, Citing Christian Beliefs; Cameron Claimed That The Human Rights Commission, Which Sided With The Pride Event, "Stepped Over The Line."

In March 2012, Hands On Originals, A Lexington-Based T-Shirt Printer, Refused To Print Apparel For The City's Gay Pride Festival, Claiming Religious Beliefs – The Gay And Lesbian Services Organization Of Lexington (GLSO) Filed A Discrimination Complaint With The City's Human Rights Commission.

March 2012: Lexington T-Shirt Printer “Hands On Originals” Received Criticism After Telling The Organizers Of The City’s Annual Gay Pride Festival, That It Would Not Print Apparel For The Event Because It Was A “Christian Company.” “Popular Lexington T-shirt printer Hands On Originals has triggered a wave of criticism after telling organizers of Lexington's annual gay pride festival that it would not produce apparel for the event because Hands On is a Christian company. On Monday, the Gay and Lesbian Services Organization of Lexington, which organizes the June festival, filed a discrimination complaint with the city's Human Rights Commission.” [Lexington Herald Leader, [03/26/12](#)]

In Response, The Gay And Lesbian Services Organization Of Lexington Filed A Discrimination Complaint With The City’s Human Rights Commission. “Popular Lexington T-shirt printer Hands On Originals has triggered a wave of criticism after telling organizers of Lexington's annual gay pride festival that it would not produce apparel for the event because Hands On is a Christian company. On Monday, the Gay and Lesbian Services Organization of Lexington, which organizes the June festival, filed a discrimination complaint with the city's Human Rights Commission.” [Lexington Herald Leader, [03/26/12](#)]

The Executive Director Of The County Human Rights Commission Criticized Hands-On Originals’ Explanation For Refusing Service, Citing That It Wasn’t Exempt From The Law Because It Was Not A Religious Organization.

Lexington-Fayette Urban County Human Rights Commission Executive Director Raymond Sexton Said That Hands On Originals’ Explanation To The GLSO That It’s A Christian Organization “Would Not Make It Exempt From The Law.” The case is a rarity for the Lexington-Fayette Urban County Human Rights Commission, Executive Director Raymond Sexton said. ‘If you have other organizations using their services and they've made T-shirts for them, and this organization is not allowed and the only difference is sexual orientation, that could be problematic,’ Sexton said. Hands On Originals is subject to the law because it deals in goods and services to the public, Sexton said. He said Hands On Originals' explanation to the GLSO that it's a Christian organization would not make it exempt from the law. ‘Religious exemption is a valid defense under the local ordinance, but it's typically reserved for churches,’ Sexton said. ‘If you're Hands On Originals, you're a business, not a religious organization. You're into T-shirts.’ [Lexington Herald Leader, [03/26/12](#)]

- **The Lexington-Fayette Urban County Human Rights Commission Is An Official Entity To Safeguard Against Discrimination In Employment, Housing, And Public Accommodation.** “It is the purpose of the Lexington-Fayette Urban County Human Rights Commission to safeguard all individuals within Lexington-Fayette County from discrimination because of race, color, religion, national origin, sex, age, disability, familial status and sexual orientation/gender identity in connection with employment, housing and public accommodation. [...] The Lexington-Fayette County Human Rights Commission was created by an inter-local agreement by the City of Lexington and the Fiscal Court of Fayette County in January of 1967. The predecessor of the joint Commission, the Lexington Commission on Human Rights was created in June of 1963. The charter created by the merger of the city of Lexington and Fayette County into a united urban county government reconstituted the Commission. The present Lexington-Fayette Urban County Human Rights Commission was created in 1974.” [Lexington-Fayette Urban County Human Rights Commission, accessed [03/31/21](#)]

According To Sexton, Religious Exemption Is “A Valid Defense [...] Typically Reserved For Churches,” But Hands On Originals Is Not A Religious Organization. “He said Hands On Originals' explanation to the GLSO that it's a Christian organization would not make it exempt from the law. ‘Religious exemption is a valid defense under the local ordinance, but it's typically reserved for churches,’ Sexton said. ‘If you're Hands On

Originals, you're a business, not a religious organization. You're into T-shirts.” [Lexington Herald Leader, [03/26/12](#)]

Months Later, The Human Rights Commission Ruled In Favor Of GLSO, Citing That It Was Protected Under A Law That Prohibited Discrimination Based On Sexual Orientation And Ordered Hands On Originals To Cease Discrimination Based On Sexual Orientation And Orders Its Staff To Sensitivity Training.

November 2012: The Lexington-Fayette Urban County Human Rights Commission Sided With The Gay And Lesbian Services Organization. “The Lexington-Fayette Urban County Human Rights Commission has sided with the Gay and Lesbian Services Organization in its discrimination complaint against T-shirt printer Hands On Originals, setting up a potential public hearing between the groups.” [Lexington Herald Leader, [11/26/12](#)]

The Commission Rejected Hands On Originals’ Defense Because GLSO’s “Identity Is Protected Under The Law That Prohibits Discrimination Based On Sexual Orientation.” “The commission took issue with many of the company’s defenses in the case. Among them was that Adamson rejected the order because of the message of the shirt ‘that people should be ‘proud’ about engaging in homosexual behavior or same-sex relationships,’ according to the company’s filing. The commission wrote in its determination of probable cause that the ‘message’ at issue was one of ‘identity’ and the GLSO’s identity is protected under the law that prohibits discrimination based on sexual orientation.” [Lexington Herald Leader, [11/26/12](#)]

The Commission Ordered Hands On Originals To Cease Discriminating Against People Based On Their Sexual Orientation And To Send Its Staff To Sensitivity Training. “The Lexington Human Rights Commission ruled against Hands On Originals in 2012 for violating the city’s fairness ordinance, part of which prohibits businesses that are open to the public from discriminating against people based on their sexual orientation. The store was not fined, but it was ordered to cease such practices in the future and send its staff to sensitivity training.” [Lexington Herald Leader, [10/31/19](#)]

Hands On Originals Was Represented By Alliance Defending Freedom, A Southern Poverty Law Center-Designated Hate Group Which Vowed Further Action In The Case.

Hands On Originals Was Represented By Alliance Defending Freedom, A Group Of Christian Attorneys Which Vowed Further Action. “A hearing in the case appears likely, as attorneys for Hands On Originals said in a statement that ‘the process will continue.’ The company is being represented in the case by the Alliance Defending Freedom, a group of Christian attorneys dedicated to ‘transforming the legal system and advocating for religious liberty, the sanctity of life, and marriage and family,’ according to the organization’s website.” [Lexington Herald Leader, [11/26/12](#)]

According To The Southern Poverty Law Center, Alliance Defending Freedom Is A Hate Group. [Southern Poverty Law Center, accessed [3/18/21](#)]

Since Trump’s Election, Alliance Defending Freedom Has “Become One Of The Most Influential Groups Informing The Administration’s Attack On LGBTQ Rights” And Has Supported “The Recriminalization Of Sexual Acts Between Consenting LGBTQ Adults.” “Founded by some 30 leaders of the Christian Right, the Alliance Defending Freedom is a legal advocacy and training group that has supported the recriminalization of sexual acts between consenting LGBTQ adults in the U.S. and criminalization abroad; has defended state-sanctioned sterilization of trans people abroad; has contended that LGBTQ people are more likely to engage in pedophilia; and claims that a ‘homosexual agenda’ will destroy Christianity and society. ADF also works to develop ‘religious liberty’ legislation and case law that will allow the denial of goods and services to LGBTQ people on the basis of religion. Since the election of President Trump, ADF has become one of the most

influential groups informing the administration's attack on LGBTQ rights." [Southern Poverty Law Center, accessed [3/18/21](#)]

Daniel Cameron Claimed That The Human Rights Commission "Stepped Over The Line" In Its Decision And Said that People Should Be Able To "Freely Exercise" Their "Religious Freedom."

Daniel Cameron Said That The Human Rights Commission's Decision In The Hands On Originals Case "Stepped Over The Line." HOST: "What is your view of Kim Davis' refusal to issue marriage licenses to gay applicants?" CAMERON: "Well, I think that, well look, I was just with a group a couple weeks ago – the Hands-on Original t-shirt people. And I fully stand with those that want to express their deeply held religious beliefs. I don't shy away from that. I think that what the Elections and Human Rights Commission decided on the Hands-On Originals case – I think that stepped over the line. I think it's important that people in this country – in many ways this country was founded on the idea that there's religious freedom here. So your ability to freely associate and freely exercise that religious freedom is important to me." [YouTube, [09/11/19 \(36:45\)](#)]

Cameron Said That "It's Important" That People Can "Freely Exercise That Religious Freedom." And I fully stand with those that want to express their deeply held religious beliefs. I don't shy away from that. I think that what the Elections and Human Rights Commission decided on the Hands-On Originals case – I think that stepped over the line. I think it's important that people in this country – in many ways this country was founded on the idea that there's religious freedom here. So your ability to freely associate and freely exercise that religious freedom is important to me." [YouTube, [09/11/19 \(37:02\)](#)]

In 2019, The Kentucky Supreme Court Dismissed The Discrimination Claim Against Hands On Originals Because GLSO, The Party That Brought The Claim, Was Not The Direct Party Denied Service By The Business.

The Kentucky Supreme Court Dismissed The Discrimination Claim Against Hands On Originals. "The Kentucky Supreme Court on Thursday dismissed a discrimination claim against a Christian-owned T-shirt printer in Lexington that was accused of violating the city's fairness ordinance by refusing to make shirts for the 2012 Pride Festival because of religious objections to 'pride in being gay.'" [Lexington Herald Leader, [10/31/19](#)]

The Court Ruled On A "Legal Technicality" Because "The Party That Brought The Claim – The Gay And Lesbian Services Organization – Lacked The Statutory Standing To Do So Because It Was Not The Party Denied Service By The Business." "However, the court sidestepped debates over civil rights and the freedoms of religion and speech by ruling on a legal technicality, that the party that brought the claim -- the Gay and Lesbian Services Organization -- lacked the statutory standing to do so because it was not the party denied service by the business." [Lexington Herald Leader, [10/31/19](#)]

Daniel Cameron Has Connections To The Commonwealth Policy Center, A Conservative Group In Kentucky That Strongly Opposes Rights For The LGBTQ Community.

Commonwealth Policy Center Espouses Conservative Views On LGBTQ Rights, Claiming That "Not All Human Beings Have The Right To Marry" And That LGBTQ Rights Law "Ends Up As A Tool Of Discrimination Used Against Those With Differing Opinions On Marriage And Human Sexuality."

According To The Commonwealth Policy Center Website, "Not All Human Beings Have The Right To Marry." "All human beings have equal dignity, but not all human beings have the right to marry." [Commonwealth Policy Center, accessed [03/18/21](#)]

Commonwealth Policy Center Has Posted That If Marriage Is Redefined, “It Throws Society Into Confusion” And “Minimizes The Importance Of The Real Thing.” “One might ask ‘How does my printing counterfeit \$100 bills hurt your wallet?’ Marriage is a pre-political institution that is rooted in nature and is for the common good of society. If it is redefined, it throws society into confusion, makes man/woman marriage arbitrary, and minimizes the importance of the real thing.” [Commonwealth Policy Center, accessed [03/18/21](#)]

The Group Claimed That “Children Do Best In Homes Where They Are Raised By Their Married Mother And Father.” “Children do best in homes where they are raised by their married mother and father. They do better educationally, emotionally, and behaviorally. ‘The burden of social science evidence supports the idea that gender-differentiated parenting is important for human development and that the contribution of fathers to childrearing is unique and irreplaceable.’” [Commonwealth Policy Center, accessed [03/18/21](#)]

The Commonwealth Policy Center Said That Local Ordinances Putting Sexual Orientation And Gender Identity “On Par With Civil Right Status [...] Ends Up As A Tool Of Discrimination Used Against Those With Differing Opinions On Marriage And Human Sexuality.” “Gay political activists are pushing local ordinances in Kentucky to put sexual orientation and gender identity (SOGI) on par with civil rights status. The Cry is for ‘tolerance’ ‘fairness’ and ‘equality,’ but the law ultimately ends up as a tool of discrimination used against those with differing opinions on marriage and human sexuality.” [Commonwealth Policy Center, accessed [3/18/21](#)]

Commonwealth Policy Center Has Repeatedly Praised Daniel Cameron And Interviewed Him.

February 2020: Commonwealth Policy Center Interviewed Daniel Cameron “For An Update On The Office And Its Mission.” “Executive Director of the Commonwealth Policy Center Richard Nelson is joined in studio by Kentucky’s Attorney General Daniel Cameron for an update on the office and its mission.” [YouTube, [02/27/20](#)]

Commonwealth Policy Center Praised Cameron For Standing “On The Side Of The Law And The Truth” During The Breonna Taylor Case. “Cameron has been targeted by social justice activists. In their world, facts are often twisted to fit a narrative. In this case, the narrative is that police are oppressors, the black community is the oppressed, and black authorities should always side with skin color. Fortunately, Cameron stood on the side of the law and the truth. And this is good for everybody regardless of their skin color.” [Commonwealth Policy Center, [10/12/20](#)]

Commonwealth Policy Center Supported Cameron In Suing Gov. Beshear For Violating The First Amendment’s “Guarantee Of Religious Freedom.” “Kentucky Attorney General Daniel Cameron sued Gov. Andy Beshear for violating the First Amendment’s guarantee of religious freedom. Cameron told ‘Fox & Friends’ ‘You have to have a delicate balance in terms of keeping people safe and respecting the constitutional rights of our citizens. What he [Beshear] has done repeatedly is infringe upon the First Amendment free exercise of religion here in the commonwealth of Kentucky.’ Cameron recognizes that the First Amendment isn’t put on hold during a pandemic. We should hope that the Supreme Court agrees.” [Commonwealth Policy Center, [12/07/20](#)]

AG Cameron Joined A Letter Urging Kentucky Gov. Andy Beshear To Waive A Provision Prohibiting Discrimination Based On Sexual Orientation And Gender Within An Adoption Agency.

AG Cameron Joined A Letter Calling On Kentucky Governor Beshear To Waive A Provision Prohibiting Sexual Orientation And Gender Identity Discrimination For An Adoption Agency, Sunrise Children’s Services. “Republicans are sparring with Gov. Andy Beshear over a contract dispute between his administration and a Kentucky Baptist Convention affiliated adoption agency over a clause intended to prevent

discrimination against LGBTQ people. The five Republican constitutional officers — Attorney General Daniel Cameron, Agriculture Commissioner Ryan Quarles, Treasurer Allison Ball, Auditor Mike Harmon and Secretary of State Micheal Adams — signed a letter Monday urging the Cabinet for Health and Family Services to reinstate its contract with Sunrise Children’s Services, a large foster care and adoption agency. Their statement, which argues that Beshear has a legal obligation to continue the contract, follows a similar letter put out by the majority of the Kentucky House Republican Caucus on Wednesday that also urged Beshear and the Cabinet for Health and Family Services to waive a provision that prevents discrimination over sexual orientation and gender identity.” [Lexington Herald-Leader, [5/18/21](#)]

The Dispute Involved A Sentence In The Contract And Related To Discrimination Language, Though Neither Party Elaborated On The Particular Reasons. “The five Republican constitutional officers — Attorney General Daniel Cameron, Agriculture Commissioner Ryan Quarles, Treasurer Allison Ball, Auditor Mike Harmon and Secretary of State Micheal Adams — signed a letter Monday urging the Cabinet for Health and Family Services to reinstate its contract with Sunrise Children’s Services, a large foster care and adoption agency. [...] Neither letter specifically mentions the heart of the dispute between Sunrise and the Cabinet for Health and Family Services. The Courier Journal first reported that the dispute is over a single sentence in the contract but neither the Beshear administration nor the Kentucky Baptist Convention has detailed the exact language at issue. The Beshear administration, Sunrise Family Services and the Kentucky Baptist Convention all did not immediately respond to a request for comment. Last Monday, Beshear confirmed the issue was over a clause that aims to prevent discrimination over sexual orientation and gender identity, without ever directly using those words.” [Lexington Herald-Leader, [5/18/21](#)]

Cameron: Beshear Administration Was Requiring Adoption Agency To “Violate Its Religious Beliefs.” “The Beshear Administration stated that it will terminate a state contract with Sunrise Children’s Services, a foster care and adoption-related service provider for Kentucky, unless the agency agrees to violate its religious beliefs.” Cameron added, “Today, I joined my fellow Constitutional Officers in urging the Beshear Administration to reinstate the Sunrise contract. Sunrise should not be forced to choose between serving Kentucky’s children or abandoning sincerely held religious beliefs. (2/2)” [Twitter - @kyoag, [5/17/21](#)]

AG Cameron Joined A 14-State Coalition Defending A Photographer Who Was Refusing Service To Same-Sex Couples Under The Guise Of “Religious Liberty.”

AG Cameron Joined A 14-State Coalition “In Defense Of Religious Liberty” As The State Of New York Sought To Punish A Photographer Who Refused To Offer Services To Same-Sex Couples. “Attorney General Ken Paxton joined a 14-state coalition in defense of religious liberty in a case in which the state of New York sought to punish a photographer, Emilee Carpenter, who chose to not accept bookings for same-sex weddings. In violation of Ms. Carpenter’s free speech rights, New York interprets its public-accommodation law to require that photographers who commemorate opposite-sex marriages must also do so for same-sex marriages. Refusal may result in fines up to \$100,000, as well as possible criminal prosecution.” [Attorney General Ken Paxton — Press Release, [6/9/21](#)]

- **The Brief Included AGs Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrissey.** “Proposed Brief Of Amici Curiae States Of Nebraska, Alabama, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Oklahoma, South Carolina, Texas, Utah, And West Virginia In Support Of Plaintiffs’ Motion For Preliminary Injunction.” [Office of Attorney General Paxton, [06/04/21](#)]

At Least Three Companies Among AG Cameron’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

Frost Brown & Todd, Which Is Among AG Cameron’s Largest Donors, Used A Logo With The Pride Flag On Their Website During Pride 2021 And Touted Its Designation As A “Best Place To Work For LGBTQ Equality.”

Frost Brown & Todd Is Among AG Cameron’s Largest Donors And Contributed \$4,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

During Pride Month 2021, Frost Brown & Todd Used A Logo With The Pride Flag On Their Website.



[Frost Brown Todd, accessed [06/21/21](#)]

Press Release: “Frost Brown Todd Earns Seventh Consecutive ‘Best Place To Work For LGBTQ Equality’ Title.” [Frost Brown Todd, [01/28/21](#)]

Stoll Keenon Ogden, Which Is Among AG Cameron’s Largest Donors, Used A Logo With The Pride Flag On Their Website And Twitter During Pride 2021.

Stoll Keenon Ogden Is Among AG Cameron’s Largest Donors And Contributed \$4,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

During Pride Month 2021, Stoll Keenon Ogden Used A Logo With Pride Flag Colors On Their Website.



[Stoll Keenon Ogden, accessed [06/21/21](#)]

During Pride Month 2021, Stoll Keenon Ogden Used A Logo With Pride Flag Colors On Twitter.



[Twitter, @skofirm, accessed [06/21/21](#)]

RAI Services, Which Is Among AG Cameron’s Largest Donors, Used A Logo With Pride Flag Colors On Twitter During Pride 2021 And Previously Touted Their Designation As A “Best Place To Work For LGBTQ Equality” Award.

RAI Services Is Among AG Cameron’s Largest Donors And Contributed \$3,000 To His Campaign.
[Follow the Money, accessed [06/16/21](#)]

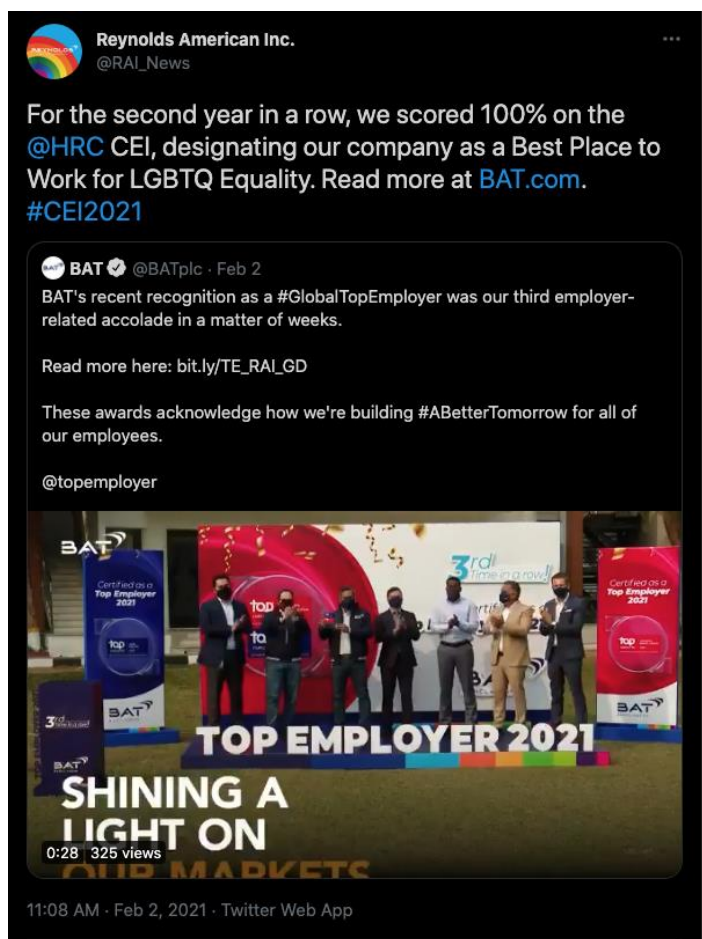
RAI Services Is A Subsidiary Of Reynolds American Inc. “Reynolds American Inc. is the U.S. parent company of, among others, R. J. Reynolds Tobacco Company; Santa Fe Natural Tobacco Company, Inc.; American Snuff Company, LLC; R. J. Reynolds Vapor Company; Modoral Brands Inc.; Kentucky BioProcessing, Inc.; RAI Innovations Company; RAI Services Company and; Reynolds Marketing Services Company (the ‘Subsidiaries’). [Reynolds American Inc., accessed [06/21/21](#)]

During Pride Month 2021, Reynolds American Inc. Used A Logo With Pride Flag Colors On Twitter.



[Twitter, @RAI_News, accessed [06/21/21](#)]

In 2021: Reynolds American Inc. Touted Their Award By The Human Rights Campaign As “A Best Place To Work For LGBTQ Equality.”



[Twitter, 2/02/21]

UnitedHealth Group, Coca-Cola, Home Depot, And Altria, Which Have Publicly Shown Support For The LGBTQ Community, Are Among Georgia Attorney General Chris Carr’s Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

Georgia Attorney General Chris Carr Supported LGBTQ Discrimination By Ignoring Calls For Georgia To Withdraw From A Lawsuit Seeking To Discriminate Against Transgender Students And By Defending A Hospital’s Discriminatory Firing Of A Lesbian Employee.

Georgia Attorney General Chris Carr Supported Trump’s HHS “Religious Freedom” Rules That Enabled Government-Sponsored Discrimination Against LGBTQ People.

Georgia Attorney General Chris Carr Joined A Letter To Trump’s HHS Supporting Religious Freedom Rules. Attorney General Chris Carr recently joined a letter to the U.S. Department of Health and Human Services (HHS) Secretary Alex Azar supporting proposed rules that would ensure that religious freedom and freedom of conscience rights are restored to their proper place in our constitutional system of government. Texas and Arizona co-led the comment letter, which 17 state attorneys general signed. [[Office of Attorney General Chris Carr](#), 04/02/18]

Lambda Legal Called HHS’s Religious Freedom Rules “A Government-Sanctioned Attack On LGBTQ People.” “Indeed, LGBTQ and civil rights advocates, as well as the Democratic party, slammed the rule change. A spokesperson for the Democratic National Committee called the new measure a ‘license to discriminate’ against the ‘most vulnerable among us,’ and LGBTQ legal group Lambda Legal called the rule ‘a government-sanctioned attack on LGBTQ people and on women.’” [[NBC](#), 05/04/19]

Carr Ignored Calls To Withdraw The State Of Georgia From A Lawsuit Attacking The Rights Of Transgender Students.

LGBTQ Groups Called On Carr To Remove Georgia From A Lawsuit Claiming The Federal Government Could Not Direct School Districts To Allow Students To Use Bathrooms That Correspond To Their Gender Identity. “LGBT rights coalition Georgia Unites Against Discrimination is calling on newly named Georgia Attorney General Chris Carr to withdraw the state from an anti-transgender lawsuit against the federal government. The suit, filed in May on behalf of 23 states including Georgia, argues that the federal government had no authority to direct the nation’s public school districts to permit students to use the restrooms that correspond with their gender identity. The filing followed guidance that the Obama administration issued for trans students in the U.S.” [[The GA Voice](#), 11/15/16]

- **Carr “Ignored Calls” By LGBTQ Rights Groups To Withdraw The State Of Georgia From A Lawsuit Challenging Federal Directions To Allow Transgender Students To Use The Restroom That Corresponds To Their Gender Identity.** “Carr also ignored calls by LGBTQ groups [who asked the state to drop out of a lawsuit challenging](#) federal guidelines on the treatment of transgender students. President Trump later reversed those guidelines.” [[Project Q Atlanta](#), 08/08/18]

Georgia Joined An Amicus Brief Opposing Obama Era Directive Which Sought To Cut Funding From Schools That Forced Students To Use Bathrooms Associated With Their Biological Sex. “Attorney General Ken Paxton today joined a coalition of 17 states filing an amicus brief in the U.S. Court of Appeals for the 4th circuit to support a Virginia school district’s stand that its intimate spaces policy for students is lawful under Title IX of the Education Amendments of 1972 [...] Last year, an unlawful Obama-era guidance letter threatened to strip federal funding from schools unwilling to let students use intimate facilities designated for the opposite sex. Attorney General Paxton led a coalition of 13 states in a lawsuit resulting in a nationwide injunction against the directive. The Trump administration revoked the directive in March, which prompted the U.S. Supreme Court to send the Gloucester case to the 4th Circuit for reconsideration. In addition to Texas, the other states joining West Virginia are Alabama, Arizona, Arkansas, Georgia, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Nebraska, Ohio, Oklahoma, South Carolina, Tennessee, and Utah.” [[Montgomery County Police Reporter](#), accessed 03/03/21]

Carr’s Law Office Defended A Georgia Public Hospital Accused Of Firing An Employee For Being A Lesbian.

Carr’s Law Office Represented Georgia Hospital That Allegedly Fired An Employee For Being A Lesbian. “Carr’s office also represents Georgia Regional Hospital in the case of Jameka Evans, who sued the hospital in 2015, alleging that supervisors there fired her for being a lesbian. The U.S. Supreme Court refused

to hear her case in December, and Carr filed a motion to dismiss the case in the U.S. District Court for the Southern District in January.” [Project Q Atlanta, 08/08/18]

- **Jameka Evans, A Former Security Guard At Georgia Regional Hospital, Sued The Hospital In April 2016 For Allegedly Harassing And Firing Her For Being A Lesbian.** “Evans sued in April and alleged that supervisors at Georgia Regional Hospital in Savannah, where she worked as a security guard from August 2012 to October 2013, harassed her and targeted her for termination when they learned she is a lesbian. When she complained to officials at the facility, Evans says her supervisors retaliated. ‘I was targeted by [Chief Charles] Moss for termination due to the fact that I do not carry myself in a traditional woman manner,’ Evans wrote. ‘I am a gay female. I did not broadcast my sexuality. Although it is evident I identify with the male gender because I presented myself visually (male uniform, low male haircut, shoes, etc.)” [Project Q Atlanta, 01/07/16]

At Least Four Companies Among AG Carr’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

UnitedHealth Group, Which Is Among AG Carr’s Largest Donors, Sponsored A 2021 Pride Event In The Twin Cities And Commemorated Pride 2020 In A Press Release.

UnitedHealth Group Is Among AG Carr’s Largest Donors And Contributed \$18,200 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

For Pride 2021, UnitedHealth Group Sponsored Pride Twin Cities’ Rainbow Run 5K. “5K Your Way. Dress your Rainbow and join in the Fun! Join the live Run in Minneapolis, or plan your own run where you’re at. Because of COVID-19, the Rainbow Run 5K Presented by UnitedHealth Group will look different again this year because social distancing cannot stop Pride Celebrations! The Run is going HYBRID! That means you don’t have to run at 9:00 am on Sunday, June 27 in Minneapolis, unless you want to. You can choose your own time and location between June 20-30.” [Pride Twin Cities, accessed [06/17/21](#)]

Press Release: “UnitedHealth Group Celebrates LGBTQ Pride Month.” [UnitedHealth Group, [06/05/20](#)]

In Their Pride Month Press Release UnitedHealth Reaffirmed Their Commitment To “Strengthening The Sense Of Community Among Our LGBTQ+ Employees And Allies.” “I’m proud to work for an organization that reinforces the importance of an inclusive and diverse workforce even during difficult times,’ said Ryan Craig, chief talent officer, UnitedHealthcare. ‘Now, more than ever, strengthening the sense of community among our LGBTQ+ employees and allies makes the company stronger and reflects our steadfast values.’” [UnitedHealth Group, [06/05/20](#)]

Coca-Cola, Which Is Among AG Carr’s Largest Donors, Tweeted To Celebrate Pride 2021 And The Company Touts Its Pro-LGBTQ Policies And Actions Across Its Website.

Coca-Cola Is Among AG Carr’s Largest Donors And Contributed \$13,200 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

During Pride Month 2021, Coca-Cola Tweeted That “#Pride And Joy Go Hand In Hand.”



[Twitter, @Coca-Cola, [06/01/21](#)]

In 2019, The Coca-Cola Company Released An Article On “How Coca-Cola Supports Inclusion And Equality For The LGBTQ+ Community.” [The Coca-Cola Company, [03/27/19](#)]

The Coca-Cola Company Had An FAQ On its Website On “How Does Coca-Cola Support The LGBTQI Community?” [The Coca-Cola Company, accessed [06/21/21](#)]

The Coca-Cola Company Claimed It Had “Long Protected Employees From Discrimination Based On Sexual Orientation And Gender Identity And Expression.” “The company has long protected employees from discrimination based on sexual orientation and gender identity and expression.” [The Coca-Cola Company, accessed [06/21/21](#)]

The Coca-Cola Company Claimed It “Scored 100% On The Human Rights Campaign’s Corporate Equality Index Every Year Since 2006.” “We’ve scored 100% on the Human Rights Campaign’s Corporate Equality Index every year since 2006.” [The Coca-Cola Company, accessed [06/21/21](#)]

The Coca-Cola Company Claimed It Had “An Active LGBTA (Lesbian, Gay, Bisexual, Transgender And Ally) Business Resource Group.” “We have an active LGBTA (Lesbian, Gay, Bisexual, Transgender and Ally) Business Resource Group that helps us stay at the forefront of LGBTQI community needs.” [The Coca-Cola Company, accessed [06/21/21](#)]

The Coca-Cola Company Claimed It Supported “Many LGBTQI-Focused Organizations And Programs In Our Communities —From The Gay & Lesbian Victory Fund To The Trevor Project.” “We support many LGBTQI-focused organizations and programs in our communities —from the Gay & Lesbian Victory Fund to The Trevor Project.” [The Coca-Cola Company, accessed [06/21/21](#)]

The Coca-Cola Company Claimed It Was “Proud Of Its History Of Supporting And Including The LGBTQI Community In The Workplace, In Its Advertising And In Communities Throughout The World.” “Coca-Cola is proud of its history of supporting and including the LGBTQI community in the workplace, in its advertising and in communities throughout the world.” [The Coca-Cola Company, accessed [06/21/21](#)]

Home Depot, Which Is Among AG Carr’s Largest Donors, Tweeted To Celebrate Pride 2021 And Celebrated An Award They Were Given For LGBTQ Inclusive Policies.

Home Depot Is Among AG Carr’s Largest Donors And Contributed \$13,200 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Home Depot Tweeted “Happy #Pride! We’re Reflecting And Celebrating The LGBTQ Community.” “Happy #Pride! We’re reflecting and celebrating the LGBTQ community and the impact of our associates, creators, artists and more in design and home improvement. Follow along as we celebrate with artists like @megemikoart this month and beyond.”



Happy #Pride 🏳️‍🌈! We're reflecting and celebrating the LGBTQ community and the impact of our associates, creators, artists and more in design and home improvement. Follow along as we celebrate with artists like @megemikoart this month and beyond.



12:00 PM · Jun 11, 2021 · Sprinklr Publishing

22 Retweets 13 Quote Tweets 108 Likes

[Twitter, @HomeDepot, [06/11/21](#)]

Home Depot Careers Tweeted That It Celebrated Its “LGBTQ Associates And Customers For Who They Are And What They Do.” “We celebrate our LGBTQ associates and customers for who they are and what they do. Living our value of respect for all people means that our associates can be their true selves in and out of the apron. Happy #Pride!”



[Twitter, @HomeDepotCareer, [06/16/21](#)]

In 2017 Home Depot Celebrated Their Award Of A Perfect Score On The Human Right’s Campaign Corporate Equality Index Which Measures LGBTQ Inclusive Policies. “For the second consecutive year, The Home Depot earned a perfect score of 100 for LGBT Equality on the Human Rights Campaign’s 2017 [Corporate Equality Index](#) (CEI). The index measures inclusive policies and practices for LGBT associates. ‘We value and respect our associates for who they are, and will continue to ensure our workplace remains diverse, inclusive and reflective of our core values,’ said Bea Rodriguez, director of Diversity and Inclusion.” [Home Depot, [6/15/17](#)]

Altria, Which Is Among AG Carr’s Largest Donors, Tweeted To Celebrate Pride 2021 And Celebrated An Award They Were Given For LGBTQ Inclusive Policies.

Altria Client Services Is Among AG Carr’s Largest Donors And Contributed \$13,200 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Altria Client Services LLC Is A Subsidiary Of Altria Group, Inc. “Altria Group, Inc., is the parent company of Altria Client Services LLC, Philip Morris USA Inc., U.S. Smokeless Tobacco Company LLC, John Middleton Co., Helix Innovations LLC, Ste. Michelle Wine Estates Ltd. and Philip Morris Capital Corporation, each of which operates separate businesses.” [Altria, [February 2018](#)]

Altria Tweeted That “This Month, We Celebrate Our LGBTQ Colleagues, Elevate Their Voices And Actions And Honor The Contributions They’ve Made To Make Altria A More Inclusive Company.” “This month, we celebrate our LGBTQ colleagues, elevate their voices and actions and honor the contributions they’ve made to make Altria a more inclusive company. #Pride2021”



Altria Celebrated A Their Award Of A Perfect Score On The Human Right’s Campaign Corporate Equality Index Which Measures LGBTQ Inclusive Policies. “Altria Group, Inc. (Altria) (NYSE: MO) today announces that it received a score of 100 on the Human Rights Campaign Foundation’s 2021 Corporate Equality Index, the nation’s foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. Altria joins the ranks of 767 major U.S. businesses that also earned top marks this year. This is the fourth year in a row Altria has received a score of 100” [Altria, [2/01/21](#)]

Pfizer, Which Has Publicly Shown Support For The LGBTQ Community, Is Among Louisiana Attorney General Jeff Landry’s Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

Louisiana Attorney General Jeff Landry Has Repeatedly Fought Against Protecting Or Expanding The Rights Of The LGBTQ Community In Louisiana And In The Supreme Court—Despite His Own Brother Being Openly Gay And Repeatedly Criticizing Landry’s Stance.

Louisiana Attorney General Jeff Landry Successfully Challenged And Overturned An Louisiana State Executive Order That Protected The Rights Of LGBTQ People And State Employees From Discrimination.

Louisiana Attorney General Jeff Landry Challenged Governor John Bel Edwards’ Executive Order That Protected LBGTTQ Rights And State Employees Against Discrimination. “A Louisiana judge on Wednesday threw out an order from the state’s Democratic governor aimed at protecting the rights of gay and transgender people, ruling that the governor had overstepped his authority. In addition to protecting LGBT rights, the executive order from Governor John Bel Edwards protected state employees against discrimination based on race, religion, disability and age. It banned state agencies from discrimination, while offering an

exemption for churches and religious organizations. [...] The order had been challenged by the state's attorney general, Jeff Landry, a Republican who has described himself as a 'campaigner for conservative family values.'" [Reuters, [12/14/16](#)]

- **The Executive Order Prohibited The State From Contracting With Businesses That Discriminated Against LGBTQ Employees.** "During his first year on the job, Landry sued Gov. John Bel Edwards in order to prevent the enforcement of an Executive Order that would have prohibited the state from contracting with businesses that discriminated against LGBTQ employees." [Bayou Brief, [6/15/20](#)]

Thanks To Landry's Challenge, The Order Was Thrown Out By Two Courts, With The Louisiana State Supreme Court Also Siding With Landry. "During his first year on the job, Landry sued Gov. John Bel Edwards in order to prevent the enforcement of an Executive Order that would have prohibited the state from contracting with businesses that discriminated against LGBTQ employees. The order was struck down, first by 19th Judicial District Court Judge Todd Hernandez of Baton Rouge and then by a three judge panel that included Toni Higginbotham of Baton Rouge, Allison H. Penzato of Mandeville, and Guy Holdridge of Gonzalez. All of four of the judges are Republicans. The Louisiana state Supreme Court affirmed the decision on appeal." [Bayou Brief, [6/15/20](#)]

Afterward, Landry Sued Governor Edward's Office For Supposedly Withholding \$10 Million From His Department's Budget, Claiming The Governor Was Retaliating Against Him For Challenging The LGBTQ Rights Executive Order.

Landry Claimed That Governor Edwards Was Withholding Money In Escrow From Court Settlements As A Form Of Retaliation Against His Rollback Of LBGTQ Rights. "Republican Attorney General Jeff Landry stoked the coals of a simmering feud with Democratic Gov. John Bel Edwards Monday, saying the governor is 'playing petty politics' with Landry's agency budget because he whipped Edwards in a court battle [...] At issue is what Landry claims is upward of \$10 million in escrow funds from various court settlements he believes should be directed to his agency [...] Landry, a Republican, said he believes the governor is retaliating because the attorney general won a court battle blocking an executive order from Edwards requiring specific LGBT protections from companies seeking state contracts." [Town Talk, [3/06/17](#)]

Governor Edwards' Office Noted That The AG's Office Had Received Payment For Their Fees From The Settlement And That Existing Legislation Directed The Remain Escrow Funds To The State.

"Edwards' spokesman reiterated Monday the governor has no intention of funneling \$3.9 million of that to attorney general's office that came from a 2014 pharmaceutical settlement with the state. 'There's existing legislation that directs that money,' Richard Carbo said in a statement. 'The (attorney general) has already removed his fees from that settlement amount. The remainder belongs to the state.'" [Town Talk, [3/06/17](#)]

Landry's Office Sued The Governor's Office For Allegedly Blocking The Transfer Of The Settlement Payouts.

"Attorney General Jeff Landry has filed a lawsuit against Gov. John Bel Edwards' administration, accusing the governor of improperly blocking a \$4 million transfer needed to fund the state Department of Justice. According to the suit, which was filed in the 19th Judicial District Court Tuesday morning, the Edwards administration has repeatedly refused to sign off on a request that would give the attorney general's office access to money from an escrow fund tied to a 2013 pharmaceutical settlement. The AG's office claims it is the rightful recipient of those funds." [The Advocate, [4/11/17](#)]

Landry's Budget Dispute Lawsuit Was Filed As The Legal Battle Over The LGBTQ Protection Executive Order Continued To Rage. "The two are also locked in a legal battle over an executive order that Edwards signed to bar discrimination against gay, lesbian, bisexual and transgender people in state government based

on the sexual orientation or gender identity. Landry is considered a possible candidate for governor, when Edwards is up for reelection in 2019.” [The Advocate, [4/11/17](#)]

- **At The Time Of The Budget Lawsuit, The Governor’s Office Was Appealing The Case In An Attempt To Defend The Protections.** “Gov. John Bel Edwards is defending his executive order that aimed to protect the rights of LGBT people in state government, saying in an appeal filed Monday that a judge erred in deciding the governor overstepped his legal authority. Edwards formally challenged Judge Todd Hernandez’ ruling in a Baton Rouge-based appeals court, nearly three months after Hernandez ruled the Democratic governor violated Louisiana’s constitutional separation of powers by banning discrimination in government and state contracts based on sexual orientation and gender identity.” [The New Orleans Advocate, [3/07/17](#)]

Landry Later Dropped The Budget Lawsuit After Separate Budget Negotiations Awarded Landry’s Office Funding From A Different Source. “Republican Attorney General Jeff Landry filed paperwork in Baton Rouge-based district court to dismiss the lawsuit. Landry had sued the Democratic governor’s administration in April, accusing it of improperly withholding money owed to Landry’s office for operations. An agreement brokered by Republican Sen. Bret Allain, vice chairman of the Senate Finance Committee, settled the feud between the two statewide elected officials. Lawmakers approved the bills containing the compromise last month.” [News Star, [7/07/17](#)]

Landry Signed A SCOTUS Amicus Brief Challenging Civil Rights Act Workplace Protections For Transgender People And Lost—A Ruling That Granted Far More Expansive Protections Than The 2016 Executive Order He Challenged.

June 2020: SCOTUS Ruled That Title VII Of The Civil Rights Acts Protects LGBTQ Employees Against Workplace Discrimination. “The U.S. Supreme Court’s landmark decision today in *Bostock v. Clayton County*, declaring that Title VII of the 1964 Civil Rights Act protects gay, lesbian, and transgender employees against workplace discrimination, is being hailed by LGBTQ leaders and activists in Louisiana as a massive victory in their decades-long struggle for civil rights and equal protection under the law and as a major defeat for Louisiana state Attorney General Jeff Landry.” [Bayou Brief, [6/15/20](#)]

Landry Signed Onto An Amicus Brief With Urged SCOTUS To Reject Title VII Civil Rights Act Protections Specifically For Transgender Individuals. “The U.S. Supreme Court’s landmark decision today in *Bostock v. Clayton County*, declaring that Title VII of the 1964 Civil Rights Act protects gay, lesbian, and transgender employees against workplace discrimination, is being hailed by LGBTQ leaders and activists in Louisiana as a massive victory in their decades-long struggle for civil rights and equal protection under the law and as a major defeat for Louisiana state Attorney General Jeff Landry. [...] Landry had specifically urged the Supreme Court to reject providing protections to transgender employees through Title VII, signing onto an amicus brief filed in November of 2018.” [Bayou Brief, [6/15/20](#)]

SCOTUS’ Ruling Was More Expansive Than The 2016 Executive Order Challenged By Landry. “Today’s 6-3 ruling, which was authored by conservative Justice Neil Gorsuch and joined by Chief Justice John Roberts and the Court’s four reliably liberal members, not only applies nationwide; it’s also more expansive than the Executive Order challenged by Landry.” [Bayou Brief, [6/15/20](#)]

Landry Attempted To Goad A State University Into Dropping A LGBTQ Studies Minor At The School, Claiming It Undermined “Higher Education’s Primary Mission” And Wasted Taxpayer Money.

Landry Sent A Letter To The University Of Louisiana At Lafayette State University Asking The University President To Stop Offering A LGBTQ Studies Minor At The School, Claiming It Undermined “Higher Education’s Primary Mission.” “Representative Jeff Landry has asked University of Louisiana at Lafayette President Dr. Joseph Savoie to drop the school's planned academic minor in lesbian, gay, bisexual, and transgender studies. Landry sent a personal letter Wednesday to Savoie. In it, he says he's concerned the university is losing its focus. ‘As our nation continues to struggle with high unemployment,’ Landry says, ‘higher education's primary mission should be ensuring current and future students have the tools necessary to compete in the 21st century economy.’ Landry also questions the ‘fiscal wisdom’ of the courses considering the budget cuts made to the state's public universities.” [KPEL965, [7/12/12](#)]

Landry’s Letter Also Implied The Minor Was A Waste Of University And Taxpayer Funding. “Landry also questions the ‘fiscal wisdom’ of the courses considering the budget cuts made to the state’s public universities. ‘We must effectively allocate these scarce resources and give priority to those courses and minors that provide demonstrable employment benefits,’ Landry says.” [KPEL965, [7/12/12](#)]

The University Refused To Drop The Course, Noting That The Minor Did Not Strain The University’s Budget, As Landry Implied, And Reaffirming The Value Of LGBTQ Studies. “UL Lafayette President Joseph Savoie, in an open letter he posted on his blog, says the university's job is to provide in an impartial manner an opportunity for investigation, analysis and understanding' of the controversial issues with which society is faced. An apparent outpour of conservative opposition to UL Lafayette's minor in LGBT (lesbian, gay, bisexual and transgender) studies has prompted the university's president, Joseph Savoie, to address the new focus of study on his blog. According to the president's blog published on the school's website, UL earlier this year began offering a minor in LGBT studies, a move that ‘did not require budgetary allocations or divert resources from other areas,’ Savoie says.” [IND Reporter, [7/12/12](#)]

On At Least Two Occasions, Jeff Landry's Openly Gay Brother Has Criticized Landry's Anti-LGBTQ Positions.

In November 2016, Landry's Openly Gay Brother, Nick Landry, Criticized AG Landry For His Anti-LGBTQ Positions In An “Emotional” Eleven-Minute YouTube Video. “Louisiana Attorney General Jeff Landry's skepticism about specific protections for gay and transgender people has earned him a new public critic: His brother. Nick Landry, the brother of the state official, posted an emotional, 11-minute video advocating for LGBT rights on YouTube on Nov. 10. In it, he says he was compelled to speak out because he was concerned about his brother's stands on issues affecting LGBT people.” [The Advocate, [11/18/16](#)]

In 2012, Nick Landry Publicly Voiced His Opposition To Jeff Landry's Calls To End A Sociology Minor In LGBT Studies At The University Of Louisiana Lafayette, Stating: "I Want To State My Opposition Publicly. Ignorance Is Not Education. Your Constituents, Heterosexual And Homosexual Alike, Have Made Huge Inroads In Working Towards Equality In Our Community. By Embracing Diversity And Acknowledging Our Differences, We Gain Understanding." “In 2012, when Jeff Landry was a congressman, he asked the president of the University of Louisiana Lafayette to end a sociology minor in LGBT studies, saying it failed to provide an economic benefit to students. The Gambit reported at the time that Nick Landry posted an open letter on Jeff Landry's Facebook page in response, saying: 'I want to state my opposition publicly. Ignorance is not education. Your constituents, heterosexual and homosexual alike, have made huge inroads in working towards equality in our community. By embracing diversity and acknowledging our differences, we gain understanding.'” [The Advocate, [11/18/16](#)]

Landry Heavily Criticized An Obama-Administration Proposal Meant To Ensure States Allowed Students To Use The Bathroom Or Locker Rooms Of Their Gender Identity, Claiming It Would Threaten The "Mental Well-Being And Privacy Rights" Of 99% Of Louisiana's Children.

May 2016: Landry Announced He Would Oppose The Obama Administration's "Unlawful Action" Of Threatening To Take Away The Title IX Monies Of States That Failed To Allow Students To Use The Bathrooms Or Locker Rooms Of Their Gender Identity. "Louisiana Attorney General Jeff Landry announced that he would vigorously defend the State and its citizens from what he says is 'unlawful action' threatened by the Obama Administration's recent mandate that public schools allow students to use bathrooms and locker rooms of the opposite sex. In a letter to the leaders of the Board of Elementary and Secondary Education, Board of Regents, Louisiana High School Athletic Association, Louisiana School Boards Association, Louisiana Community and Technical College System Board, and Office of Juvenile Justice – Attorney General Jeff Landry asserted the Administration's threat to remove the State's Title IX monies jeopardizes the safety of the student body and creates a public education funding crisis." [KPEL 96.5, [05/18/16](#)]

Landry Stated That The Obama Administration's Policy Would Lead To Children Being "More Easily Exposed To Sexual Predators," While Placing The "Mental Well-Being And Privacy Rights Of Ninety-Nine Percent Of Louisiana's Children At Risk." "The policy position adopted by the Obama Administration irresponsibly creates an environment in which children may be more easily exposed to sexual predators,' continued Attorney General Jeff Landry. 'Furthermore, these irresponsible and illegally promulgated rules place the mental well-being and privacy rights of ninety-nine percent of Louisiana's children at risk without any demonstrable evidence of benefit to the less than one percent of the population this policy purports to benefit.'" [KPEL 96.5, [05/18/16](#)]

Landry Attacked The Obama Administration's Transgender Directive As A Misplaced Priority, Stating, "President Kennedy Was Talking About Putting A Man On The Moon [And Today] We're Talking About Putting Boys In Girls' Bathrooms."

May 2016: Landry Appeared On CNN To Discuss His And Other Republican AGs' Lawsuit Against The Obama Administration's Transgender Directive, Stating President Obama's Priorities Were Wrongly Placed As "President Kennedy Was Talking About Putting A Man On The Moon [And Today] We're Talking About Putting Boys In Girls' Bathrooms." [CNN via Cajun Conservatism via YouTube, 05/26/16 ([1:51](#))]

In November 2017, Landry Appeared On A Radio Show Hosted By Tony Perkins, President Of The Family Research Council, A Southern Poverty Law Center-Designated Hate Group.

November 2017: Landry Appeared On A Show Hosted By Tony Perkins, President Of The Family Research Council, To Discuss " President Trump's Nomination Of Kyle Duncan For The 5th U.S. Circuit Court Of Appeals In New Orleans" And The "Need For A Judge Who Will Uphold The Constitution And Protect Religious Liberty." "Yesterday, Louisiana Attorney General Jeff Landry appeared on Washington Watch with Tony Perkins, a national radio show which airs on more than 240 stations across Louisiana and the country. On the show, AG Landry shared his thoughts on President Trump's nomination of Kyle Duncan for the 5th U.S. Circuit Court of Appeals in New Orleans. In the interview AG Landry explained the need for a judge who will uphold the Constitution and protect religious liberty, 'I think that many people out there in America,

certainly those listening in today, recognize that a lot of the ills that are plaguing our country are coming from activist judges, in where we have basically diverted from courts saying what the law is to basically saying what the law ought to be." [Family Research Council, [11/30/17](#)]

- **Family Research Council President Tony Perkins Was The Host Of Washington Watch.** "Family Research Council President Tony Perkins, the host of Washington Watch, added, "What we've seen with Kyle Duncan is that he's sharp." [Family Research Council, [11/30/17](#)]

The Family Research Council Was Designated As An Anti-LGBTQ Hate Group By The Southern Poverty Law Center. [Southern Poverty Law Center, accessed [03/09/21](#)]

AG Landry Joined A 14-State Coalition Defending A Photographer Who Was Refusing Service To Same-Sex Couples Under The Guise Of "Religious Liberty."

AG Landry Joined A 14-State Coalition "In Defense Of Religious Liberty" As The State Of New York Sought To Punish A Photographer Who Refused To Offer Services To Same-Sex Couples. "Attorney General Ken Paxton joined a 14-state coalition in defense of religious liberty in a case in which the state of New York sought to punish a photographer, Emilee Carpenter, who chose to not accept bookings for same-sex weddings. In violation of Ms. Carpenter's free speech rights, New York interprets its public-accommodation law to require that photographers who commemorate opposite-sex marriages must also do so for same-sex marriages. Refusal may result in fines up to \$100,000, as well as possible criminal prosecution." [Attorney General Ken Paxton — Press Release, [6/9/21](#)]

- **The Brief Included AGs Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrisey.** "Proposed Brief Of Amici Curiae States Of Nebraska, Alabama, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Oklahoma, South Carolina, Texas, Utah, And West Virginia In Support Of Plaintiffs' Motion For Preliminary Injunction." [Office of Attorney General Paxton, [06/04/21](#)]

In June 2021, Landry Called On The Louisiana Legislature To Override Governor Edwards' Veto Of An Anti-Transgender Athlete Bill.

AG Landry Admonished Gov. Bel Edwards For His "Disrespect For Women" As "Disappointing And Irresponsible" After The Governor Vetoed A Bill That Prevented Transgender Women From Playing Sports And Called For A Special Legislative Session To Override The Veto. "Attorney General Jeff Landry issued the following statement encouraging the Louisiana Legislature to hold a veto session: "The passage of the Fairness in Women's Sports Act (SB156) was a common-sense approach by the Legislature to protect women. The Governor's disrespect for women by vetoing this bipartisan bill was both disappointing and irresponsible. With growing support from citizens and legislators all across the state, the Louisiana Legislature has the opportunity to right this wrong. I join my fellow citizens in supporting the Legislature's duty to protect women and hold a veto session." [The Office of Attorney General Jeff Landry, [6/23/21](#)]

At Least One Company Among AG Landry's Largest Donors Has Publicly Shown Support For The LGBTQ Community.

Pfizer, Which Is Among AG Landry's Largest Donors, Tweeted To Celebrate Pride 2021, Used A Logo With Pride Colors, And Touted Their Support Of Federal LGBTQ Protections.

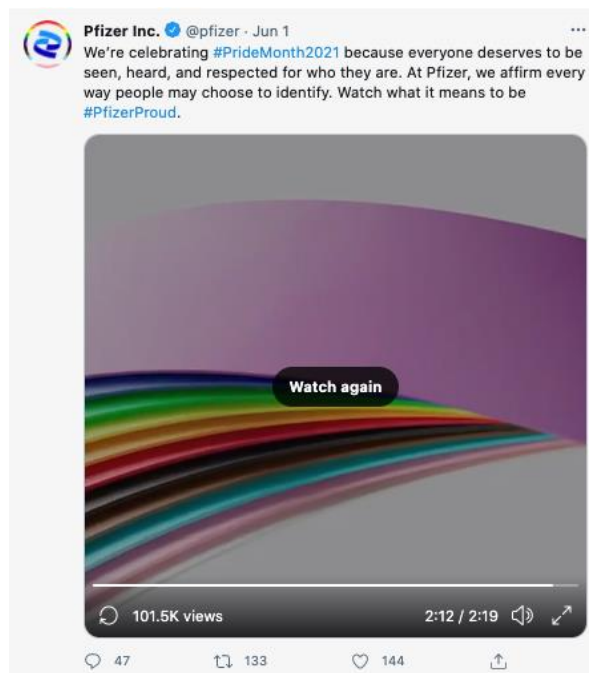
Pfizer Is Among AG Landry’s Largest Donors And Contributed \$20,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

During Pride Month 2021, Pfizer Used A Logo With Pride Flag Colors On Twitter.



[Twitter, @pfizer, accessed [06/22/21](#)]

Pfizer Tweeted That It Was “Celebrating #Pridemonth2021 Because Everyone Deserves To Be Seen, Heard, And Respected For Who They Are.” “We’re celebrating #PrideMonth2021 because everyone deserves to be seen, heard, and respected for who they are. At Pfizer, we affirm every way people may choose to identify. Watch what it means to be #PfizerProud.”



[Twitter, @pfizer, [06/01/21](#)]

Pfizer Touted Their Commitment To LGBTQ Inclusivity During Pride 2021, Including The Creation Of A Colleague Council For LGBTQ Employees, Their Award Of HRC’s 100% Corporate Equality Index Score, And Support Of Federal LGBTQ Protection Legislation. “In March of this year, Pfizer joined 160 other leading companies in a business coalition that supports passage of The Equality Act, which is legislation

being considered by Congress that would provide federal protections for the LGBTQ community. For 16 consecutive years, Pfizer has earned the highest possible score—100 percent—on the Corporate Equality Index (CEI), which is a survey put forth by the Human Rights Campaign (HRC) evaluating U.S.-based businesses on the way they treat LGBTQ employees, customers and investors. [...] To encourage openness, communication, understanding and acceptance, Pfizer created a toolkit for employees, encouraging its teams to stand up for inclusiveness and to come out as straight allies to their LGBTQ colleagues. The toolkit addresses a variety of topics, including what terms to use; how to intervene in response to offensive comments in the office; advice on how to speak up for inclusiveness; the importance of being an active ally and more.” [Pfizer, [Accessed 6/24/21](#)]

Regions Financial Corp., AT&T, And Pfizer, Which Have Publicly Shown Support For The LGBTQ Community, Are Among Alabama Attorney General Steve Marshall’s Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

Alabama Attorney General Steve Marshall Has Demonstrated A Pattern Of Opposing Rights For The LGBTQ Community, Supporting Court Rulings And Joining Court Motions That That Encouraged Discrimination Against Same-Sex Couples And Gay And Transgender Workers.

Alabama Attorney General Steve Marshall Praised A Supreme Court Ruling That Decided In Favor Of A Colorado Baker Who Refused To Create A Wedding Cake For A Same-Sex Couple, Saying That “Religious Expression Cannot Be Trampled.”

In 2012, Colorado Baker Jack Phillips Turned Down A Request From A Gay Couple, David Mullins And Charlie Craig, To Create A Wedding Cake

In 2012, Jack Phillips Turned Down David Mullins And Charlie Craig’s Request For A Wedding Cake, Saying That “He Would Not Use His Talents To Convey A Message Of Support For Same-Sex Marriage At Odds With His Religious Faith.” “The case, Masterpiece Cakeshop v. Colorado Civil Rights Commission, No. 16-111, arose from a brief encounter in 2012, when David Mullins and Charlie Craig visited Mr. Phillips’s bakery, Masterpiece Cakeshop, in Lakewood, Colo. The two men were going to be married in Massachusetts, and they were looking for a wedding cake for a reception in Colorado. Mr. Phillips turned them down, saying he would not use his talents to convey a message of support for same-sex marriage at odds with his religious faith.” [The New York Times, [06/04/18](#)]

Mullins And Craig Filed A Complaint With Colorado’s Civil Rights Commission, Saying That Phillips Violated A State Law Barring Discrimination Based On Sexual Orientation And Won Before The Commission And In State Courts

Mullins And Craig Filed A Complaint With Colorado’s Civil Rights Commission, Saying That Phillips Violated A State Law Barring Discrimination Based On Sexual Orientation. “Mr. Mullins and Mr. Craig said they were humiliated by Mr. Phillips’s refusal to serve them, and they filed a complaint with Colorado’s

Civil Rights Commission, saying that Mr. Phillips had violated a state law barring discrimination based on sexual orientation. Mr. Mullins and Mr. Craig won before the commission and in the state courts.” [The New York Times, [06/04/18](#)]

The Couple Won Before The Commission And In State Courts. Mr. Mullins and Mr. Craig said they were humiliated by Mr. Phillips’s refusal to serve them, and they filed a complaint with Colorado’s Civil Rights Commission, saying that Mr. Phillips had violated a state law barring discrimination based on sexual orientation. Mr. Mullins and Mr. Craig won before the commission and in the state courts.” [The New York Times, [06/04/18](#)]

In 2018, The United States Supreme Court Ruled In Favor Of Philips Because The Colorado Civil Rights Commission Had Been “Hostile To Religion,” A Ruling Gay Rights Groups Said Would Offer “Dangerous Encouragement” To Those Who Would Discriminate Against The LGBTQ Community – Philips Was Represented By Alliance Defending Freedom, A Hate Group Pivotal To “Informing The [Trump] Administration’s Attack On LGBTQ Rights”

In 2018, The United States Supreme Court Ruled In Favor Of The Colorado Baker Because The Colorado Civil Rights Commission “Had Been Shown To Be Hostile To Religion Because Of The Remarks Of One Of Its Members.” “The Supreme Court on Monday ruled in favor of a Colorado baker who had refused to create a wedding cake for a gay couple. The court’s decision was narrow, and it left open the larger question of whether a business can discriminate against gay men and lesbians based on rights protected by the First Amendment. The court passed on an opportunity to either bolster the right to same-sex marriage or explain how far the government can go in regulating businesses run on religious principles. Instead, Justice Anthony M. Kennedy’s majority opinion turned on the argument that the Colorado Civil Rights Commission, which originally ruled against the baker, had been shown to be hostile to religion because of the remarks of one of its members.” [The New York Times, [06/04/18](#)]

Phillips Was Represented In The Case By Alliance Defending Freedom. “Alliance Defending Freedom, which represented Mr. Phillips, said the ruling was a victory for religious liberty.” [The New York Times, [06/04/18](#)]

- **According To The Southern Poverty Law Center, Alliance Defending Freedom Was A Hate Group.** [Southern Poverty Law Center, accessed [3/18/21](#)]
- **Since Trump’s Election, Alliance Defending Freedom Has “Become One Of The Most Influential Groups Informing The [Trump] Administration’s Attack On LGBTQ Rights” And Has Supported “The Recriminalization Of Sexual Acts Between Consenting LGBTQ Adults.”** “Founded by some 30 leaders of the Christian Right, the Alliance Defending Freedom is a legal advocacy and training group that has supported the recriminalization of sexual acts between consenting LGBTQ adults in the U.S. and criminalization abroad; has defended state-sanctioned sterilization of trans people abroad; has contended that LGBTQ people are more likely to engage in pedophilia; and claims that a ‘homosexual agenda’ will destroy Christianity and society. ADF also works to develop ‘religious liberty’ legislation and case law that will allow the denial of goods and services to LGBTQ people on the basis of religion. Since the election of President Trump, ADF has become one of the most influential groups informing the administration’s attack on LGBTQ rights.” [Southern Poverty Law Center, accessed [3/18/21](#)]

Gay Rights Group Lambda Legal Said That The Court “Offered Dangerous Encouragement To Those Who Would Deny Civil Rights To L.G.B.T People.” “Some gay rights groups took a darker view of the decision. ‘The court today has offered dangerous encouragement to those who would deny civil rights to L.G.B.T. people,’ said Rachel B. Tiven, the chief executive of Lambda Legal. ‘We will fiercely resist the coming effort that will seek to turn this ruling into a broad license to discriminate.’” [The New York Times, [06/04/18](#)]

Alabama Attorney General Steve Marshall Praised The U.S. Supreme Court's Ruling In Favor Of Jack Phillips, Saying That "Americans' Right To Religious Expression Cannot Be Trampled"

In Response To The U.S. Supreme Court Ruling, Alabama Attorney General Steve Marshall Said That "Americans' Right To Religious Expression Cannot Be Trampled." "Here's what Alabama politicians are saying about the decision: Alabama Attorney General Steve Marshall: 'This Supreme Court Decision should send a strong message to activist courts and bureaucrats alike that Americans' right to religious expression cannot be trampled and the Constitution cannot be ignored.'" [Alabama Today, [06/04/18](#)]

Steve Marshall Joined 16 States In Filing An Amicus Brief Supporting A Washington State-Based Florist, Represented By Hate Group Alliance Defending Freedom, Who Refused To Sell Flowers To A Same-Sex Wedding, Claiming That She Cannot Be Forced To Make "Customized Art" Inconsistent With Her Religious Beliefs.

In 2013, Washington-Based Florist Barronelle Stutzman Was Sued By Washington Attorney General Bob Ferguson For Refusing To Provide Flowers For A Same-Sex Wedding, A Violation Of Washington's Law Against Discrimination

In 2013, Barronelle Stutzman, A Washington-Based Florist Refused To Provide Flowers For A Same-Sex Wedding. "The case began in 2013, when Barronelle Stutzman, the owner of Arlene's Flowers in Richland, refused to provide flowers for the same-sex wedding of Rob Ingersoll and Curt Freed. State Attorney General Bob Ferguson filed a consumer-protection lawsuit against the florist for refusing to serve the couple, alleging that Stutzman was violating Washington's law against discrimination. 'Washington state law protects same-sex couples from discrimination based on their sexual orientation, the same way it protects Washingtonians from discrimination based on their religion, veteran or military status, disability, race and other protected classes,' Ferguson said Thursday." [Seattle Times, [06/06/19](#)]

Washington Attorney General Bob Ferguson Filed A Consumer Protection Lawsuit Against The Florist For Refusing To Serve The Couple, Alleging the Owner Violated Washington's Law Against Discrimination. "The case began in 2013, when Barronelle Stutzman, the owner of Arlene's Flowers in Richland, refused to provide flowers for the same-sex wedding of Rob Ingersoll and Curt Freed. State Attorney General Bob Ferguson filed a consumer-protection lawsuit against the florist for refusing to serve the couple, alleging that Stutzman was violating Washington's law against discrimination. 'Washington state law protects same-sex couples from discrimination based on their sexual orientation, the same way it protects Washingtonians from discrimination based on their religion, veteran or military status, disability, race and other protected classes,' Ferguson said Thursday." [Seattle Times, [06/06/19](#)]

In The Subsequent Law Proceedings, In Which Stutzman Was Represented By Southern Poverty Law Center-Designated Hate Group Alliance Defending Freedom, The Washington State Supreme Court Ruled Twice That Stutzman Violated Anti-Discrimination Law – The United States Supreme Court Refused To Hear The Case

In 2017, The Washington State Supreme Court Ruled That Stutzman Violated Anti-Discrimination Law. "A Richland florist who refused to provide flowers to a gay couple for their wedding violated anti-discrimination law, the state Supreme Court ruled Thursday. The court ruled unanimously that Barronelle Stutzman discriminated against longtime customers Rob Ingersoll and Curt Freed when she refused to do the flowers for their 2013 wedding because of her religious opposition to same-sex marriage." [Seattle Times, [02/16/17](#)]

Stutzman Was Represented In The Case By Alliance Defending Freedom. “The Alliance Defending Freedom, which represents Stutzman, said that it will ask the U.S. Supreme Court to review Thursday’s ruling.” [Seattle Times, [02/16/17](#)]

- **According To The Southern Poverty Law Center, Alliance Defending Freedom Was A Hate Group.** [Southern Poverty Law Center, accessed [3/18/21](#)]
- **Since Trump’s Election, Alliance Defending Freedom Has “Become One Of The Most Influential Groups Informing The [Trump] Administration’s Attack On LGBTQ Rights” And Has Supported “The Recriminalization Of Sexual Acts Between Consenting LGBTQ Adults.”** “Founded by some 30 leaders of the Christian Right, the Alliance Defending Freedom is a legal advocacy and training group that has supported the recriminalization of sexual acts between consenting LGBTQ adults in the U.S. and criminalization abroad; has defended state-sanctioned sterilization of trans people abroad; has contended that LGBTQ people are more likely to engage in pedophilia; and claims that a ‘homosexual agenda’ will destroy Christianity and society. ADF also works to develop ‘religious liberty’ legislation and case law that will allow the denial of goods and services to LGBTQ people on the basis of religion. Since the election of President Trump, ADF has become one of the most influential groups informing the administration’s attack on LGBTQ rights.” [Southern Poverty Law Center, accessed [3/18/21](#)]

In 2019, After The U.S. Supreme Court Sent The Case Back To Washington State, The State Supreme Court Reaffirmed Its 2017 Ruling. “The state Supreme Court reaffirmed a ruling it made in 2017, after the U.S. Supreme Court sent the case back to Washington to determine whether it had been handled with ‘religious neutrality,’ as guaranteed by the U.S. Constitution.” [Seattle Times, [06/06/19](#)]

In 2019, Steve Marshall Joined A Group Of States In Filing An Amicus Brief Supporting Stutzman, Arguing That Because Her Custom Floral Arrangements Are Works Of Art, That Compelling Stutzman “To Create Customized Art For Events She Cannot Celebrate Consistent With Her Religious Beliefs” Violates The Free Exercise Clause

In 2019, Steve Marshall Joined 16 States In Filing An Amicus Brief Supporting Stutzman. [Amicus Brief, Arlene’s Flowers, Inc v. State of Washington, [10/15/19](#)]

The Brief Said That The Amici States Have An “Important Interest [...] That The Persons Providing Such Goods And Services Are Not Compelled To Forgo Their Constitutionally Protected Rights To Freedom Of Speech And Religion.” “The Amici States have an important interest in ensuring that people are not denied equal access to publicly available goods and services. They have an equally compelling interest in ensuring that the persons providing such goods and services are not compelled to forgo their constitutionally protected rights to freedom of speech and religion.” [Amicus Brief, Arlene’s Flowers, Inc v. State of Washington, [10/15/19](#)]

The Motion Argued That Stutzman’s Custom Wedding Floral Arrangements Are Entitled To The Same Protections As Other Art Forms, Thus The State “Cannot Compel Her To Create Custom Wedding Floral Arrangements Against Her Conscience.” “Consequently, Stutzman’s custom wedding floral arrangements are entitled to at least the same protection that this Court and lower courts have long afforded music, video games, nonsensical poetry, dancing, and abstract painting. It likewise means that – just as Washington could not compel Stutzman to speak against her conscience – it cannot compel her to create custom wedding floral arrangements against her conscience absent a compelling government interest and narrow tailoring.” [Amicus Brief, Arlene’s Flowers, Inc v. State of Washington, [10/15/19](#)]

The Brief Further Argued That Compelling Stutzman “To Create Customized Art For Events She Cannot Celebrate Consistent With Her Religious Beliefs Violates The Free Exercise Clause.”

“Compelling Stutzman to create customized art for events that she cannot celebrate consistent with her religious beliefs violates the Free Exercise Clause.” [Amicus Brief, Arlene’s Flowers, Inc v. State of Washington, [10/15/19](#)]

In 2019, Steve Marshall Signed On To A Court Brief Arguing That Federal Law Doesn’t Protect Gay And Transgender People From Employment Discrimination, A Practice Called A “Damaging Path” By One Legal Scholar – The Next Year, The Supreme Court Affirmed Protections For Gay And Transgender People In The Workplace, Putting Marshall On The Losing Side Of The Decision

In 2019, Steve Marshall Joined Other 14 States In Filing An Amicus Brief Arguing That The Fourteenth Amendment Does Not Protect Against Employment Discrimination Based On Sexual Orientation

In 2019, Steve Marshall Joined 14 Other States In Filing An Amicus Brief Supporting Employers In The Case Bostock V. Clayton County. [Amicus Brief, Bostock v Clayton County, [08/23/19](#)]

The Amicus Brief Argued That The Fourteenth Amendment “Prohibits Discrimination Because Of Sex, Not Sexual Orientation, Gender Identity, Or Transgender Status.” “Title VII Prohibits Discrimination Because Of Sex, not Sexual Orientation, Gender Identity, or Transgender Status.” [Amicus Brief, Bostock v Clayton County, [08/23/19](#)]

The Brief Urged The Court To Interpret The Statute’s Meaning of “Sex” In “Its Most Natural Narrow Meaning.” “If plaintiffs are correct that ‘sex’ in Title VII broadly includes ‘sexual orientation’ and ‘gender identity,’ that would raise a serious constitutional question about whether Title VII effects a valid abrogation of state sovereign immunity under section 5 of the Fourteenth Amendment. Under the constitutional-about canon, the Court should avoid that question by cabining ‘sex’ to its most natural narrow meaning.” [Amicus Brief, Bostock v Clayton County, [08/23/19](#)]

In 2020, The Supreme Court Affirmed Protections For Gay And Transgender People In The Workplace, Declining The “Federal Government’s Invitation To Take That Damaging Path” Of Discriminating Against LGBTQ Workers

HEADLINE: “Civil Rights Law Protects Gay And Transgender Workers, Supreme Court Rules.” [The New York Times, [06/15/20](#)]

June 2020: The U.S. Supreme Court Ruled That A Landmark Civil Rights Law Protects Gay And Transgender Workers From Workplace Discrimination. “The Supreme Court ruled on Monday that a landmark civil rights law protects gay and transgender workers from workplace discrimination, handing the movement for L.G.B.T. equality a long-sought and unexpected victory. ‘An employer who fires an individual merely for being gay or transgender defies the law,’ Justice Neil M. Gorsuch wrote for the majority in the 6-to-3 ruling.” [The New York Times, [06/15/20](#)]

Columbia Law Professor Suzanne Goldberg Said That The Ruling Was A “Simple And Profound Victory For LGBT Civil Rights” And Said That The Supreme Court “Declined The Federal Government’s Invitation To Take That Damaging Path” To Discriminate Based On Sexual Orientation And Gender Identity. “This is a simple and profound victory for L.G.B.T. civil rights,’ said Suzanne B. Goldberg, a law professor at Columbia. ‘Many of us feared that the court was poised to gut sex discrimination protections and allow employers to discriminate based on sexual orientation and gender identity, yet it declined the federal government’s invitation to take that damaging path.’” [The New York Times, [06/15/20](#)]

AG Marshall Joined A 14-State Coalition Defending A Photographer Who Was Refusing Service To Same-Sex Couples Under The Guise Of “Religious Liberty.”

AG Marshall Joined A 14-State Coalition “In Defense Of Religious Liberty” As The State Of New York Sought To Punish A Photographer Who Refused To Offer Services To Same-Sex Couples. “Attorney General Ken Paxton joined a 14-state coalition in defense of religious liberty in a case in which the state of New York sought to punish a photographer, Emilee Carpenter, who chose to not accept bookings for same-sex weddings. In violation of Ms. Carpenter’s free speech rights, New York interprets its public-accommodation law to require that photographers who commemorate opposite-sex marriages must also do so for same-sex marriages. Refusal may result in fines up to \$100,000, as well as possible criminal prosecution.” [Attorney General Ken Paxton — Press Release, [6/9/21](#)]

- **The Brief Included AGs Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrisey.** “Proposed Brief Of Amici Curiae States Of Nebraska, Alabama, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Oklahoma, South Carolina, Texas, Utah, And West Virginia In Support Of Plaintiffs’ Motion For Preliminary Injunction.” [Office of Attorney General Paxton, [06/04/21](#)]

At Least Three Companies Among AG Landry’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

Regions Financial Corp., Which Is Among AG Landry’s Largest Donors, Tweeted To Celebrate Pride 2021 And Announced Their Support For Advancing LGBTQ Inclusion At The State Level.

Regions Financial Corp. Is Among AG Landry’s Largest Donors And Contributed \$21,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Regions Bank Tweeted “For Us, Supporting The LGBTQ+ Community Goes Far Beyond #Pridemonth. Read More About Our Commitment To Inclusion, Visibility, And PRIDE In Progress Year Round.” “For us, supporting the LGBTQ+ community goes far beyond #PrideMonth. Read more about our commitment to inclusion, visibility, and PRIDE in Progress year round.”



[Twitter, @askRegions, [06/17/21](#)]

Regions Bank Tweeted That “We’ll Always Be Proud Of Our Work As An LGBTQ+ Ally.” “We’ll always be proud of our work as an LGBTQ+ ally. And as one of the Human Rights Campaign Foundation’s Best Places to Work, we look forward to continuing our push for advocacy as this community pushes for progress.”



[Twitter, @askRegions, [06/01/21](#)]

Regions Announced They Would Support Efforts At The State Level To Advance LGBTQ Inclusion. “Regions Bank on Tuesday announced a series of steps to advance LGBTQ+ inclusion in Florida and beyond. Through a combination of impactful contributions to community organizations, as well as the bank’s ongoing focus on advancing diversity, equity and inclusion, Regions is working to create a more welcoming society where all people have access to opportunities to succeed and prosper.” [Doing More Today, [6/01/21](#)]

AT&T, Which Is Among AG Landry’s Largest Donors, Committed To Supporting LGBTQ Youth, Tweeted To Celebrate Pride 2021, And Used A Logo On Twitter With Pride Colors.

AT&T Is Among AG Landry’s Largest Donors And Contributed \$18,500 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Press Release: “AT&T Extends Commitment To Support LGBTQ+ Youth.” [AT&T, [06/01/21](#)]

During Pride Month 2021, AT&T Used A Logo With Pride Flag Colors On Twitter.



AT&T ✓
@ATT
Putting equality first since 1975. Join our ongoing efforts to support @TrevorProject by using #TurnUpTheLove, read more at turnupthelove.com/commitments
© Dallas, TX go.att.com/StandForEquality... Joined May 2008
8,986 Following 899.2K Followers

[Twitter, @ATT, accessed [06/22/21](#)]

AT&T Tweeted To Commemorate Pride And “To Announce This Partnership With The @TrevorProject.” “Happy #Pride Month! We’re so excited to announce this partnership with the @TrevorProject and #TurnUpTheLove all month long. Learn more below and continue to follow along as we continue to celebrate the #Pride in you.”



Pfizer, Which Is Among AG Landry’s Largest Donors, Tweeted To Celebrate Pride 2021, Used A Logo With Pride Colors, And Touted Their Support Of Federal LGBTQ Protections.

Pfizer Is Among AG Landry’s Largest Donors And Contributed \$20,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

During Pride Month 2021, Pfizer Used A Logo With Pride Flag Colors On Twitter.



[Twitter, @pfizer, accessed [06/22/21](#)]

Pfizer Tweeted That It Was “Celebrating #Pridemonth2021 Because Everyone Deserves To Be Seen, Heard, And Respected For Who They Are.” “We’re celebrating #PrideMonth2021 because everyone

deserves to be seen, heard, and respected for who they are. At Pfizer, we affirm every way people may choose to identify. Watch what it means to be #PfizerProud.”



[Twitter, @pfizer, [06/01/21](#)]

Pfizer Touted Their Commitment To LGBTQ Inclusivity During Pride 2021, Including The Creation Of A Colleague Council For LGBTQ Employees, Their Award Of HRC’s 100% Corporate Equality Index Score, And Support Of Federal LGBTQ Protection Legislation. “In March of this year, Pfizer joined 160 other leading companies in a business coalition that supports passage of The Equality Act, which is legislation being considered by Congress that would provide federal protections for the LGBTQ community. For 16 consecutive years, Pfizer has earned the highest possible score—100 percent—on the Corporate Equality Index (CEI), which is a survey put forth by the Human Rights Campaign (HRC) evaluating U.S.-based businesses on the way they treat LGBTQ employees, customers and investors. [...] To encourage openness, communication, understanding and acceptance, Pfizer created a toolkit for employees, encouraging its teams to stand up for inclusiveness and to come out as straight allies to their LGBTQ colleagues. The toolkit addresses a variety of topics, including what terms to use; how to intervene in response to offensive comments in the office; advice on how to speak up for inclusiveness; the importance of being an active ally and more.”

[Pfizer, [Accessed 6/24/21](#)]

Boyd Gaming And Home Depot, Which Have Publicly Shown Support For The LGBTQ Community, Are Among West Virginia Attorney General Patrick Morrisey’s Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

West Virginia Attorney General Patrick Morrisey Fought In Opposition To Expanding Or Maintaining Rights For The LGBTQ Community.

West Virginia Attorney General Patrick Morrisey Spent Years Fighting Against Marriage Equality.

As Federal Courts Overturned Same Sex Marriage Bans In Other States, West Virginia Attorney General Patrick Morrisey Defended West Virginia's.

West Virginia Attorney General Patrick Morrisey Intervened In A Lawsuit Brought By Three Same Sex Couples Which Challenged The Constitutionality Of West Virginia's Same-Sex Marriage Ban. "West Virginia Attorney General Patrick Morrisey wants to intervene in a marriage-equality lawsuit brought last month by three same-sex couples against the county clerks of Kanawha and Cabell counties. On Oct. 1, the three couples sued County Clerks Vera McCormick and Karen Cole, alleging that, by complying with state law and refusing to issue them marriage licenses, the clerks are unfairly discriminating against same-sex couples, in violation of the 14th Amendment of the U.S. Constitution. West Virginia law bans same-sex marriages and does not recognize same-sex marriages performed in other states. The lawsuit says that, by denying the couples marriage licenses, the clerks are denying them benefits such as health insurance, hospital visitation rights, family-leave and tax benefits. Morrisey filed a motion Friday to intervene in U.S. District Court in Huntington, to defend the constitutionality of West Virginia's ban on same-sex marriage." [Charleston Gazette, 11/23/13]

The Judge Hearing Morrisey's Defense Of The Ban Said He Would Not Rule In The Case Until A Circuit Court Ruled On Neighboring Virginia's Ban, "In June, U.S. District Court Judge Robert Chambers announced he would not act on a lawsuit challenging West Virginia's ban until the U.S. Court of Appeals for the 4th Circuit ruled on Virginia's ban. A panel of three judges from the 4th Circuit Court determined Monday the ban was unconstitutional." [Charleston Daily Mail, 7/31/14]

After The Federal Court Ruled Virginia's Same-Sex Marriage Ban Unconstitutional Morrisey Called For A Delay In His Case. "Despite a high court recently ruling Virginia's ban on same-sex marriage was unconstitutional, West Virginia Attorney General Patrick Morrisey wants a federal judge in West Virginia to delay acting on a similar case. Elbert Lin, Morrisey's solicitor general, filed the request in federal court Tuesday. Attorneys with gay rights law firm Lambda Legal, which represents couples challenging West Virginia's ban, filed a motion Wednesday opposing Morrisey's request." [Charleston Daily Mail, 7/31/14]

Morrisey Eventually Declined To Defend The Ban In October 2014. "The change comes after Attorney General Patrick Morrisey decided last week to no longer defend the state's gay marriage ban in federal court. Governor Tomblin soon after released a statement directing state agencies to 'take appropriate action' to make the practice legal in West Virginia, including the reprinting of marriage license applications." [US Official News, 10/17/14]

Morrisey's Office Opposed The Awarding Of \$92,000 In Attorneys Fees To The " To Lawyers Who Fought The State's Same-Sex Marriage Ban" As It Believed The "County Clerks Who Were Named As Defendants Acted In Good Faith When They Enforced The Ban." "A federal judge ruled this week that West Virginia must pay about \$92,000 to lawyers who fought the state's same-sex marriage ban. Fees approved Thursday by U.S. District Judge Robert C. Chambers were less than one-third the amount the lawyers requested. He said the number of hours billed and the hourly rates were excessive for West Virginia. Attorney General Patrick Morrisey's office had opposed awarding the attorney fees, saying the county clerks who were named as defendants acted in good faith when they enforced the ban." [The Herald-Dispatch, 07/18/15]

Morrisey Said He Was "Very Disappointed" By The U.S. Supreme Court's Decision To Legalize Same-Sex Marriage, Arguing It Was Undemocratic And "Problematic."

Morrisey Said He Was “Very Disappointed” By The U.S. Supreme Court’s Decision To Legalize Same-Sex Marriage, Arguing It Was Undemocratic And “Problematic.” “Elsewhere, State Attorney General Patrick Morrisey was against the ruling saying on ‘Talkline’ he was ‘very disappointed’ and that the decision was no surprise to him. ‘States should be able to define marriage, that’s always been my position,’ said Morrisey. ‘At the end of the day, you cannot deprive people the opportunity to debate issues themselves. Having unelected judges usurp the people’s voice is really problematic.’” [WV Metro News, [6/26/2015](#)]

Following The Supreme Court's 2015 Decision Legalizing Gay Marriage, Morrisey Led A Coalition Of AGs In Asking For Legislation To Protect Opponents Who Feared The Loss Of Their IRS Tax-Exempt Status Similar To The 1983 Case Of Bob Jones University, Which Lost Its Status Due To Its Opposition To Interracial Relationships.

Following The Supreme Court's 2015 Decision Legalizing Same-Sex Marriage, Morrisey Led A Coalition Of 15 AGs In Writing A Letter To Congress Asking For Legislation To Protect Opponents Of Gay Marriage From Losing Their IRS Tax-Exempt Status. "A brief exchange during Supreme Court arguments in the same-sex marriage case has exploded into a full-blown crisis for some conservatives who warn that the IRS could start revoking the tax-exempt status of religious groups that oppose gay marriage. The attorneys general of 15 states have written Congress asking for legislation to protect religious schools and other groups. Bills in the House and Senate are gaining support. [...] The 15 attorneys general, led by West Virginia Attorney General Patrick Morrisey, cited Verrilli’s comments in a letter to congressional leaders." [Seattle Times, [07/16/15](#)]

During Oral Arguments, Supreme Court Justice Samuel Alito Had Referenced A "1983 Court Case That Allowed The IRS To Revoke The Tax-Exempt Status Of Bob Jones University, A Christian School In South Carolina" Due To Its Opposition To Interracial Relationships, With The Justice Asking The Government's Attorney If The Same Could Happen To Groups Opposed To Same-Sex Marriage. "Justice Samuel Alito asked the government’s lawyer about a 1983 court case that allowed the IRS to revoke the tax-exempt status of Bob Jones University, a Christian school in South Carolina. The school forbade students from dating or marrying students from another race. The school’s policy said students could be expelled for advocating interracial marriage or dating. 'So would the same apply to a university or a college if it opposed same-sex marriage?' Alito asked Solicitor General Donald Verrilli. Verilli: 'You know I, I don't think I can answer that question without knowing more specifics, but it's certainly going to be an issue. I, I don't deny that. I don't deny that, Justice Alito. It is ... it is going to be an issue.'" [Seattle Times, [07/16/15](#)]

Legal Experts Believed These Groups Had "No Reason To Fear That The IRS Is Going To Take Away Their Tax-Exempt Status Because Of Their Views In Same-Sex Marriage." "Legal experts said churches and other religious groups have no reason to fear that the IRS is going to take away their tax-exempt status because of their views in same-sex marriage. 'The argument here would have to be that you have a right to have your marriage blessed by a church,' said Suzanne Ross McDowell, a partner at the law firm of Steptoe and Johnson in Washington. 'It's inconceivable to me that the Supreme Court is going to tell churches how to administer their sacraments.'" [Seattle Times, [07/16/15](#)]

Morrisey Praised A West Virginia Supreme Court Decision That Ruled That The State’s Hate Crime Laws Do Not Apply To Anti-LGBTQ Attacks.

The West Virginia Supreme Court Ruled That The State’s Hate Crime Laws Do Not Apply To Anti-LGBTQ Attacks, Allowing A Man Who Assaulted Two Gay Man To Dodge Hate Crime Charges. “The West Virginia Supreme Court of Appeals ruled this week that anti-gay attacks cannot be prosecuted under the state’s hate crime law, a decision that activists said diverged from recent outcomes in gay and transgender rights cases. The ruling clears the way for a college athlete accused of assaulting two gay men to be tried on

lesser charges. The case hinged on whether attacks based on sexual orientation could fall under a hate crime law that does not explicitly mention sexual orientation.” [New York Times, [5/12/17](#)]

Morrisey Praised The State Supreme Court’s Decision And Did Not Support The State Prosecutors Who Initially Pursued Hate Crime Charges. “The court’s ruling was celebrated by West Virginia’s attorney general, Patrick Morrisey, who did not side with the state, which argued that sexual orientation was a protected category under the hate crime law.” [New York Times, [5/12/17](#)]

Morrisey Repeatedly Joined Coalitions Opposing Anti-Transgender Discrimination Rules In Public Schools And Fought Against Federal Transgender Workplace Protections.

Morrisey Signed Onto An Amicus Brief Challenging A Circuit Court’s Decision That Protected A Student In Virginia’s Right To Use Their Gender Affirming Bathroom.

Morrisey Signed Onto An Amicus Brief Which Challenged A Circuit Court Decision That Allowed A Virginia Student To Use The Bathroom Which Affirmed Their Gender Identity, Overturning The School District’s Ban. “West Virginia joined five other states in a brief urging an appeals court to rule that a transgender teen hadn’t been discriminated against when he was forbidden from using the boys’ restroom at his Virginia high school. On Tuesday, a three-judge panel of the 4th U.S. Circuit Court of Appeals overturned a Gloucester County School Board bathroom policy, finding that it violates Title IX, the federal law that prohibits discrimination in schools. Besides in Virginia, the ruling automatically set precedent in West Virginia, North Carolina, South Carolina and Maryland - states covered by the 4th Circuit. West Virginia Attorney General Patrick Morrisey joined an amicus brief written by South Carolina Attorney General Alan Wilson, along with Arizona, Mississippi, and the governors of Maine and North Carolina.” [Charleston Gazette-Mail, 4/21/16]

The Obama Administration Issued A Directive Urging Public Schools To Allow Transgender Students To Use The Bathroom That Matched Their Gender Identity...

The Obama Administration Issued A Directive Urging Public Schools To Allow Transgender Students To Use The Bathroom That Matched Their Gender Identity, While Implicitly Threatening Districts Who Failed To Comply With Lawsuits Or Loss Of Funding. “The Obama administration is planning to issue a sweeping directive telling every public school district in the country to allow transgender students to use the bathrooms that match their gender identity. A letter to school districts will go out Friday, adding to a highly charged debate over transgender rights in the middle of the administration’s legal fight with North Carolina over the issue. The declaration — signed by Justice and Education department officials — will describe what schools should do to ensure that none of their students are discriminated against. It does not have the force of law, but it contains an implicit threat: Schools that do not abide by the Obama administration’s interpretation of the law could face lawsuits or a loss of federal aid.” [New York Times, [05/12/16](#)]

... Morrisey Joined A Coalition Of 21 States That Sued The Obama Administration Over The Directive, Claiming It ‘Flouted’ The Democratic Process.

May 2016: 11 States, Including West Virginia, Sued The Obama Administration Over The Directive, Claiming It ‘Flouted’ The Democratic Process, Violated Privacy Rights, And “[Ran] Roughshod Over Common-Sense Policies Protecting Children.” “Texas and 10 other states are suing the Obama administration over its directive to U.S. public schools to let transgender students use the bathrooms and locker rooms that match their gender identity. The lawsuit announced Wednesday accuses the Obama administration of ‘running roughshod over commonsense policies’ that protect children. [...] The officials, in states from Arizona to Georgia to Texas to Wisconsin, brought the case in Federal District Court in Wichita Falls, Tex., and said that the Obama administration had ‘conspired to turn workplaces and educational settings

across the country into laboratories for a massive social experiment, flouting the democratic process, and running roughshod over common-sense policies protecting children and basic privacy rights.” [New York Times, [05/26/16](#)]

The Lawsuit Said That The Directive Was “So Far Beyond Any Reasonable Reading Of The Relevant Congressional Text Such That The New Rules, Regulations, Guidance And Interpretations Functionally Exercise Lawmaking Power Reserved Only To Congress.” [New York Times, [05/26/16](#)]

July 2016: Ten More States Filed A Second Lawsuit Against The Directive, With Nebraska AG Doug Peterson Arguing The Directive Violated The Sovereignty Of School Districts As Well As The Sovereignty Of The States And Local Governments. “Ten more states filed a lawsuit Friday challenging the Obama administration's enforcement of federal civil rights laws to protect transgender students. [...] ‘Current state law and federal regulations allow schools to maintain separate facilities based upon sex,’ Nebraska Attorney General Doug Peterson said in a statement. ‘The recent action by these two federal agencies to require showers, locker rooms, and bathrooms be open to both sexes based solely on the student’s choice, circumvents this established law by ignoring the appropriate legislative process necessary to change such a law. It also supersedes local school districts’ authority to address student issues on an individualized, professional and private basis.” [Politico, [07/08/16](#)]

Morrisey Signed A Multiple Amicus Briefs Arguing The Civil Rights Act Did Not Protect LGBTQ Individuals From Workplace Discrimination, Including One Before SCOTUS, An Argument The High Court Ultimately Ruled Against

2018: Morrisey Signed Onto An Amicus Brief To A U.S. Circuit Court Arguing That Title VII Of The Civil Rights Act Did Not Ban Workplace Discrimination On The Basis Of Sexual Orientation Or Gender Identity. “The West Virginia attorney general is one of 16 Republican leaders from across the country petitioning the U.S. Supreme Court to allow companies to fire workers based on their sexual orientation or gender identity. Attorney General Patrick Morrisey is among 11 other attorneys general and three state governors - Matt Bevin of Kentucky, Paul LePage of Maine and Phil Bryant of Mississippi - to co-sign the amicus curiae brief filed by Nebraska Attorney General Douglas Peterson on Aug. 23.” [Williamson Daily News, [9/05/18](#)]

The Brief Morrisey Signed Argued That The Word “Sex” In The Civil Rights Act Should Be Defined As Biological Sex, Not Sexual Orientation Or Gender Identity—Meaning That LGBTQ Discrimination Would Not Be Banned Under The Civil Rights Act. “The petition argues ‘both the common and academic definitions of ‘sex’ did not include ‘gender identity’ or ‘transgender’ at the time the Civil Rights Act was drafted, and the decision should therefore be overturned. Morrisey's office did not respond this week to repeated phone and email requests for comment on the petition.” [Williamson Daily News, [9/05/18](#)]

The Trump Administration Attempted To Define Sex As Only Biological Sex In 2018, Which Would Cause The Federal Government To No Longer Recognize Transgender People—Which Would Open The Door For Numerous Anti-Transgender Policies. “The Trump administration is considering narrowly defining gender as a biological, immutable condition determined by genitalia at birth, the most drastic move yet in a governmentwide effort to roll back recognition and protections of transgender people under federal civil rights law. A series of decisions by the Obama administration loosened the legal concept of gender in federal programs, including in education and health care, recognizing gender largely as an individual’s choice and not determined by the sex assigned at birth. The policy prompted fights over bathrooms, dormitories, single-sex programs and other arenas where gender was once seen as a simple concept. Conservatives, especially evangelical Christians, were incensed.” [New York Times, [10/21/18](#)]

2019: Morrisey Signed Onto A Similar Brief For The Same Case When It Was Appealed To The U.S. Supreme Court, A Moved Condemned By The West Virginia ACLU. “West Virginia Attorney General

Patrick Morrissey stood firmly on the wrong side of history when he filed a brief with the U.S. Supreme Court on Aug. 23 asking the court to rule against three individuals who had been fired for being LGBTQ. The three cases include the first transgender civil rights case to be heard by the high court.” [ACLU West Virginia, [8/27/19](#)]

- **The Brief Argued That The Only Way To Protect LGBTQ Individuals From Workplace Discrimination Would Be A New Law Passed By Congress.** “The Supreme Court should follow this definition and precedent unless Congress passes a new law that specifically bans such discrimination, the brief says. Ravensborg did not respond to questions asking why he signed the brief, why it's important that the Supreme Court find that Title VII doesn't apply to LGBTQ people, whether he believes federal law should prohibit LGBTQ discrimination, and if he wants state legislatures to create a law with such protections.” [Rapid City Journal, [11/22/19](#)]

The U.S. Supreme Court Ruled Against The Argument, Holding That The Civil Rights Act Protects LGBTQ Workers From Discrimination, With Trump-Appointed Justice Gorsuch Siding With The Winning Decision. “In a historic decision, the U.S. Supreme Court ruled Monday that the 1964 Civil Rights Act protects gay, lesbian, and transgender employees from discrimination based on sex. The ruling was 6-3, with Justice Neil Gorsuch, President Trump's first appointee to the court, writing the majority opinion. The opinion was joined by Chief Justice John Roberts and the court's four liberal justices.” [NPR, [6/15/20](#)]

AG Morrissey Represented West Virginia In A Lawsuit In Which The State Was Attempting To Prevent Adoption Agencies From Being Required To Screen Same-Sex Couples Looking To Adopt.

AG Morrissey Represented West Virginia In The Lawsuit Of *Fulton v. Philadelphia* Where A Catholic Adoption Agency Sued The City Over An Ordinance That Required The Group To Screen Same-Sex Couples Who Wanted To Adopt. “West Virginia Attorney General Patrick Morrissey took a loss Thursday at the U.S. Supreme Court with one case, but scored a victory with another while also preparing to defend two new state laws. West Virginia was one of several states party to the federal lawsuit *Fulton v. City of Philadelphia* where a Catholic adoption agency was suing Philadelphia over a city ordinance requiring the agency to screen same-sex couples who expressed interest in adoption services. In a unanimous decision released Thursday, the U.S. Supreme Court ruled in favor of Catholic Social Services. The justices sided against the city's 2018 decision to no longer refer families to Catholic Social Services due to the city's non-discrimination ordinances.” [Weirton Daily Times, [6/19/21](#)]

- **Morrissey Called The Supreme Court's Ruling That The Government Couldn't “Discriminate Against Catholic Social Services On The Basis Of Its Religious Convictions” A Major Victory.** “This is a major victory for the First Amendment in that the Supreme Court unanimously ruled that the government cannot discriminate against Catholic Social Services on the basis of its religious convictions,” Morrissey said. “This is truly a great win for the free exercise of religion.” [Weirton Daily Times, [6/19/21](#)]

AG Morrissey Defended A Transgender Public School Sports Ban, Saying It Preserved “Women's Sport” And Intervened In A Lawsuit To Protect The Law.

Morrissey Started Preparing For Lawsuits He Expects To Filed Against The State Challenging Recently Passed Legislation. “Before Gov. Jim Justice put his signature on four bills last month, Attorney General Patrick Morrissey began preparing for lawsuits he expects will be filed against the state challenging the legislation. The Attorney General's Office released a request for proposals late last month seeking legal counsel as Morrissey ‘anticipates that in the coming months there will be additional legal work required to defend both client agencies and legislation,’ the request said.” [Charleston Gazette-Mail, [05/15/21](#)]

One Of These Pieces Of Legislation Morrisey Anticipated A Lawsuit Against Was A Ban On Transgender Females Participating In Public School-Sanctioned Sports. “On April 11, Morrisey wrote in a Facebook post that his office was getting ready for litigation in defense of new state laws, which included the Second Amendment Preservation Act (House Bill 2694), the Second Chances at Life Act (HB 2982), the ban on transgender females participating in public school-sanctioned sports (HB 3293) and the Hope Scholarship law (HB 2013). Justice signed all those bills into law. ‘We will review these bills/laws in order to prepare defenses for legal challenges against them,’ Morrisey said in the Facebook post. ‘As this process unfolds, we will keep you updated about litigation which the state is involved in and how your voice can help us advance WV conservative values. We take seriously our obligation to defend the constitutionality of state laws.’” [Charleston Gazette-Mail, [05/15/21](#)]

The Transgender Athlete Ban Would Prevent Transgender Athletes From “Participating In Girls’ And Women’s Sports From Kindergarten Through College.” “West Virginia’s transgender athlete ban prevents transgender athletes from participating in girls’ and women’s sports from kindergarten through college.” [Charleston Gazette-Mail, [05/15/21](#)]

The Department Of Justice Slammed West Virginia’s Transgender Sports Ban, Saying It Violated Title IX And The 14th Amendment’s Equal Protection Clause. “The U.S. Department of Justice (DOJ) slammed West Virginia’s new law banning transgender athlete from competing in female sports. The DOJ says the law violates Title IX as well as the equal protection clause of the 14th Amendment, and filed what’s known as a ‘statement of interest’ lawsuit against the state.” [WIWJTV, [6/17/21](#)]

Lambda Legal And The ACLU Sued West Virginia To Allow A Transgender Girl To Participate In Her Middle School’s Cross Country Team And Morrisey Said The State Would Intervene. “Morrisey also said the state will intervene in a case brought last month against the state by Lambda Legal, the state and national chapters of the American Civil Liberties Union and the law firm Cooley LLP against House Bill 3293 relating to transgender student participation in interscholastic athletic events. The suit, filed in the U.S. District Court for the Southern District of West Virginia, was brought on behalf of an 11-year-old transgender girl who planned to try out for her middle school’s cross-country team. HB 3293 requires student-athletes in middle school, high school or college to participate in sports that match their biological sex based on the student’s sex at the time of their birth.” [Weirton Daily Times, [6/19/21](#)]

Morrisey Publicly Stated His Supports For The Transgender Sports Ban Saying It Would Preserve “Women’s Sports.” “‘There is good reason for our office to intervene. Chief among them is the Attorney General’s constitutional duty to protect the state’s interest,’ Morrisey said. ‘Fair competition and preserving women’s sports is paramount. Defending this law also will preserve the many opportunities Title IX opened up for girls and women everywhere.’” [Weirton Daily Times, [6/19/21](#)]

HEADLINE: “West Virginia Intervenes To Protect Its Transgender Student Athlete Ban.” [Politico, [06/24/21](#)]

AG Morrisey Argued In A Court Filing That “West Virginia’s Ban On Transgender Students Playing On Women And Girls Sports Teams Doesn’t Actually Target Transgender Students And Called The Law A “Commonsense Rule.” “West Virginia’s ban on transgender students playing on women and girls sports teams doesn’t actually target transgender students, the state argued in a court filing this week. Instead, state Attorney General Patrick Morrisey wrote, it’s a ‘commonsense rule that male athletes are not permitted to compete in women’s sports.’” [Politico, [06/24/21](#)]

- **A District Court Judge “Granted The State’s Request To Intervene In The Case.”** “West Virginia was not an original defendant called out in Pepper-Jackson’s lawsuit. But, late last week, West Virginia Southern District Court Judge Joseph Robert Goodwin granted the state’s request to intervene in the case.” [Politico, [06/24/21](#)]

Morrisey Alleged That “The West Virginia Law Promotes ‘Equal Athletic Opportunities’ For Girls And Women” And “That The Law ‘Furthers The Goals Of Title IX.’” “The West Virginia law promotes ‘equal athletic opportunities’ for girls and women’ in the state ‘in light of the ‘inherent differences’ between biological men and women,’ Morrisey wrote in the filing. He also added that the law ‘furthers the goals of Title IX’ and does not violate the text of the law because “regulations interpreting the law (and relevant case law) have long recognized ‘sex’ to refer to biological sex.” [Politico, [06/24/21](#)]

AG Morrisey Joined A 14-State Coalition Defending A Photographer Who Was Refusing Service To Same-Sex Couples Under The Guise Of “Religious Liberty.”

AG Morrisey Joined A 14-State Coalition “In Defense Of Religious Liberty” As The State Of New York Sought To Punish A Photographer Who Refused To Offer Services To Same-Sex Couples. “Attorney General Ken Paxton joined a 14-state coalition in defense of religious liberty in a case in which the state of New York sought to punish a photographer, Emilee Carpenter, who chose to not accept bookings for same-sex weddings. In violation of Ms. Carpenter’s free speech rights, New York interprets its public-accommodation law to require that photographers who commemorate opposite-sex marriages must also do so for same-sex marriages. Refusal may result in fines up to \$100,000, as well as possible criminal prosecution.” [Attorney General Ken Paxton — Press Release, [6/9/21](#)]

- **The Brief Included AGs Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrisey.** “Proposed Brief Of Amici Curiae States Of Nebraska, Alabama, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Oklahoma, South Carolina, Texas, Utah, And West Virginia In Support Of Plaintiffs’ Motion For Preliminary Injunction.” [Office of Attorney General Paxton, [06/04/21](#)]

At Least Two Companies Among AG Morrisey’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

Boyd Gaming, Which Is Among AG Morrisey’s Largest Donors, Tweeted To Celebrate Pride 2021.

Boyd Gaming Is Among AG Morrisey’s Largest Donors And Contributed \$30,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Boyd Gaming Tweeted That It “Stands With Our Communities And Is Proud To Celebrate LGBTQ+ Pride Month.” “[@boydgaming](#) stands with our communities and is proud to celebrate LGBTQ+ Pride Month.”



[Twitter, [@boydgaming](#), [06/07/21](#)]

Home Depot, Which Is Among AG Morrissey’s Largest Donors, Tweeted To Celebrate Pride 2021 And Celebrated An Award They Were Given For LGBTQ Inclusive Policies.

Home Depot Is Among AG Morrissey’s Largest Donors And Contributed \$13,200 To His Campaign.
 [Follow the Money, accessed [06/16/21](#)]

Home Depot Tweeted “Happy #Pride! We’re Reflecting And Celebrating The LGBTQ Community.”
 “Happy #Pride! We’re reflecting and celebrating the LGBTQ community and the impact of our associates, creators, artists and more in design and home improvement. Follow along as we celebrate with artists like @megemikoart this month and beyond.”



[Twitter, @HomeDepot, [06/11/21](#)]

Home Depot Careers Tweeted That It Celebrated Its “LGBTQ Associates And Customers For Who They Are And What They Do.” “We celebrate our LGBTQ associates and customers for who they are and what they do. Living our value of respect for all people means that our associates can be their true selves in and out of the apron. Happy #Pride!”

The Home Depot Retweeted



We celebrate our LGBTQ associates and customers for who they are and what they do. Living our value of respect for all people means that our associates can be their true selves in and out of the apron. Happy #Pride!



9:18 AM · Jun 16, 2021 · Sprinklr Publishing

41 Retweets 2 Quote Tweets 117 Likes

[Twitter, @HomeDepotCareer, [06/16/21](#)]

In 2017 Home Depot Celebrated Their Award Of A Perfect Score On The Human Right’s Campaign Corporate Equality Index Which Measures LGBTQ Inclusive Policies. “For the second consecutive year, The Home Depot earned a perfect score of 100 for LGBTQ Equality on the Human Rights Campaign’s 2017 [Corporate Equality Index](#) (CEI). The index measures inclusive policies and practices for LGBT associates. ‘We value and respect our associates for who they are, and will continue to ensure our workplace remains diverse, inclusive and reflective of our core values,’ said Bea Rodriguez, director of Diversity and Inclusion.” [Home Depot, [6/15/17](#)]

Farmers Insurance, Ryan LLC, And AT&T, Which Have Publicly Shown Support For The LGBTQ Community, Are Among Texas Attorney General Ken Paxton’s Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

Texas Attorney General Ken Paxton Combatted Policies That Expanded LGBTQ Rights And Repeatedly Declined To Enforce LGBTQ Protections.

Texas Attorney General Ken Paxton Allowed County Clerks To Refuse To Issue Marriage Certificates To LGBTQ Couples Days After SCOTUS Legalized Same-Sex Marriage.

Texas Attorney General Ken Paxton Allowed County Clerks To Refuse To Issue Marriage Certificates To LGBTQ Couples Days After SCOTUS Legalized Same-Sex Marriage. “County clerks in Texas who have religious objections to same-sex marriage can opt out of issuing such licenses — but they should be prepared to face fines or legal challenges, Texas Attorney General Ken Paxton said in a written opinion on Sunday. Paxton’s opinion comes two days after the U.S. Supreme Court ruled that marriages between couples

of the same sex cannot be prohibited by states, overriding Texas' long-standing ban on gay marriage. In a 5-4 ruling, the high court found that same-sex couples have a constitutional right to marry and that states must license a marriage between two people of the same sex." [Texas Tribune, [6/28/15](#)]

Paxton Refused To Defend A State Agency That Was Sued For Sanctioning A Judge Who Refused To Perform Same-Sex Marriages.

Paxton Refused To Defend The State Commission On Judicial Conduct When It Was Sued For Sanctioning A Judge Who Refused To Perform Same-Sex Marriages. "Texas Attorney General Ken Paxton will not defend a state agency being sued for its decision to sanction a Waco judge who refuses to perform same-sex marriages. Dianne Hensley, a justice of the peace who officiates marriages between men and women but refuses to perform marriages for same-sex couples, received a public warning late last year from the State Commission on Judicial Conduct, a small agency charged with disciplining Texas judges. Weeks later, Hensley sued the agency in McLennan County District Court, claiming it violated state law by punishing her for actions she took in accordance with her religious beliefs." [Texas Tribune, [1/29/20](#)]

A Former Executive Director Of The State Commission On Judicial Conduct Said He Had Never Heard Of A Case Where The Attorney General Declined To Defend The Agency. "The agency routinely represents itself before 'special courts of review,' when its decisions about judges' sanctions are appealed, but Eric Vinson, the former executive director of the agency, said to his knowledge the attorney general has never declined a request to represent the agency when it is sued in a district court." [Texas Tribune, [1/29/20](#)]

Paxton's Office Said Their Refusal To Defend The Agency Was "Typical." "Marc Rylander, Paxton's communications director, said the commission 'is an independent agency authorized to represent itself in legal proceedings, which it typically does.' Recent court records show the agency is sometimes defended by its own attorneys, and in other cases defended by staff of the attorney general's office." [Texas Tribune, [1/29/20](#)]

AG Paxton Filed A Complaint Alleging That A California Law That Banned The State From Funding Public Employee's Travel To States With Laws That Discriminated Against LGBTQ Individuals Was Unconstitutional.

LA Times: SCOTUS Denied Hearing AG Paxton's Complaint Alleging California Unconstitutionally Discriminated Against 11 States That Passed Laws Permitting Discrimination Based On Sexual Orientation "By Refusing To Pay The Travel Costs Of California State Employees Who Go There." "The Supreme Court on Monday rejected an unusual complaint from the state of Texas alleging that California had unconstitutionally discriminated against it by refusing to pay the travel costs of California state employees who go there. Texas Atty. Gen. Ken Paxton had sued directly in the high court alleging that California imposed 'economic sanctions' on Texas and 10 other conservative states that passed laws permitting discrimination based on sexual orientation. The other states were Alabama, Iowa, Kansas, Kentucky, Mississippi, North Carolina, Oklahoma, South Carolina, South Dakota and Tennessee." [Los Angeles Times, [04/26/21](#)]

AG Paxton Joined A 14-State Coalition Defending A Photographer Who Was Refusing Service To Same-Sex Couples Under The Guise Of "Religious Liberty."

AG Paxton Joined A 14-State Coalition "In Defense Of Religious Liberty" As The State Of New York Sought To Punish A Photographer Who Refused To Offer Services To Same-Sex Couples. "Attorney General Ken Paxton joined a 14-state coalition in defense of religious liberty in a case in which the state of New York sought to punish a photographer, Emilee Carpenter, who chose to not accept bookings for same-sex weddings. In violation of Ms. Carpenter's free speech rights, New York interprets its public-accommodation law to require that photographers who commemorate opposite-sex marriages must also do so for same-sex

marriages. Refusal may result in fines up to \$100,000, as well as possible criminal prosecution.” [Attorney General Ken Paxton — Press Release, [6/9/21](#)]

- **The Brief Included AGs Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrissey.** “Proposed Brief Of Amici Curiae States Of Nebraska, Alabama, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Oklahoma, South Carolina, Texas, Utah, And West Virginia In Support Of Plaintiffs’ Motion For Preliminary Injunction.” [Office of Attorney General Paxton, [06/04/21](#)]

Paxton Signed Onto An Amicus Brief Defending The Rights Of A Religious Institution To Expel Students For Their Sexuality.

AG Paxton Joined An Amicus Brief To Defend A Seminary’s Right To Expel Students Based On Their Sexuality, Saying It Was The School’s First Amendment Right To Do So. “Attorney General Paxton joined an Amicus Brief along with 15 other states to fight for the rights of Fuller Theological Seminary, which expelled two students who entered same-sex marriages after their admission. The Seminary’s religious liberty, which serves as the basis for its removal of these students, is protected not only under the First Amendment, but also under the Department of Education’s 2020 religious freedom regulation. But the former students urge a much narrower interpretation—and ultimately incorrect and unconstitutional interpretation—of the First Amendment and federal regulations.” [Ken Paxton — Press Release, [6/23/21](#)]

- **AGs Marshall, Brnovich, Rutledge, Carr, Rokita, Cameron, Landry, Schmitt, Wilson, And Morrissey Also Joined The Amicus Brief.** [Ken Paxton — Press Release, [6/23/21](#)]

The Seminary And A Group Of Other Religious Groups Argued That The Right To Discriminate Against LGBTQ Individuals Was Protected By Title IX Religious Exemptions. “A coalition of more than 10 religious high schools, colleges and associations of varying beliefs have united to ask a federal court to protect Title IX religious exemptions. The [amicus brief](#), submitted on June 22, asked the 9th Circuit Court of Appeals to protect Fuller Theological Seminary’s right to exclude homosexual students from its seminary, aligned with the multid denominational seminary’s stance against gay unions.” [The College Fix, [6/23/21](#)]

Paxton Called Attempts To Force The Seminary Not To Discriminate Against LGBTQ Students Part Of “The War Against Religious Liberty.” “The Constitution requires the government to protect the religious beliefs of its citizens and organizations like Fuller, and it’s as simple as that. This attack against Fuller is just the latest volley in the war against religious liberty in America, and I won’t stand for it.” [Ken Paxton — Press Release, [6/23/21](#)]

Paxton Issued An Opinion Which Said A State Board cannot Forbid Social Workers From Discriminating Against LGBTQ Or Disabled Individuals.

Paxton Issued An Opinion Which Said A State Board Cannot Forbid Social Workers From Discriminating Against LGBTQ Or Disabled Individuals. “Texas Attorney General Ken Paxton said in a nonbinding legal opinion Monday that a state board cannot forbid social workers from discriminating against LGBTQ people and people with disabilities. The Texas Behavioral Health Executive Council, which regulates social workers, has been in a monthslong debate over its code of conduct.” [Texas Tribune, [6/14/21](#)]

Paxton’s Opinion Explicitly Said That Social Workers Could Not Discriminate Against Clients Based On Age, Religion, Or Race—But Could Discriminate On Sexual Orientation, Gender Identity, Or Disability Status. “Months later, Paxton’s [opinion](#) states that the board was authorized by the Legislature to punish social workers who refused work with clients based on aspects of identity like age, race and religion — but not their

disability status, sexual orientation or gender identity. The board lacks the authority to add those three categories, he argues.” [Texas Tribune, [6/14/21](#)]

Paxton’s Opinion Stated That Anti-LGBTQ Discrimination Was Protected By The First Amendment.

“Paxton also argues in the opinion that discrimination based on sexual orientation and gender identity may be constitutionally protected under the First Amendment. Since ‘religious and philosophical objections to categories of sexual orientation are protected views,’ he writes, the board’s rule conflicts with the ‘longstanding constitutional protection’ for religious expression.” [Texas Tribune, [6/14/21](#)]

Paxton Signed A SCOTUS Amicus Brief Arguing The Civil Rights Act Did Not Protect LGBTQ Individuals From Workplace Discrimination.

2019: Paxton Signed Onto An Amicus Brief For A Supreme Court Case Which Argued That the Civil Rights Act Did Not Protect LGBTQ Individuals From Workplace Discrimination. “Texas Attorney General Ken Paxton has joined other Republican state AGs in advising the U.S. Supreme Court that LGBTQ+ folks aren’t protected from being fired over their sexual orientations or gender identities. Paxton and attorney generals from 14 other states filed a brief with the high court arguing that Title VII of the Civil Rights Act of 1964, which bans sex discrimination, doesn’t apply to sexual orientation or gender identity, according to a [report by the Advocate](#).” [San Antonino Current, [8/29/19](#)]

- **The Brief Argued That The Only Way To Protect LGBTQ Individuals From Workplace Discrimination Would Be A New Law Passed By Congress.** “The Supreme Court should follow this definition and precedent unless Congress passes a new law that specifically bans such discrimination, the brief says. Ravensborg did not respond to questions asking why he signed the brief, why it's important that the Supreme Court find that Title VII doesn't apply to LGBTQ people, whether he believes federal law should prohibit LGBTQ discrimination, and if he wants state legislatures to create a law with such protections.” [Rapid City Journal, [11/22/19](#)]

The Trump Administration Attempted To Define Sex As Only Biological Sex In 2018, Which Would Cause The Federal Government To No Longer Recognize Transgender People—Which Would Open The Door For Numerous Anti-Transgender Policies. “The Trump administration is considering narrowly defining gender as a biological, immutable condition determined by genitalia at birth, the most drastic move yet in a governmentwide effort to roll back recognition and protections of transgender people under federal civil rights law. A series of decisions by the Obama administration loosened the legal concept of gender in federal programs, including in education and health care, recognizing gender largely as an individual’s choice and not determined by the sex assigned at birth. The policy prompted fights over bathrooms, dormitories, single-sex programs and other arenas where gender was once seen as a simple concept. Conservatives, especially evangelical Christians, were incensed.” [New York Times, [10/21/18](#)]

The U.S. Supreme Court Ruled Against The Argument, Holding That The Civil Rights Act Protects LGBTQ Workers From Discrimination, With Trump-Appointed Justice Gorsuch Siding With The Winning Decision. “In a historic decision, the U.S. Supreme Court ruled Monday that the 1964 Civil Rights Act protects gay, lesbian, and transgender employees from discrimination based on sex. The ruling was 6-3, with Justice Neil Gorsuch, President Trump's first appointee to the court, writing the majority opinion. The opinion was joined by Chief Justice John Roberts and the court's four liberal justices.” [NPR, [6/15/20](#)]

Paxton Led Multiple Legal Challenges Of A Federal Directive Pushing Schools To Allow Students To Use The Bathroom That Affirmed Their Gender Identity ...

The Obama Administration Issued A Directive Urging Public Schools To Allow Trans Students To Use The Bathroom That Matched Their Gender Identity, While Implicitly Threatening Districts Who Failed To

Comply With Lawsuits Or Loss Of Funding. “The Obama administration is planning to issue a sweeping directive telling every public school district in the country to allow transgender students to use the bathrooms that match their gender identity. A letter to school districts will go out Friday, adding to a highly charged debate over transgender rights in the middle of the administration’s legal fight with North Carolina over the issue. The declaration — signed by Justice and Education department officials — will describe what schools should do to ensure that none of their students are discriminated against. It does not have the force of law, but it contains an implicit threat: Schools that do not abide by the Obama administration’s interpretation of the law could face lawsuits or a loss of federal aid.” [New York Times, [05/12/16](#)]

Paxton Led A Coalition Of 11 States Which Sued The Obama Administration Over The Directive, Claiming It ‘Flouted’ The Democratic Process, Violated Privacy Rights, And “[Ran] Roughshod Over Common-Sense Policies Protecting Children.” “Texas and 10 other states are suing the Obama administration over its directive to U.S. public schools to let transgender students use the bathrooms and locker rooms that match their gender identity. The lawsuit announced Wednesday accuses the Obama administration of ‘running roughshod over commonsense policies’ that protect children. [...] The officials, in states from Arizona to Georgia to Texas to Wisconsin, brought the case in Federal District Court in Wichita Falls, Tex., and said that the Obama administration had ‘conspired to turn workplaces and educational settings across the country into laboratories for a massive social experiment, flouting the democratic process, and running roughshod over common-sense policies protecting children and basic privacy rights.’” [KHON 2, [05/25/16](#)]

- **Paxton Led The Lawsuit, Though Governor Greg Abbott Confirmed The Case Before Paxton Announced it.** “Texas Gov. Greg Abbott confirmed the lawsuit at a book signing hours before the state’s Republican attorney general was scheduled to formally announce the challenge at a Wednesday news conference. ‘His lawsuit is challenging the way that the Obama administration is trampling the United States Constitution,’ Abbott told reporters. [...] Texas was a likely candidate to rush to the courthouse first.” [KHON 2, [05/25/16](#)]

The Lawsuit Said That The Directive Was “So Far Beyond Any Reasonable Reading Of The Relevant Congressional Text Such That The New Rules, Regulations, Guidance And Interpretations Functionally Exercise Lawmaking Power Reserved Only To Congress.” [New York Times, [05/26/16](#)]

July 2016: Ten More States Filed A Second Lawsuit Against The Directive, With Nebraska AG Doug Peterson Arguing The Directive Violated The Sovereignty Of School Districts As Well As The Sovereignty Of The States And Local Governments. “Ten more states filed a lawsuit Friday challenging the Obama administration’s enforcement of federal civil rights laws to protect transgender students. [...] ‘Current state law and federal regulations allow schools to maintain separate facilities based upon sex,’ Nebraska Attorney General Doug Peterson said in a statement. ‘The recent action by these two federal agencies to require showers, locker rooms, and bathrooms be open to both sexes based solely on the student’s choice, circumvents this established law by ignoring the appropriate legislative process necessary to change such a law. It also supersedes local school districts’ authority to address student issues on an individualized, professional and private basis.’” [Politico, [07/08/16](#)]

July 2016: Paxton Led A Second Coalition Which Demanded The Transgender Bathroom Directive Be Stalled Before The Start Of The School Year While His Original Lawsuit To Permanently Block It Was Processed. “Texas Attorney General Ken Paxton joins a dozen other states—all of which are a part of a coalition led by Paxton against the directive—in asking the directive be stalled before the school year begins in August, the Dallas Morning News reports. The states had already filed a federal lawsuit against the Obama administration in May to demand that the directive be permanently blocked.” [Time, [7/06/16](#)]

... And Prior To Filing His Legal Challenges, Paxton Approached School Districts With A Policy That Would Ban Transgender Students From Using Their Gender-Affirming Restroom, Which He Used As The Basis Of At Least One Of His Lawsuits.

Prior To Filing His Federal Legal Challenges To Obama’s Transgender Bathroom Directive, Paxton Approached A School District With A Policy That Would Ban Transgender Students From Using Their Gender-Affirming Restroom. “When Texas Attorney General Ken Paxton announced Wednesday that he had filed a lawsuit challenging federal guidelines for transgender students, he said it was to protect a Texas school district that had adopted a policy requiring students to use bathrooms according to the gender cited on their birth certificates. He didn’t say his office asked the district to pass the policy.” [Texas Tribune, [5/26/16](#)]

The Policy Was Adopted By The School Board And Was The Basis Of His Lawsuit Against The Obama Administration. “When Texas Attorney General Ken Paxton announced Wednesday that he had filed a lawsuit challenging federal guidelines for transgender students, he said it was to protect a Texas school district that had adopted a policy requiring students to use bathrooms according to the gender cited on their birth certificates. He didn’t say his office asked the district to pass the policy.” [Texas Tribune, [5/26/16](#)]

Paxton Also Shopped The Transgender Bathroom Ban Policy To At Least One Other School District Before Filing His Federal Lawsuit. “Nor did he say what The Texas Tribune has now learned: that his staff had approached another North Texas school district about pursuing the policy — and the lawsuit — 10 days earlier. On May 16, two top Paxton aides attended a Wichita Falls school board meeting. The board was considering an agenda item regarding gender-specific restrooms and requesting legal representation from the attorney general’s office.” [Texas Tribune, [5/26/16](#)]

Paxton Wrote A Letter To An Executive Of Target Warning That The Company’s Transgender-Inclusive Policies Would Lead To “Criminal And Otherwise Unwanted Activity.”

Paxton Wrote A Letter To The An Executive Of Target Warning That The Companies Transgender-Inclusive Policies Would Lead To “Criminal And Otherwise Unwanted Activity.” “Later that year, Paxton penned a letter to the top exec of the Target retail chain warning that the company’s trans-inclusive workplace rules may lead to ‘criminal and otherwise unwanted activity,’ and that the Texas Legislature may ‘at some point address the issue.’” [San Antonino Current, [8/29/19](#)]

Paxton Sent The Letter After Target Announced They Would Let Customers And Employees Use Their Gender-Affirming Restrooms. “In a letter laced with criticism of Target’s new policy allowing transgender people to use the bathroom best corresponding to his or her gender identity, the state’s top attorney asked the retail giant for a full text of safety procedures it will use to protect women and children from people who would use the company’s policy as a ruse for ‘nefarious purposes.’” [Houston Chronicle, [5/04/16](#)]

At Least Three Companies Among AG Paxton’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

Farmers Insurance, Which Is Among AG Paxton’s Largest Donors, Was Rated A Top Workplace For LGBTQ Staff.

Farmers Insurance Is Among AG Paxton’s Largest Donors And Contributed \$141,250 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Press Release: “Farmers Insurance® Earns Top Marks in Human Rights Campaign's 2021 Corporate Equality Index.” [Farmers Insurance, [01/28/21](#)]

Farmers Insurance “Announced That It Received A Score Of 100 On The Human Rights Campaign Foundation's 2021 Corporate Equality Index,” A “Report Measuring Corporate Policies And Practices Related To LGBTQ Workplace Equality.” “Farmers Insurance today announced that it received a score of 100 on the Human Rights Campaign Foundation's 2021 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. Farmers Insurance joins the ranks of 767 major U.S. businesses that also earned top marks this year.” Farmers Insurance, [01/28/21](#)]

Ryan LLC, Which Is Among AG Paxton’s Largest Donors, Used A Background Photo On Twitter With Pride Flag Colors During Pride 2021.

Ryan LLC Is Among AG Paxton’s Largest Donors And Contributed \$141,250 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Ryan LLC Used A Background Photo On Twitter With Pride Flag Colors During Pride 2021.



[Twitter, @RyanTax, accessed [06/22/21](#)]

AT&T, Which Is Among AG Paxton’s Largest Donors, Committed To Supporting LGBTQ Youth, Tweeted To Celebrate Pride 2021, And Used A Logo On Twitter With Pride Colors.

AT&T Is Among AG Paxton’s Largest Donors And Contributed \$108,922 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

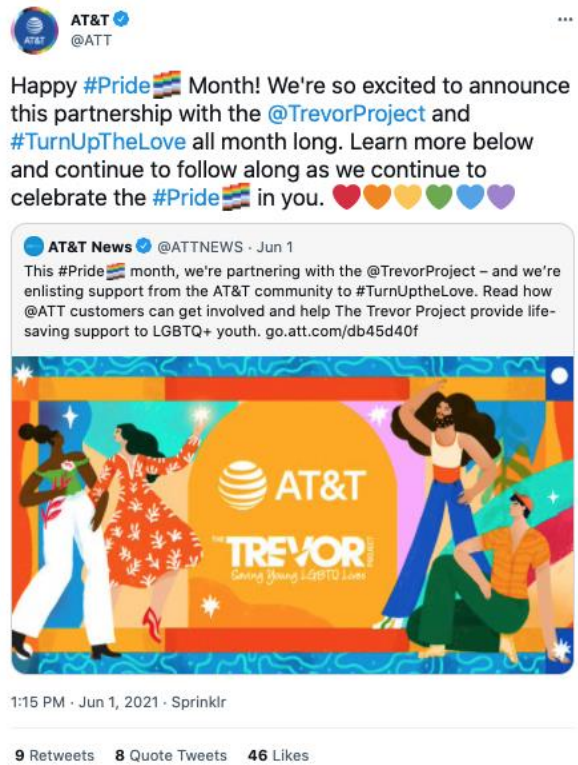
Press Release: “AT&T Extends Commitment To Support LGBTQ+ Youth.” [AT&T, [06/01/21](#)]

During Pride Month 2021, AT&T Used A Logo With Pride Flag Colors On Twitter.



[Twitter, @ATT, accessed [06/22/21](#)]

AT&T Tweeted To Commemorate Pride And “To Announce This Partnership With The @TrevorProject.” “Happy #Pride Month! We’re so excited to announce this partnership with the @TrevorProject and #TurnUpTheLove all month long. Learn more below and continue to follow along as we continue to celebrate the #Pride in you.”



[Twitter, @ATT, [06/01/21](#)]

Las Vegas Sands And Facebook, Which Have Publicly Shown Support For The LGBTQ Community, Are Among South Dakota Attorney General Jason Ravensborg's Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

South Dakota Attorney General Jason Ravensborg Signed A Brief To The Supreme Court Arguing That LGBTQ Workers Should Not Be Protected By The Civil Rights Act And Previously Declared He Was "Not For Gay Rights" On An Online Forum In The Mid-2000s.

South Dakota Attorney General Jason Ravensborg Signed An Amicus Brief To The U.S. Supreme Court Arguing The Civil Rights Act Did Not Protect LGBTQ Individuals From Workplace Discrimination, An Argument The High Court Ultimately Ruled Against.

South Dakota Attorney General Jason Ravensborg Signed Onto An Amicus Brief To The U.S. Supreme Court Arguing That Title VII Of The Civil Rights Act Did Not Ban Workplace Discrimination On The Basis Of Sexual Orientation Or Gender Identity. "The high court heard arguments Tuesday about whether the Title VII of the Civil Rights Act of 1964 ban on sex discrimination also prohibits discrimination based on gender identity and sexual orientation. Attorney General Jason Ravensborg endorsed but did not write the brief that argues the landmark civil rights law does not ban such discrimination, while the National ACLU is representing plaintiffs in two of three cases before the court and is arguing that sex discrimination does apply to LGBTQ people." [Rapid City Journal, [11/22/19](#)]

The Brief Argued That The Only Way To Protect LGBTQ Individuals From Workplace Discrimination Would Be A New Law Passed By Congress. "The Supreme Court should follow this definition and precedent unless Congress passes a new law that specifically bans such discrimination, the brief says. Ravensborg did not respond to questions asking why he signed the brief, why it's important that the Supreme Court find that Title VII doesn't apply to LGBTQ people, whether he believes federal law should prohibit LGBTQ discrimination, and if he wants state legislatures to create a law with such protections." [Rapid City Journal, [11/22/19](#)]

The Brief Ravensborg Signed Argued That The Word "Sex" In The Civil Rights Act Should Be Defined As Biological Sex, Not Sexual Orientation Or Gender Identity—Meaning That LGBTQ Discrimination Would Not Be Banned Under The Civil Rights Act. "The brief Ravensborg signed said the Supreme Court isn't considering whether federal law should prohibit discrimination based on sexual orientation and gender identity. [...] The brief says legislators in 1964 understood the word 'sex' to mean one's biological status of being male or female, and that lower courts have ruled that sex discrimination is a separate issue from LGBTQ discrimination." [Rapid City Journal, [11/22/19](#)]

The Trump Administration Attempted To Define Sex As Only Biological Sex In 2018, Which Would Cause The Federal Government To No Longer Recognize Transgender People—Which Would Open The Door For Numerous Anti-Transgender Policies. "The Trump administration is considering narrowly defining gender as a biological, immutable condition determined by genitalia at birth, the most drastic move yet in a governmentwide effort to roll back recognition and protections of transgender people under federal civil rights law. A series of decisions by the Obama administration loosened the legal concept of gender in federal programs, including in education and health care, recognizing gender largely as an individual's choice and not determined by the sex assigned at birth. The policy prompted fights over bathrooms, dormitories, single-sex

programs and other arenas where gender was once seen as a simple concept. Conservatives, especially evangelical Christians, were incensed.” [New York Times, [10/21/18](#)]

The ACLU Of South Dakota Heavily Criticized Ravensborg’s Signing Of The Amicus Brief, Calling It “Cruel.” “No one should have to fear that they can be fired just because of who they are,’ ACLU policy director Libby Skarin was quoted as saying. ‘This is a cruel, unnecessary move that does nothing to strengthen our state’s economy or grow our workforce. If President Trump gets his way at the Supreme Court, it will give his administration the license to take even more dangerous actions against transgender people, including denying health care or kicking people out of their homes. It would put kids and families at risk.” [Rapid City Journal, [11/22/19](#)]

The U.S. Supreme Court Ruled Against The Argument In A “Historic” Decision, Holding That The Civil Rights Act Protects LGBTQ Workers From Discrimination, With Trump-Appointed Justice Gorsuch Siding With The Winning Decision. “In a historic decision, the U.S. Supreme Court ruled Monday that the 1964 Civil Rights Act protects gay, lesbian, and transgender employees from discrimination based on sex. The ruling was 6-3, with Justice Neil Gorsuch, President Trump's first appointee to the court, writing the majority opinion. The opinion was joined by Chief Justice John Roberts and the court's four liberal justices.” [NPR, [6/15/20](#)]

In The Mid-2000s, Ravensborg Appears To Have Declared He Was “Not For Gay Rights” On An Online Forum, Suggesting That Being Queer Was A Choice, And He Said He Wasn’t Aware Of Any Religion That Didn’t Think It Was “Sinful.”

In A September 13, 2016 Campaign Finance Filing, Jason Ravensborg Disclosed That His Email Address Was Jrvnsbo@yahoo.com. [Defending Workers Rights South Dakota Statement of Organization, South Dakota Secretary of State, [09/14/16](#)]

A User Named Jrvnsbo Was Active On The Forum TalkPolitics.Org From November 30, 2003 To July 21, 2005, Making 1,888 Posts In That Time:

Summary - jrvnsbo	
Display name:	jrvnsbo
Username:	jrvnsbo
Posts:	1,888 (0.299 per day)
Position:	Jr. Member
Date Registered:	November 30, 2003, 05:44:34 PM
Last Active:	July 21, 2005, 03:07:20 AM

[TalkElections.org, accessed [03/17/21](#)]

Jrvnsbo’s Profile Picture Featured The State Of South Dakota And Their Profile Claimed They Were “Currently In Iraq, Risking My Butt To Protect Yours!”:

Signature:

Currently in Iraq, risking my butt to protect yours!

Republicans think every day is July 4, Democarts think every day is April 15
President Reagan

Well I can hear you and soon the whole world will hear all of us. President
George Bush





Congratulations
President George W
Bush!

[TalkElections.org, accessed [03/17/21](#)]

Jravnsbo Posted He Was “Not For Gay Rights” And Said They Were “Against My Religion.”

jravnsbo
Jr. Member
★★★★
Posts: 1,888

Re:YOUR PARTY
« Reply #15 on: December 18, 2003, 10:19:58 AM »

Well I am a conservative.



I believe that the government should be fiscally responsible. However in times of war or national emergency like we are in deficits are ok. What are you going to do, not fund the troops b/c it would bust the budget? I am for lower taxes, so I am a conservative.

I am a conservative b/c I am pro-life, not for gay rights (do what you want behind closed doors-but don't andate I pay and recognize something against my religion), believe in the 2d amendment as an individual right.

Plus I hate groups like the ACLU and SPLC that say they are representing everyone , when that is total BS. These left groups are only for the left. Yes they may protect the ONE guy that is being hurt, but when they win for him he then restricts the rights of the vast majority, but they say that is fine. Bully.

I do not believe in Nationalizing a lot of stuff. I believe that National Health care and "perks" of that nature should only be used as a helping hand not a handout. Why should EVERYONE have to pay for something for someone else, when a lot of people are lazy. If you are down on your luck I'll be the first to help you, but when you become dependant on my handout instead of work that burns me.

I believe that I am a conservative b/c Judges should INTERPRET the Constitution not legislate from the bench. I believe in following the original intent of the founders and what is written in the documents, not WHAT YOU WANT it to say. If you want it to say something use the political process and change it. However, the left has figured out that without control of anything they will try to use teh courts to make left and mandate policies on the country that they can't get passed legislatively. That burns me.

 quote  ignore

[Talkelections.org, [12/18/03](#)]

While Posting About The Swedish Lutheran Church’s Stance On LGBTQ Rights, JRavnsbo Said, “With All The Beautiful Scandinavian Women Why Would Anyone Up There Want To Be Gay?”

jravnso
Jr. Member
★★★★
Posts: 1,888

R-SD

Re:Religion
« Reply #34 on: December 30, 2003, 12:46:13 PM »
« Edited: March 05, 2005, 05:40:12 PM by Peter Bell »

quote ignore

Quote from: Gustaf on December 30, 2003, 12:38:56 PM

I think it is pressed with different fervor. The Swedish Lutheran church is mostly composed of socialists and I very much doubt that it believes homosexuality sinful. I was actually born into that church, so I, and close to 10 million Swedes, might be a heretic to you. And what about that American church which elected a homosexual bishop?

Well i was asking to learn. The church here is still fighting about it, they are still talking of breaking into 2 parts and so not sure how that will come out.

No your church is not heretic to me. That is what they believe. Plus with all the beautiful scandinavian women why would anyone up there want to be gay? 😊😊

Recommend Report post Logged

[TalkElections.org, [12/30/03](#)]

Jravnso Posted, “Not Sure Of A Religion That Doesn’t Think Homosexuality Is Sinful, Are There Some?”

jravnso
Jr. Member
★★★★
Posts: 1,888

R-SD

Re:Religion
« Reply #31 on: December 30, 2003, 12:27:18 PM »
« Edited: March 05, 2005, 05:38:38 PM by Peter Bell »

quote ignore

Well being a good person and a good Christian is more than just one issue.

Not sure of a religion that doesn't think homosexuality is sinful, are there some? really asking here?

Recommend Report post Logged

[TalkElections.org, [12/30/03](#)]

At Least Two Companies Among AG Ravensborg’s Largest Donors Have Publicly Shown Support For The LGBTQ Community—With One Pledging Over \$160,000 To An LGBTQ Center.

Las Vegas Sands, Which Is Among AG Ravensborg’s Largest Donors, Was Set To Donate Over \$160,000 To The LGBTQ Center Of Southern Nevada.

Las Vegas Sands Is Among AG Ravensborg’s Largest Donors And Contributed \$4,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Las Vegas Sands Was Set To Contribute \$163,000 To Close Out The First Phase Of The LGBTQ Center Of Southern Nevada’s Efforts To Expand A Las Vegas Health Center. “Las Vegas Sands will contribute \$163,000, through Sands Cares to close out phase one of The LGBTQ Center of Southern Nevada's \$400,000 capital campaign to expand the Arlene Cooper Community Health Center in Downtown Las Vegas.” [Yogonet, Accessed [6/23/21](#)]

Las Vegas Sands Announced It Was Donating \$163,000 To The LGBTQ Center Of Southern Nevada For A Health Clinic To Provide Health And Wellness Care For LGBTQ Residents. “Las Vegas Sands (NYSE: LVS) today announced it will contribute \$163,000 through Sands Cares to close out phase one of The LGBTQ

Center of Southern Nevada’s \$400,000 capital campaign to expand the Arlene Cooper Community Health Center in Downtown Las Vegas. Funding enables The Center to move forward with plans to provide full onsite health and wellness care for LGBTQIA+ and low-income downtown residents and supports the organization’s long-term goal of generating recurring revenue through the clinic to sustain its LGBTQIA+ programming in Southern Nevada.” [Press Release — Las Vegas Sands, [6/15/21](#)]

Facebook, Which Is Among AG Ravensborg’s Largest Donors, Had Signed A Letter In Opposition To Anti-LGBTQ Legislation In State Legislatures, Claiming Anti-LGBTQ Legislation Was Bad For Business.

Facebook Is Among AG Ravensborg’s Largest Donors And Contributed \$4,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

A Group Of Large Corporations, Including Facebook, Signed A Letter Speaking Out Against Anti-LGBTQ Legislation, Asserting It Could Undermine Employee Recruitment And Retention. “Fort Worth-based American Airlines and dozens of other large employers are speaking out against a slate of anti-LGBTQ bills making their way through the Texas Legislature. The businesses said the legislation could impact efforts to attract and retain talent and compete for business. Other signees include Amazon, Apple, Dell Technologies, Facebook, Microsoft and the North Texas LGBT Chamber of Commerce.” [Fort Worth Star-Telegram, [4/19/21](#)]

Anheuser-Busch And General Motors, Which Have Publicly Shown Support For The LGBTQ Community, Are Among Indiana Attorney General Todd Rokita’s Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

Indiana Attorney General Todd Rokita Repeatedly Supported Efforts To Allow Discrimination Against The LGBTQ Community—including Celebrating The Dismissal Of A Gay Teacher’s Discrimination Lawsuit And Paying For Staffers To Attend Training Held By An SLPC-Designated Hate Group.

Indiana Attorney General Todd Rokita Celebrated The Dismissal Of A Lawsuit From A Teacher Who Alleged He Was Discriminated Against Because Of His Same-Sex Marriage.

Press Release: Indiana Attorney General Todd Rokita Praised The Dismissal Of A Lawsuit From Gay Teacher Who Alleged He Was Fired From A Catholic High School Due To His Same-Sex Marriage As “A Win For Religious Liberty.” “Attorney General Todd Rokita today issued the following statement regarding the dismissal of a lawsuit against the Archdiocese of Indianapolis involving Cathedral High School in Indianapolis, which affirms the freedom of religious schools to employ teachers who support their faith: ‘As we argued in the brief we filed with the court, questions of religious doctrine should be left to churches. When courts unnecessarily entangle themselves in these matters, they threaten the autonomy of churches and the free exercise of religious liberty. Catholic schools and the Roman Catholic Archdiocese have every right to

require staff to teach and uphold Catholic teachings. Such religious liberty is one of the most fundamental aspects of American life.” [Office of Attorney General Rokita, [05/10/21](#)]

- **Press Release: “Attorney General Todd Rokita: Dismissal Of Lawsuit Against Indianapolis Archdiocese Is A Win For Religious Liberty.”** [Office of Attorney General Rokita, [05/10/21](#)]

An Indiana Court “Dismissed The Lawsuit Of A Gay Teacher Who Says He Was Fired From A Catholic High School Because Of His Same-Sex Marriage.” “An Indiana trial court has dismissed the lawsuit of a gay teacher who says he was fired from a Catholic high school because of his same-sex marriage. Joshua Payne-Elliott had worked as a world language and social studies teacher at Cathedral High School in Indianapolis since 2006 when he was fired in June 2019. He is married to Layton Payne-Elliott, a teacher at Brebeuf Jesuit Preparatory School. They married in 2017. The couple have been at the center of a fight between their schools and the Archdiocese of Indianapolis, which directed the schools to fire both men.” [South Bend Tribune, [05/08/21](#)]

AG Rokita, Along With Other Indiana Public Officials, Paid To Send Staffers To A Political Training Led By An Anti-LGBTQ Organization Designated As A Hate Group.

AG Rokita Paid Between \$500 And \$1,000 To Send Staffers To A Political Training Led By The Indiana Family Institute, A State Affiliate Of The Anti-LGBTQ Family Research Council, Which Is An SLPC-Designated Hate Group. “The Human Rights Campaign – the nation’s largest LGBT civil rights organization – today condemned four U.S. Representatives for using taxpayer money to send staff to a political training run by the anti-LGBT Indiana Family Institute. According to the Capitol Hill newspaper Roll Call, Indiana GOP Reps. Larry Bucshon, Dan Burton, Todd Young, and Todd Rokita all paid from \$500 to \$1000 from their Congressional office accounts directly to the Indiana Family Institute, which is a state affiliate of the Family Research Council, the anti-LGBT organization classified as a hate group by the Southern Poverty Law Center.” [Human Rights Campaign, [9/13/11](#)]

While Serving In The U.S. House, AG Rokita Cosponsored The Marriage And Religious Freedom Act, A Bill That Aimed To Protect People And Organizations That Discriminated Against People In Same-Sex Marriages.

AG Rokita, As A U.S. Representative, Cosponsored The Marriage And Religious Freedom Act In 2013. [Congress.gov, Accessed [6/24/21](#)]

Critics Of The Marriage And Religious Freedom Act Said It Would Protect Individuals And Organizations That Discriminate Against People In Same-Sex Marriages. “Conservatives are rallying around a House bill designed to protect religious people who advocate for traditional marriage — a belief, they say, that is held in increasing contempt. But supporters of same-sex marriage say the bill actually protects the discriminators — individuals and nonprofits that would deny gay people benefits or services simply because they are married to a same-sex partner. More than 60 House members — mostly (but not all) Republican — have signed on to the Marriage and Religious Freedom Act, which was introduced Sept. 19 by Rep. Raul Labrador, R-Idaho, who came to Congress in 2010 on a wave of support from the conservative Tea Party.” [The Washington Post, [09/25/13](#)]

At Least Two Companies Among AG Rokita’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

Anheuser-Busch, Which Is Among AG Rokita's Largest Donors, Put Out A Statement In Support Of "Fostering An Inclusive Environment" For Its LGBTQ Employees And Community.

Anheuser-Busch Is Among AG Rokita's Largest Donors And Had Contributed \$5,000 To Him. [Follow the Money, accessed [06/16/21](#)]

Anheuser-Busch Claimed To Value Fostering An Inclusive Environment For The LGBTQ Community, Saying It Valued Itself By The Quality And Diversity Of Its Teams. "Our purpose at Anheuser-Busch is bringing people together – to lift up our neighbors and to better the world. That means promoting inclusion and diversity across our business and supporting the communities we stand by whether through impactful partnerships or empowering our teams. Our people are our greatest strength, and we measure ourselves by the quality and diversity of our teams. Our LGBTQIA+ community has led the way in fostering an inclusive environment where all our colleagues can be their authentic selves." [Anheuser-Busch, Accessed [6/23/21](#)]

General Motors, Which Is Among AG Rokita's Largest Donors, Put Out A Statement And Tweeted Claiming To Have Been A "Longtime Supporter" Of The LGBTQ Community.

General Motors Is Among AG Rokita's Largest Donors And Contributed \$5,000 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

General Motors Claimed To Be A Longtime Supporter Of The LGBTQ Community, Adding That It Understands That Its Words, Accolades, And Awards Mean Nothing Without "Additional Action." "GM is committed to building a global culture of diversity and inclusion, and has been a longtime supporter of LGBTQ+ equality in the workplace. [...] While we are proud of these accolades and awards, we understand that they mean nothing without additional action. We will continue to fight for LGBTQ+ rights to ensure the community feels seen and heard." [General Motors — Press Release, Accessed [6/23/21](#)]

General Motors Tweeted It Was Proud To Support The LGBTQIA Community, Touting That It Was The First Automaker To Support The Equality Act. "#EverybodyIn means everybody. We are proud to support the LGBTQIA community. As the first automaker to support the Equality Act, we celebrate and embrace diversity as we continue our journey to becoming the most inclusive company in the world. #OutAndProud"



General Motors ✓
@GM

...

[#EverybodyIn](#) means everybody. We are proud to support the LGBTQIA community. As the first automaker to support the Equality Act, we celebrate and embrace diversity as we continue our journey to becoming the most inclusive company in the world. [#OutAndProud](#)



5:26 PM · Jun 3, 2021 · Khoros Publishing

[Twitter, @GM, [6/3/21](#)]

- **General Motors Said It Celebrated And Embraced Diversity As It Continued Its Journey To Becoming The “Most Inclusive Company In The World.”** “#EverybodyIn means everybody. We are proud to support the LGBTQIA community. As the first automaker to support the Equality Act, we celebrate and embrace diversity as we continue our journey to becoming the most inclusive company in the world. #OutAndProud”



#EverybodyIn-~~GM~~ means everybody. We are proud to support the LGBTQIA community. As the first automaker to support the Equality Act, we celebrate and embrace diversity as we continue our journey to becoming the most inclusive company in the world.
#OutAndProud



5:26 PM · Jun 3, 2021 · Khoros Publishing

[Twitter, @GM, [6/3/21](#)]

Entergy And Walmart, Which Have Publicly Shown Support For The LGBTQ Community, Are Among Arkansas Attorney General Leslie Rutledge’s Largest Donors Even Though She Has Used Her Position To Oppose LGBTQ Rights

Arkansas Attorney General Leslie Rutledge Is A Staunch And Longtime Anti-LGBTQ Opponent, Who Has Frequently Targeted Transgender Students And Workers And Who Has Appeared With Hate Groups Or Their Leaders.

Arkansas Attorney General Leslie Rutledge Has Introduced Legislation Specifically To Target LGBTQ People And Strip Them Of Their Civil Rights, Touted Its Passage During Her Gubernatorial Campaign, And Said She Would “Wholeheartedly” Defend The Law In Court.

Arkansas Attorney General Leslie Rutledge Introduced A Law Which Banned Transgender Students From Participating In School Sports That Also Would Make It Difficult For Adopted Children To Participate In School Sports.

Arkansas Attorney General Leslie Rutledge Introduced A Bill To Ban Transgender Students From Participating In School Sports. “On Thursday, Arkansas Governor Asa Hutchinson signed Senate Bill 354, which bans transgender women and girls from participating in school sports. The decision comes two weeks after Mississippi governor Tate Reeves signed a similar bill, which will go in effect July 1. The Arkansas bill was introduced in late February by attorney general Leslie Rutledge, who described it as a preemptive effort after President Joe Biden signed an executive order that prohibited discrimination based on gender identity in school sports.” [Sports Illustrated, [3/25/21](#)]

The Bill Was Criticized As Being Discriminatory Against Transgender Americans. “The bill asserts that transgender girls and women athletes competing would create an unfair playing field, as they would have a biological advantage over their cisgender competitors. Critics of the bill, meanwhile, accuse the proposal of being discriminatory against transgender Americans.” [Sports Illustrated, [3/25/21](#)]

Rutledge Claimed The Bill Was Fighting “So-Called Political Correctness” But Also Acknowledged That She Was Unaware Of Any Instances Of Transgender Students Participating In School Sports. “We don’t want common sense to be overshadowed by so-called political correctness, and this bill will ensure the integrity of girls and women in sports,’ Rutledge said, per the Associated Press, while acknowledging that she was unaware of any instances of transgender athletes playing on school sports teams in Arkansas.” [Sports Illustrated, [3/25/21](#)]

The Bill Would Require Students To Provide An Original Birth Certificate—Which Would Require Adopted Children To Get A Court Order, Because Their Birth Certificates Are Modified Upon Adoption. “Arkansas Attorney General Leslie Rutledge proposed the Gender Integrity Reinforcement Legislation for Sports Act (GIRLS Act), an anti-transgender sports bill that is being sponsored by Republican lawmakers in the state legislature that would require girls who want to compete in school sports to present an original birth certificate. The problem? It’s pretty difficult to obtain an original birth certificate if it has been modified by a court. For children who were adopted, getting access to their original birth certificate in the state of Arkansas means getting a court order, according to the Child Welfare Information Gateway.” [LGBTQ Nation, [2/23/21](#)]

Rutledge’s Campaign Sent A Release Touting That The Governor Signed A “Key” Cause Of Hers In Banning Transgender Girls From School Sports.

The Transgender Sports Ban Bill Was Signed Into Law In March 2021. “On Thursday, Arkansas Governor Asa Hutchinson signed Senate Bill 354, which bans transgender women and girls from participating in school sports. The decision comes two weeks after Mississippi governor Tate Reeves signed a similar bill, which will go in effect July 1. The Arkansas bill was introduced in late February by attorney general Leslie Rutledge, who described it as a preemptive effort after President Joe Biden signed an executive order that prohibited discrimination based on gender identity in school sports.” [Sports Illustrated, [3/25/21](#)]

Press Release: “ICYMI: AR Governor Signs Key Rutledge Cause, Law Banning Transgender Girls In Sports.” [Leslie Rutledge for Governor, [03/26/21](#)]

- **In March 2021, Governor Hutchinson “Signed A Bill Banning Transgender Girls In Sports Into Law” That Was Similar To Legislation That AG Rutledge Championed.** “Yesterday, Arkansas Governor Asa Hutchinson signed a bill banning transgender girls in sports into law. Earlier this year, Attorney General Leslie Rutledge championed similar legislation, The GIRLS Act: Gender Integrity Reinforcement Legislation for Sports, introduced by Rutledge and Sen. Missy Irvin, R-Mountain View, to challenge President Biden’s Executive Order 13988. Sen. Irvin’s bill, SB354 will allow individuals to file lawsuits against direct instances of transgendered students impacting female sports, SB450, the GIRLS Act will allow Attorney General Rutledge and her office to address systematic issues using legal avenues.” [Leslie Rutledge for Governor, [03/26/21](#)]

Rutledge Also Endorsed Legislation That Would Empower Her Office To Enforce The Transgender Sports Ban.

Arkansas Democrat Gazette: The Arkansas House Sent To The Governor Senate Bill 450, Which Was Endorsed By AG Rutledge, And Would Give “Arkansas’ Attorney General A Cause Of Action Against Schools That Knowingly Allow Athletes Assigned The Male Sex At Birth To Participate On Female Sports Teams.” “A bill that would add another enforcement mechanism to the state law’s restriction on participation in school sports for transgender girls and women was sent to the governor by the Arkansas House on Wednesday. Senate Bill 450 by Sen. Missy Irvin, R-Mountain View, gives Arkansas’ attorney general a cause of action against schools that knowingly allow athletes assigned the male sex at birth to participate on female sports teams.” [Arkansas Democrat Gazette, [04/22/21](#)]

Arkansas Democrat Gazette: Arkansas Attorney General Leslie Rutledge “Announced Her Support For SB450 At A News Conference In February.” “Arkansas Attorney General Leslie Rutledge, who is seeking the Republican nomination for governor in 2022, announced her support for SB450 at a news conference in February, days before Irvin announced the legislation that became Act 461 as part of the Republican Women’s Legislative Caucus’ legislative package.” [Arkansas Democrat Gazette, [04/22/21](#)]

Rutledge Said She “Will Wholeheartedly Defend” Arkansas’ Transgender Athlete Ban And Told Biden To “Bring It On” If He Decides To Sue Arkansas Over The Bill.

HEADLINE: “Bans On Transgender Athletes In Female Sports To Be Defended By Arkansas, Mississippi And Other GOP States.” [Fox News, [05/06/21](#)]

- **Fox News: AG Rutledge Told Biden To “Bring It On” If He Decides To Sue The State Of Arkansas To Stop Us From Implementing The GIRLS Act And Said She “Will Wholeheartedly Defend” Arkansas’ Transgender Athlete Ban.** “Arkansas Attorney General Leslie Rutledge also delivered a statement to Fox News. It reads: ‘Here is my message to President Biden if he decides to sue the State of Arkansas to stop us from implementing the GIRLS Act which protects the opportunities of our young girls: Bring it on, Biden! I will wholeheartedly defend and win to ensure girls in Arkansas have a fair playing field to succeed.’” [Fox News, [05/06/21](#)]

Rutledge Repeatedly Opposed Efforts To Extend Anti-Discrimination Protections To LGBTQ People And Seemed To Imply She Does Not Recognize The Existence Of Transgender People.

Rutledge Signed An Amicus Brief To The U.S. Supreme Court Arguing The Civil Rights Act Did Not Protect LGBTQ Individuals From Workplace Discrimination, Which SCOTUS Ruled Against.

Rutledge Signed Onto A SCOTUS Amicus Brief Urging The Court To Rule Against Lower Courts Which Said That LGBTQ People Are Protected From Workplace Discrimination Via The Title VII Of The Civil

Rights Act. “Arkansas Attorney General Leslie Rutledge has signed on to a brief with the U.S. Supreme Court on Aug. 23 asking the court to rule against three individuals who had been fired for being LGBTQ. The three cases include the first transgender civil rights case to be heard by the high court. [...] The employees in these cases, including ACLU clients Aimee Stephens who was fired for being transgender and Don Zarda who was fired for being gay, have argued that discrimination against LGBTQ people is unlawful sex discrimination. A number of federal appeals courts have said that the Civil Rights Act and other federal laws that prohibit sex discrimination apply to LGBTQ people, as have dozens of state and district courts.” [ACLU, [8/28/19](#)]

In An Official Statement Rutledge Claimed That Only Biological Sex Was Protected Under Title VII Of The Civil Rights Act And Refused To Directly Answer Whether She Accepts The Existence Of Transgender People. “The Sixth Circuit’s ruling in R.G. & G.R. Funeral Homes v. EEOC allowed the federal government to compel the funeral home to allow a male employee to dress as a woman despite the funeral home’s clear sex-specific dress code. I joined a 16-state attorneys general and governors brief supporting Supreme Court brevium to uphold the rule of law. The multistate brief explained that ‘se’ under the plain, unambiguous meaning of Title VII does not mean anything other than biological status. In determining otherwise, the Sixth Circuit rewrote the law in a way that Congress never intended in Title VII. ‘[...] Update to response to my question if Rutledge accepts existence of transgender people: ‘I would simply point you to our previous statement.’” [Arkansas Times, [8/28/18](#)]

The Brief Argued That Sex Discrimination Protections Under Title VII Of The Civil Rights Act Should Be Defined As Biological Sex, Not Sexual Orientation Or Gender Identity—Meaning That LGBTQ Discrimination Would Not Be Banned Under The Civil Rights Act. “Lower courts in both Don’s and Aimee’s cases ruled that their firings violate federal civil rights law, because the employers treated them differently because of their sex. After all, the courts reasoned, if Aimee had been assigned a female sex at birth, her employer would not have fired her for being and living as the woman she is. And if Don had been a woman attracted to men, as opposed to a man attracted to men, he would not have been fired for sharing that information with a customer. And a decision in these cases could affect LGBTQ people in contexts well beyond just the workplace. LGBTQ people have relied on federal protections against sex discrimination to redress housing discrimination, to combat discrimination in schools, and to remedy discrimination in health care. All of these protections could be swept away if the court deletes LGBTQ people from the existing scope of the federal civil rights laws.” [ACLU, [10/08/19](#)]

The Trump Administration Attempted To Define Sex As Only Biological Sex In 2018, Which Would Cause The Federal Government To No Longer Recognize Transgender People—Which Would Open The Door For Numerous Anti-Transgender Policies. “The Trump administration is considering narrowly defining gender as a biological, immutable condition determined by genitalia at birth, the most drastic move yet in a governmentwide effort to roll back recognition and protections of transgender people under federal civil rights law. A series of decisions by the Obama administration loosened the legal concept of gender in federal programs, including in education and health care, recognizing gender largely as an individual’s choice and not determined by the sex assigned at birth. The policy prompted fights over bathrooms, dormitories, single-sex programs and other arenas where gender was once seen as a simple concept. Conservatives, especially evangelical Christians, were incensed.” [New York Times, [10/21/18](#)]

The U.S. Supreme Court Ruled Against The Argument, Holding That The Civil Rights Act Protects LGBTQ Workers From Discrimination, With Trump-Appointed Justice Gorsuch Siding With The Winning Decision. “In a historic decision, the U.S. Supreme Court ruled Monday that the 1964 Civil Rights Act protects gay, lesbian, and transgender employees from discrimination based on sex. The ruling was 6-3, with Justice Neil Gorsuch, President Trump’s first appointee to the court, writing the majority opinion. The opinion was joined by Chief Justice John Roberts and the court’s four liberal justices.” [NPR, [6/15/20](#)]

Rutledge Blocked A Local Ordinance That Banned Discrimination Based On Gender Identity And Sexuality Which Had Been Ratified By Voters.

The Residents Of Fayetteville, Arkansas Voted To Ratify An Anti-Discrimination Ordinance That Provided Protections To Individuals Based On Their Sexual Orientation And Gender Identity. “Arkansas’ Republican attorney general asked the state Supreme Court on Wednesday to decide whether a city’s ban on discrimination based on sexual orientation and gender identity conflicts with a state law aimed at blocking local protections for gays and lesbians. [...] Martin ruled that the ordinance, which was ratified by voters last year, doesn’t run afoul of a state measure barring cities and counties from prohibiting discrimination on a basis not contained in state law. [...] Fayetteville’s ordinance is similar to an anti-discrimination measure approved by voters in the neighboring tourist town of Eureka Springs. Little Rock, Hot Springs and Pulaski County also have approved more scaled-back ordinances that apply only to their agencies and contractors.” [NBC News, [3/30/16](#)]

Rutledge Moved To Block Fayetteville’s Anti-Discrimination Ordinance Because State Law Did Not Explicitly Provide LGBTQ Protections. “Attorney General Leslie Rutledge is appealing a ruling by Washington County Circuit Judge Doug Martin this month backing Fayetteville’s anti-discrimination ordinance. Martin ruled that the ordinance, which was ratified by voters last year, doesn’t run afoul of a state measure barring cities and counties from prohibiting discrimination on a basis not contained in state law.” [NBC News, [3/30/16](#)]

Rutledge’s Challenge Went All The Way To The Arkansas Supreme Court, Which Struck Down The LGBTQ Protections. “The Arkansas Supreme Court on Thursday struck down a city’s ordinance banning discrimination based on a person’s sexual orientation or gender identity, but it stopped short of saying whether a state law aimed at prohibiting such local LGBT protections is constitutional.” [Associated Press, [2/23/17](#)]

Rutledge Signed Onto A Lawsuit Opposing Federal Guidance Ensuring Transgender Students Had Access To Gender Affirming Bathrooms.

In 2016 The Obama Administration Passed Federal Guidance To Prevent Public Schools From Discriminating Against Transgender Students And Ensure Their Access To Gender Affirming Bathrooms. “The Obama administration wants public schools to stop discriminating against transgender students and let trans kids use the bathroom that aligns with their gender identity. But that goal hit a big obstacle on Sunday, when a federal court in Texas temporarily blocked enforcement of a guidance from the Obama administration that seeks to protect trans students in public schools.” [Vox, [8/22/16](#)]

While Not Legally Binding, The Guidance Updated Existed Department Of Justice And Department Of Education Guidelines For Federally-Funded Public Schools. “The guidance, first reported in the New York Times, doesn’t set new, legally binding policy. Instead, it spells out the Department of Justice and Department of Education’s existing policies to federally funded schools, based on the Obama administration’s interpretation of federal civil rights law.” [Vox, [8/22/16](#)]

Rutledge Joined A Lawsuit Challenging The Guidance, Claiming It Was Raised “Serious Safety Concerns” And “Part Of A Liberal Social Agenda.” “Attorney General Leslie Rutledge on Friday joined attorneys general from nine other states in filing a lawsuit against the U.S. government challenging a federal directive advising public schools to allow transgender students to use bathrooms that align with their gender identities. [...] Rutledge said in a statement Friday the directive is ‘part of a liberal social agenda’ and will disrupt the learning environment. ‘The Obama administration is using intimidation tactics in an attempt to force local schools to adopt a radical social policy that raises serious safety concerns for school-age children,’ the Republican attorney general said.” [Arkansas News, [7/08/16](#)]

The Trump Administration Ultimately Rescinded The Guidance In 2017. “But shortly after President Donald Trump took office last year, Education Secretary Betsy DeVos and Attorney General Jeff Sessions rescinded the guidance, a move that was widely decried by civil-rights groups who said it could endanger the welfare of transgender students. DeVos said states and individual school districts should be able to determine how to accommodate transgender students.” [Arkansas Democrat Gazette, [2/13/18](#)]

Rutledge Fought A SCOTUS Ruling That Said Arkansas Must Rewrite Language On Its Birth Certificates So That It No Longer Discriminated Against LGBTQ Parents.

SCOTUS Ruled That Arkansas’ Birth Certificates Discriminated Against LGBTQ Parents By Defining Parents By Gender. “The U.S. Supreme Court in June sided with Fox’s 2015 ruling striking down part of a law defining parents by gender. That overturned a decision by the Arkansas Supreme Court. The state Supreme Court ordered Fox in October to come up with a way for the state to comply with the U.S. court’s decision. The practice had been that the law generally required the name of the husband to appear on the birth certificate when a married woman gave birth in Arkansas, regardless of whether he was the biological father.” [WTVQ, [12/08/17](#)]

Rutledge Asked The Arkansas State Supreme Court To Stay Or Block An Order Requiring The State To Enter Mediation With Three Same-Sex Couples To Revise The Birth Certificate Language. “Pulaski County Circuit Judge Tim Fox on Friday set aside his orders requiring the state and three same-sex couples go into mediation on how to fix the state law to comply with the U.S. high court’s order. Attorney General Leslie Rutledge earlier this week asked the state Supreme Court to stay or lift Fox’s mediation order.” [WTVQ, [12/08/17](#)]

Shortly After, An Arkansas Judge Blocked The State From Issuing Any More Birth Certificates Until They Complied With SCOTUS’ Ruling, Clearly Frustrated After The State Did Not Change The Certificate Language. “An Arkansas judge on Friday blocked the state from issuing any birth certificates until officials are able to comply with a U.S. Supreme Court ruling that the state’s birth certificate law illegally favors heterosexual parents. Pulaski County Circuit Judge Tim Fox on Friday set aside his orders requiring the state and three same-sex couples go into mediation on how to fix the state law to comply with the U.S. high court’s order. Attorney General Leslie Rutledge earlier this week asked the state Supreme Court to stay or lift Fox’s mediation order. [...] ‘This case has been pending for over two years and it has been more than six months since the United States Supreme Court ruled the Arkansas statutory scheme unconstitutional,’ Fox wrote in his order.” [WTVQ, [12/08/17](#)]

Rutledge Seemed To Imply She Does Not Recognize The Existence Of Transgender People.

In An Official Statement Refused To Directly Answer Whether She Accepts The Existence Of Transgender People, Instead Pointing To A Previous Statement Where She Said The Civil Rights Act Should Only Define Sex As Biological Sex. “The Sixth Circuit’s ruling in R.G. & G.R. Funeral Homes v. EEOC allowed the federal government to compel the funeral home to allow a male employee to dress as a woman despite the funeral home’s clear sex-specific dress code. I joined a 16-state attorneys general and governors brief supporting Supreme Court review [sic] to uphold the rule of law. The multistate brief explained that ‘se’ under the plain, unambiguous meaning of Title VII does not mean anything other than biological status. In determining otherwise, the Sixth Circuit rewrote the law in a way that Congress never intended in Title VII. ‘[...] Update to response to my question if Rutledge accepts existence of transgender people: ‘I would simply point you to our previous statement.’” [Arkansas Times, [8/28/18](#)]

Rutledge Signed Onto A Supreme Court Amicus Brief Supporting A Company That Refused To Print T-Shirts For A Local LGBTQ Pride Festival.

Rutledge Signed Onto A Supreme Court Amicus Brief Supporting A Company That Refused To Print T-Shirts For A Local LGBTQ Pride Festival. “Arkansas Attorney General Leslie Rutledge is leading a 10-state coalition in filing an amicus brief in the Supreme Court of Kentucky urging the court to protect their citizens’ freedom of speech. The attorneys general believe this case has national implications and that similar cases may arise in their states. [...] This case involves a t-shirt printing company, Hands On Originals, that declined to print t-shirts supporting the Lexington Pride Festival. The company is being sued by the Lexington-Fayette Urban County Human Rights Commission for refusing to disseminate a message with which it disagreed.” [Arkansas Attorney General Press Release, [2/07/18](#)]

The Company, Hands On Originals, Claimed It Was Not Discriminating Against LGBTQ People But Was Simply Expressing Its “Deeply Held Beliefs” By Refusing To Print Pride T Shirts. “This case involves a t-shirt printing company, Hands On Originals, that declined to print t-shirts supporting the Lexington Pride Festival. The company is being sued by the Lexington-Fayette Urban County Human Rights Commission for refusing to disseminate a message with which it disagreed. Hands On Originals and its owners do not object to serving customers based on their sexual orientation or gender identity, but object to producing items that promote acts that are contrary to their deeply held beliefs. The business offered to refer the organization to another company that would have printed the t-shirts for the pride festival.” [Arkansas Attorney General Press Release, [2/07/18](#)]

Rutledge Was A Staunch Opponent Of Marriage Equality And Fought To Keep Same-Sex Marriage Illegal In Arkansas.

Rutledge Defended An Attempt By Arkansas To Invalidate Marriage Licenses Issued To Same-Sex Couples And Criticized A Ruling Protecting The Couples’ Rights.

In 2014, Two Same-Sex Couples Were Married In Little Rock After A Judge Ruled That The State’s Same Sex Marriage Ban Was Illegal. “His ruling comes a day after hearing arguments in the 4-month-old suit. The plaintiffs were two couples who married on May 12, 2014, their first opportunity to wed in Little Rock, after another judge's ruling that the Arkansas ban on samesex marriage is illegal. The question of whether that same-sex marriage prohibition, built on state constitutional amendment and statutory law, is legal has been before the state Supreme Court since Nov. 20.” [Arkansas Democrat Gazette, [6/10/15](#)]

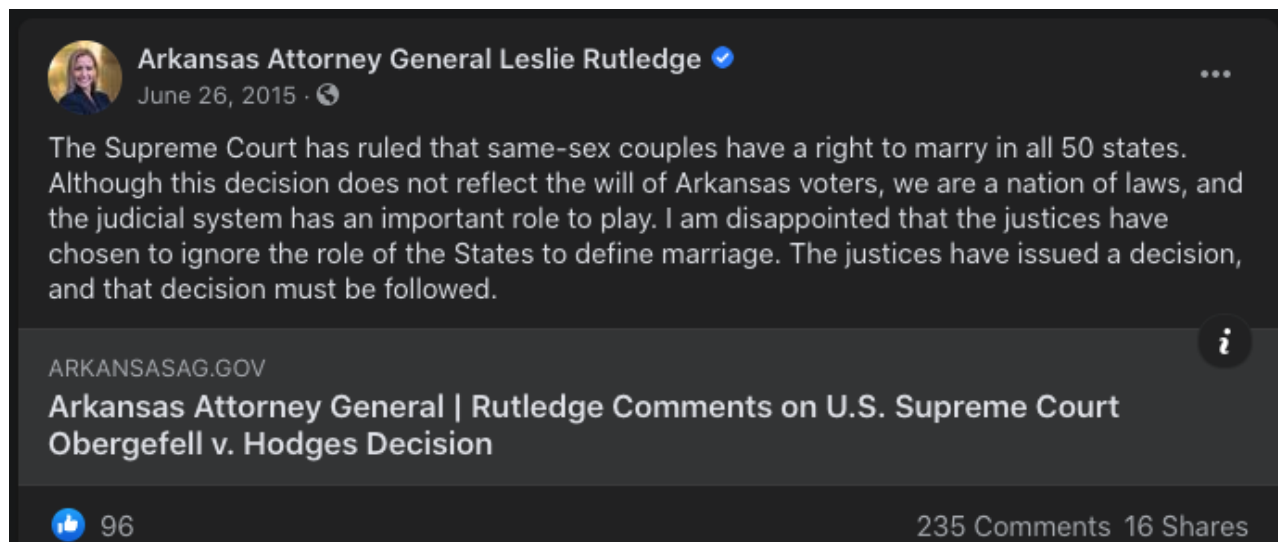
The Arkansas Department Of Finance And Administration Refused To Recognize The Legality Of The Marriage Licenses And Was Promptly Sued. “Griffen ordered the state Department of Finance and Administration to immediately begin allowing the married plaintiffs - Angelia Frazier-Henson, 39, and Katherine Henson, 43, of Benton, and Markett Humphries, 34, and Dianna Christy, 44, of Jacksonville - all of the rights afforded to any other wedded couples. He specifically singled out the relief sought by the plaintiffs, the opportunity to file joint income-tax returns and to add spouses to state medical insurance coverage. Department Director Larry Walther's refusal to recognize the validity of their licenses violated their constitutional rights, Griffen's 15-page opinion stated. The judge chastised Walther, a recent gubernatorial appointee, for his stance.” [Arkansas Democrat Gazette, [6/10/15](#)]

Rutledge’s Office Represented The State In The Suit, Where A Judge Ruled In Favor Of The Couples And Chastised The State For Its “Shameless Disrespect For Fundamental Fairness And Equality.” “State marriage licenses issued to gay couples last year are just as valid as those issued to their heterosexual counterparts, a Pulaski County circuit judge ruled Tuesday as Arkansas waits for a higher court to decide the question of whether same-sex couples have a right to marry. [...] ‘With shameless disrespect for fundamental fairness and equality, Director Walther insists on treating the marriages of same-sex couples who received marriage licenses ... as ‘void from inception as a matter of law,’ the judge wrote, quoting the state's argument.” [Arkansas Democrat Gazette, [6/10/15](#)]

Rutledge Criticized The Judge’s Ruling, Arguing “These Marriages Do Not Fall Within The State's Definition Of Marriage As Between One Man And One Woman.” “In response to Tuesday's decision, Attorney General Leslie Rutledge said she is considering her next move. Her office is already overseeing the appeal of Piazza's decision. ‘These marriages do not fall within the state's definition of marriage as between one man and one woman,’ Rutledge said. ‘I am evaluating the ruling and will determine the best path forward to protect the state's interest.’ [Arkansas Democrat Gazette, [6/10/15](#)]

Rutledge Publicly Bemoaned The Federal Legalization Of Same Sex Marriage.

Rutledge Publicly Bemoaned The SCOTUS *Obergefell* Decision That Legalization Of Same Sex Marriage, Saying She Was “Disappointed” That “Does Not Reflect The Will Of Arkansas Voters.”



[Facebook, [6/26/15](#)]

Rutledge Has Done Multiple Events With Anti-LGBTQ Hate Groups Or Their Leaders

Rutledge Appeared On A Panel Hosted By Anti-LGBTQ Hate Group Alliance Defending Freedom And The Group Has Paid For Thousands Of Dollars Of Her Expenses To Attend Their Events.

Rutledge Appeared As A Panelist For A 2018 Alliance Defending Freedom Event About Anti-Abortion Pregnancy Centers. “NIFLA v. Becerra is set to be argued before the Supreme Court on March 20. Join legal experts for a panel discussion on the merits and implications of this case. Published On: 3/12/2018 WHO: Denise Harle of Alliance Defending Freedom, Brianne Gorod of Constitutional Accountability Center, Arkansas Attorney General Leslie Rutledge, and Kimberly Robinson of Bloomberg Law (moderator) [...] In [National Institute of Family and Life Advocates \(NIFLA\) v. Becerra](#), the U.S. Supreme Court will decide whether California’s Reproductive FACT Act may coerce pro-life pregnancy centers to advertise for the abortion industry despite free speech protections under the First Amendment.” [Alliance Defending Freedom, [3/12/18](#)]

In 2020, Rutledge Was Paid \$1,161.20 From The Alliance Defending Freedom For “Expenses From National Meetings And Trainings Including Food, Lodging, And Travel.” [Rutledge 2020 Statement of Financial Interest, Office of Arkansas Secretary of State, [02/01/21](#)]

In 2019, Rutledge Was Paid \$1,823.19 From The Alliance Defending Freedom For “Expenses From National Meetings And Trainings Including Food, Lodging, And Travel.” [Rutledge 2019 Statement of Financial Interest, Office of Arkansas Secretary of State, [01/31/20](#)]

Alliance Defending Freedom Is A Recognized Anti-LGBTQ Hate Group And Has Been Called “One Of The Most Influential Groups Informing The [Trump] Administration’s Attack On LGBTQ Rights.”

“Founded by some 30 leaders of the Christian Right, the Alliance Defending Freedom is a legal advocacy and training group that has: Supported the recriminalization of sexual acts between consenting LGBTQ adults in the U.S. and criminalization abroad Defended state-sanctioned sterilization of trans people abroad Contended that LGBTQ people are more likely to engage in pedophilia Claimed that a ‘homosexual agenda’ will destroy Christianity and society ADF also works to develop ‘religious liberty’ legislation and case law that will allow the denial of goods and services to LGBTQ people on the basis of religion. Despite its regular defamation of LGBTQ people, the group has managed to win special advisory status at the United Nations, in the European Union, and with the Organization of American States. Since the election of President Trump, ADF has become one of the most influential groups informing the administration’s attack on LGBTQ rights” [Southern Poverty Law Center, Accessed [4/01/21](#)]

Alliance Defending Freedom Has Advocated For State Sanctioned Sterilization Of Transgender People, Criminalizing Consensual Sex Acts Between LGBTQ Individuals, And Pushed To Use “Religious Liberty” Law To Allow Businesses To Discriminate Against LGBTQ Persons.

“Founded by some 30 leaders of the Christian Right, the Alliance Defending Freedom is a legal advocacy and training group that has: Supported the recriminalization of sexual acts between consenting LGBTQ adults in the U.S. and criminalization abroad Defended state-sanctioned sterilization of trans people abroad Contended that LGBTQ people are more likely to engage in pedophilia Claimed that a ‘homosexual agenda’ will destroy Christianity and society ADF also works to develop ‘religious liberty’ legislation and case law that will allow the denial of goods and services to LGBTQ people on the basis of religion” [Southern Poverty Law Center, Accessed [4/01/21](#)]

Rutledge Has Appeared Multiple Times On The Radio Show Of Tony Perkins, President Of Recognized Anti-LGBTQ Hate Group Family Research Council.

Rutledge Appeared On Family Research Council President Tony Perkins Radio Show In January 2021.

“Leslie Rutledge, Arkansas Attorney General, on six state attorneys general sending a letter to President Biden warning him of potential presidential overreach.” [Washington Watch With Tony Perkins, [1/28/21](#)]

Rutledge Appeared On Family Research Council President Tony Perkins Radio Show In September 2018.

“Family Research Council president Tony Perkins hosts a weekday radio show, ‘Washington Watch.’ Guests from August 21-September 5 included: [...] Attorney General Leslie Rutledge (Arkansas)” [Southern Poverty Law Center, [9/12/18](#)]

Tony Perkins Is The President Of Family Research Council, An SLPC-Designated Hate Group.

“Tony Perkins is Family Research Council’s fourth and longest-serving president, joining the organization in August of 2003. Described as a legislative pioneer by the national media, Tony has established himself as an innovative pro-life and pro-family policy and political leader since first being elected to office in 1996.” [Family Research Council, Accessed [4/01/21](#)]

- **Family Research Council Is A Southern Poverty Law Center Recognized Hate Group For Its Anti-LGBTQ Ideology.** “The FRC often makes false claims about the LGBT community based on discredited research and junk science. The intention is to denigrate LGBT people as the organization battles against same-sex marriage, hate crime laws, anti-bullying programs and the repeal of the military’s ‘Don’t Ask, Don’t Tell’ policy.” [[SPLCenter.org](#), Accessed [11/19/19](#)]

Family Research Council President Tony Perkins Has Lamented Support For Equal Marriage And Abortion Rights Among “Liberal Jewish Folk.” “In a June address to the Messianic Jewish Alliance of America, Tony Perkins of the Family Research Council lamented the support for same-sex marriage and abortion rights among ‘liberal Jewish folk.’ Perkins cited the rise of gay rights as a sign that American society is abandoning the Bible, warning that the U.S. may next disregard biblical directives to support Israel.” [[Right Wing Watch, 7/09/14](#)]

Perkins Said Pedophilia Is A “Homosexual Problem” And That “Homosexual Activists” Are “Part Of A Concerted Effort” To “Recruit...Kids Into The ‘Gay Lifestyle.’ “According to Perkins, pedophilia ‘is a homosexual problem’ that seeks to ‘recognize pedophiles as the ‘prophets’ of the new sexual order.’ Gay men are ‘more likely to engage in child sexual abuse than are heterosexual men’; in fact, ‘homosexuals have entered the [Boy] Scouts in the past for predatory purposes.’ What’s worse, ‘homosexual activists’—those “intolerant,” ‘hateful,’ ‘vile’ and ‘spiteful’ predators—aren’t just content to engage in pedophilia: They’re also ‘part of a concerted effort’ to ‘recruit ... kids’ into the gay ‘lifestyle.’” [[Slate, 9/25/13](#)]

Perkins Supported A Bill In Uganda Called That Would Criminalize Being LGBTQ Colloquially Called The “Kill The Gays” Bill. “The Family Research Council’s Tony Perkins is once again reminding that the group supports efforts to punish and execute gays and lesbians. Applauding Uganda for taking up the ‘Kill The Gays’ bill, Perkins tweeted that the country’s president is ‘leading his nation in repentance.’ Two years ago, Perkins recorded a radio announcement defending and distorting the bill’s death penalty provisions which was later deleted from the site. Supporting such persecution is a clear example of why FRC deserves to be classified as a hate group.” [[ThinkProgress, 11/26/12](#)]

AG Rutledge Claimed That A Law Prohibiting Gender-Affirming Care To Minors Was Necessary To Protect Children From “Bad Parents” But Her Office Admitted She Was Not Aware Of Any Cases Of Forced Gender Changes—Rutledge Was Later Named A Defendant In A Case Over The Law.

CBC: AG Rutledge Claimed That Law Prohibiting Gender Affirming Care To Minors “Was Needed To Protect Children From ‘Bad Parents.’” “Arkansas Attorney General Leslie Rutledge told CBC News during a brief interview last week that the law was needed to protect children from ‘bad parents.’ ‘There are so many things we don’t allow adolescents to do because of the maturity level of those adolescents, whether it’s vote, get married, buy cigarettes, get a tattoo,’ Rutledge said outside the Arkansas state house in Little Rock.” [CBC, [05/14/21](#)]

CBC: Rutledge's Office Admitted, However, That The AG “Is Not Aware Of Any Cases Involving Children Being Forced To Change Their Gender.” “But in response to follow up questions from CBC News, Rutledge’s office acknowledged in a statement that the attorney general ‘is not aware of any cases involving children being forced to change their gender.’” [CBC, [05/14/21](#)]

AG Rutledge Was Named A Defendant In “A Lawsuit Challenging Arkansas' One-Of-Its-Kind Ban On Gender-Affirming Medical Treatment For Transgender Youths.” “A lawsuit challenging Arkansas’ one-of-its-kind ban on gender-affirming medical treatment for transgender youths was filed Tuesday afternoon in federal court in Little Rock. The American Civil Liberties Union of Arkansas filed the lawsuit seeking to block implementation of the law, which it said would prohibit health care professionals from providing or referring transgender young people for medically necessary health care. The GOP-sponsored legislation prohibits providing surgeries -- which are not currently done on children in the state -- and hormones to people under 18. The lawsuit was filed on behalf of the families of four transgender youths living in Arkansas and two medical doctors and their patients. The lawsuit named Arkansas Attorney General Leslie Rutledge, Arkansas State Medical Board Director Amy Embry, and the 14 members of the State Medical Board as defendants.” [Arkansas Democrat-Gazette, [05/26/21](#)]

In 2021, AG Rutledge Joined A Coalition Of AGs To Allegedly Defend Religious Liberty When New York Sought To Punish A Photographer Who Refused To Work For Gay Couples.

AG Rutledge Joined A 14-State Coalition “In Defense Of Religious Liberty” As The State Of New York Sought To Punish A Photographer Who Refused To Offer Services To Same-Sex Couples. “Attorney General Ken Paxton joined a 14-state coalition in defense of religious liberty in a case in which the state of New York sought to punish a photographer, Emilee Carpenter, who chose to not accept bookings for same-sex weddings. In violation of Ms. Carpenter’s free speech rights, New York interprets its public-accommodation law to require that photographers who commemorate opposite-sex marriages must also do so for same-sex marriages. Refusal may result in fines up to \$100,000, as well as possible criminal prosecution.” [Attorney General Ken Paxton — Press Release, [6/9/21](#)]

- **The Brief Included AGs Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrisey.** “Proposed Brief Of Amici Curiae States Of Nebraska, Alabama, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Oklahoma, South Carolina, Texas, Utah, And West Virginia In Support Of Plaintiffs’ Motion For Preliminary Injunction.” [Office of Attorney General Paxton, [06/04/21](#)]

At Least Two Companies Among AG Rutledge’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

Entergy, Which Is Among AG Rutledge’s Largest Donors, Was Recognized By The Human Rights Campaign As A “Best Place To Work For LGBTQ Equality” And Repeatedly Put Out Press Releases Touting Its Support For The LGBTQ Community.

Entergy Is Among AG Rutledge’s Largest Donors And Contributed \$7,400 To Her Campaign. [Follow the Money, accessed [06/16/21](#)]

In 2018, Entergy Scored A 100 Percent On The Human Rights Campaign’s 2018 Corporate Equality Index. “The Human Rights Foundation has recognized Entergy as a Best Place to Work for LGBTQ Equality after the company scored a 100 percent rating on the foundation’s 2018 Corporate Equality Index. The annual survey rates U.S. corporations on their nondiscrimination policies on sexual orientation and gender identity and serves as the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual and transgender employees.” [Entergy, [1/8/18](#)]

Entergy Put Out A Press Release In Celebration Of 2020 Pride, Adding That The Company Was “Committed To Creating A Culture Of Diversity, Inclusion, And Belonging For All Employees.” “It’s Pride month, and during these challenging times, we cannot celebrate in the way we usually would – standing shoulder to shoulder and marching in pride. While we may be celebrating pride at a safe distance this year due to the COVID-19 global pandemic, Entergy is committed to creating a culture of diversity, inclusion and belonging for all employees, this month, and every month.” [Entergy, [6/30/20](#)]

Entergy Said Cultivating A Diverse And Inclusive Work Culture Was The Right Thing To Do And Touted Its Pride Employee Resource Group. “While that matters, today I’d like to talk about another reason why Entergy is committed to cultivating a diverse and inclusive work culture: We do it because it is the right thing to do for all of our stakeholders: our customers, employees, communities and owners. [...] We have the Pride

Employee Resource Group and recognize events such as LGBT Pride Month in June and National Coming Out Day on Oct. 11 to help raise awareness, fight discrimination and advocate for equal rights for everyone.” [Entergy, [10/11/18](#)]

Walmart, Which Is Among AG Rutledge’s Largest Donors, Published A Blog On Its Support For Pride Events And Used Pride Colors On Social Media.

Walmart Is Among AG Rutledge’s Largest Donors And Contributed \$7,400 To Her Campaign. [Follow the Money, accessed [06/16/21](#)]

A Blog Post By Walmart Touted It Support For Pride Events Throughout The U.S. Over The Past Couple Of Years. “Walmart PRIDE spent this month supporting PRIDE activities across the nation, and I documented a few of them for this blog. In 2013, Walmart sponsored eight local events that celebrated LGBT Pride Month. This year, we supported 30 local events, and our support is growing. This year we participated in Denver PrideFest, where 30 local stores and clubs came together to become a major event sponsor and staff the festival family area. 2015 marked our first time in the Fresno Rainbow Pride Parade, where more than 100 associates took part in the celebration and volunteered hundreds of hours.” [Walmart, Accessed [6/23/21](#)]

During Pride Month 2021, Walmart Used A Logo With Pride Flag Colors On Twitter.



[Twitter, @Walmart, Accessed [6/23/21](#)]

Anheuser-Busch, Express Scripts, And Lathrop GPM, Which Have Publicly Shown Support For The LGBTQ Community, Are Among Missouri Attorney General Eric Schmitt’s Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

Missouri Attorney General Eric Schmitt, Who Has A History Of Opposing Legal Protections For The LGBTQ Community, Was Both On “The Wrong Side Of History” And “The Losing Side” Of A Supreme Court Decision When He Submitted A Brief Challenging Federal Protections For Gay And Transgender People From Employment Discrimination

Missouri Attorney General Eric Schmitt Has A History Of Opposing Protections And Rights For The LGBTQ Community, Skipping Votes To Expand Legal Protections And Supporting Bills Shielding Those Who Opposed Same-Sex Marriage

When Missouri Attorney General Eric Schmitt Was A State Senator In 2013, He Was Absent When The Missouri Senate Considered A Bill That Would Expand State Legal Protections To Lesbian, Gay, Bisexual, Transgender, And Queer People. “Schmitt, as a state senator in 2013, was absent when the Missouri Senate considered the Missouri Nondiscrimination Act, which would expand state legal protections to lesbian, gay, bisexual, transgender and queer people.” [St. Louis Post-Dispatch, [8/26/19](#)]

In 2016, Schmitt Voted For A Bill To Shield Business Owners Who Objected To Same-Sex Marriage On Religious Grounds From Lawsuits. “He voted for Senate Joint Resolution 39 in 2016 — a failed effort to shield business owners who have objections to same-sex marriage on religious grounds — from lawsuits.” [St. Louis Post-Dispatch, [8/26/19](#)]

In 2019, Schmitt Signed On To A Court Brief Arguing That The Federal Law Doesn’t Protect Gay And Transgender People From Employment Discrimination, A Move That Critics Said Put Him “On The Wrong Side Of History”

HEADLINE: “Missouri Attorney General Says Federal Law Doesn’t Ban Discrimination.” [Kansas City Star, [8/27/19](#)]

Schmitt Signed On To A Court Brief Challenging A View Of Federal Anti-Discrimination Law “That Would Protect Gays And Transgender People From Employment Discrimination.” “Missouri Attorney General Eric Schmitt has signed on to a court brief challenging an expansive view of federal anti-discrimination law that would protect gays and transgender people from employment discrimination. Schmitt was one of 13 Republican attorneys general and a Republican governor who submitted a friend of the court brief on Friday to the U.S. Supreme Court. The high court is weighing whether federal protections for “sex” discrimination in employment — in effect since 1964 — apply in cases of sexual orientation and gender identity.” [St. Louis Post-Dispatch, [8/26/19](#)]

The Brief Argued That Federal Law As Written Didn’t Protect Gay And Transgender People From Employment Discrimination. “Schmitt, whom Gov. Mike Parson chose as attorney general in 2018 following Josh Hawley’s election to the U.S. Senate, submitted a court brief in August arguing that federal law as written didn’t protect gay and transgender people from employment discrimination.” [St. Louis Post-Dispatch, [6/15/20](#)]

- **Schmitt Argued That Federal Protection Against Sex Discrimination “Should Be Interpreted Narrowly.”** “Schmitt and his colleagues — led by Texas, Tennessee and Nebraska — said federal protections against sex discrimination should be interpreted narrowly. ‘The question presented in these cases is not whether federal law should prohibit discrimination based on sexual orientation or gender

identity,' the brief says. 'That is a question on which there is a wide divergence of opinion, and one on which this brief takes no position.'" [St. Louis Post-Dispatch, [8/26/19](#)]

HEADLINE: "Missouri AG Justifies LGBT Discrimination With Legalese. He's On The Wrong Side Of History." [Kansas City Star, [8/27/19](#)]

In 2020, The Supreme Court Affirmed Protections For Gay And Transgender People In The Workplace, Putting Schmitt On The Losing Side Of The Decision, Prompting LGBTQ Advocates To Call For Schmitt's Views On LGBTQ Issues To "Evolve"

HEADLINE: "Missouri Attorney General On Losing Side Of Supreme Court Decision On LGBT Rights." [St. Louis Post-Dispatch, [6/15/20](#)]

The U.S. Supreme Court Affirmed Protects For Gay And Transgender People In The Workplace, Contrary To The Court Brief Filed By Schmitt And Other Attorneys General. "The U.S. Supreme Court's decision Monday affirming protections for gay and transgender people in the workplace was contrary to a court brief opposing the move by more than a dozen Republican attorneys general, including Missouri's Eric Schmitt [...] The court decided by a 6-3 vote that a key provision of the Civil Rights Act of 1964, known as Title VII, that bars job discrimination because of gender, among other reasons, encompasses bias against LGBT workers." [St. Louis Post-Dispatch, [6/15/20](#)]

- **The Court Decided That Title VII, "A Key Provision Of The Civil Rights Act Of 1964," "Encompasses Bias Against LGBT Workers."** "The U.S. Supreme Court's decision Monday affirming protections for gay and transgender people in the workplace was contrary to a court brief opposing the move by more than a dozen Republican attorneys general, including Missouri's Eric Schmitt [...] The court decided by a 6-3 vote that a key provision of the Civil Rights Act of 1964, known as Title VII, that bars job discrimination because of gender, among other reasons, encompasses bias against LGBT workers." [St. Louis Post-Dispatch, [6/15/20](#)]

Missouri State LGBTQ Advocacy Group PROMO Spokeswoman Shira Berkowitz Said She Hoped Schmitt's Views On LGBTQ Issues "Evolve." "Schmitt's decision to sign onto the brief put him at odds with PROMO, a state advocacy group for lesbian, gay, bisexual, transgender and queer people [...] Even with the Supreme Court decision, Shira Berkowitz, spokeswoman for PROMO, said 'critical gaps remain in our state and federal laws.' Berkowitz said she hopes Schmitt's views on LGBTQ issues evolve so that he takes 'further action here in Missouri to ensure hard working Missourians can't be denied housing, or refused services either, simply because they are LGBTQ.'" [St. Louis Post-Dispatch, [6/15/20](#)]

In 2021, AG Schmitt Joined A Coalition Of AGs To Allegedly Defend Religious Liberty When New York Sought To Punish A Photographer Who Refused To Work For Gay Couples.

AG Schmitt Joined A 14-State Coalition "In Defense Of Religious Liberty" As The State Of New York Sought To Punish A Photographer Who Refused To Offer Services To Same-Sex Couples. "Attorney General Ken Paxton joined a 14-state coalition in defense of religious liberty in a case in which the state of New York sought to punish a photographer, Emilee Carpenter, who chose to not accept bookings for same-sex weddings. In violation of Ms. Carpenter's free speech rights, New York interprets its public-accommodation law to require that photographers who commemorate opposite-sex marriages must also do so for same-sex marriages. Refusal may result in fines up to \$100,000, as well as possible criminal prosecution." [Attorney General Ken Paxton — Press Release, [6/9/21](#)]

- **The Brief Included AGs Marshall, Rutledge, Cameron, Landry, Schmitt, Wilson, Paxton, And Morrisey.** “Proposed Brief Of Amici Curiae States Of Nebraska, Alabama, Arkansas, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Oklahoma, South Carolina, Texas, Utah, And West Virginia In Support Of Plaintiffs’ Motion For Preliminary Injunction.” [Office of Attorney General Paxton, [06/04/21](#)]

At Least Three Companies Among AG Schmitt’s Largest Donors Have Publicly Shown Support For The LGBTQ Community.

Anheuser-Busch, Which Is Among AG Schmitt’s Largest Donors, Put Out A Statement In Support Of “Fostering An Inclusive Environment” For Its LGBTQ Employees And Community.

Anheuser-Busch Is Among AG Schmitt’s Largest Donors And Contributed \$75,974 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Anheuser-Busch Claimed To Value Fostering An Inclusive Environment For The LGBTQ Community, Saying It Valued Itself By The Quality And Diversity Of Its Teams. “Our purpose at Anheuser-Busch is bringing people together – to lift up our neighbors and to better the world. That means promoting inclusion and diversity across our business and supporting the communities we stand by whether through impactful partnerships or empowering our teams. Our people are our greatest strength, and we measure ourselves by the quality and diversity of our teams. Our LGBTQIA+ community has led the way in fostering an inclusive environment where all our colleagues can be their authentic selves.” [Anheuser-Busch, Accessed [6/23/21](#)]

Express Scripts, Which Is Among AG Schmitt’s Largest Donors, Was Recognized For And Touted Being A Best Place To Work For LGBTQ Equality.

Express Scripts Is Among AG Schmitt’s Largest Donors And Contributed \$75,974 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

HEADLINE: “Express Scripts Recognized As A Best Place To Work For LGBTQ Equality” [Cision PR Newswire, [11/9/17](#)]

In 2018, Express Scripts Scored A 100 On The Human Rights Campaign’s Corporate Equality Index. “Express Scripts (NASDAQ: ESRX) has received a perfect score of 100 on the 2018 Corporate Equality Index, a national benchmarking report on corporate policies and practices related to lesbian, gay, bisexual, transgender and queer (LGBTQ) workplace equality, administered by the Human Rights Campaign Foundation.” [Cision PR Newswire, [11/9/17](#)]

Lathrop GPM, Which Is Among AG Schmitt’s Largest Donors, Was Recognized For And Touted Being A Best Place To Work For LGBTQ Equality.

Lathrop GPM Is Among AG Schmitt’s Largest Donors And Contributed \$59,963 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

In 2021, Lathrop GPM Scored A 95 On The Human Rights Campaign’s Corporate Equality Index And The Firm’s Managing Partner Reiterated The Company’s Commitment To Diversity And Inclusion. “Lathrop GPM is once again rated highly in the annual Human Rights Campaign Foundation Corporate

Equality Index (CEI). In the 2021 report, Lathrop GPM received a score of 95 (out of a possible 100). ‘At Lathrop GPM we are committed to diversity and inclusion at every level, and in all aspects of our firm,’ said Lathrop GPM Managing Partner Cameron Garrison. ‘We expect this commitment to be evident not solely in policy handbooks, but also in the professionals who make up our teams and in the way all members of our firm interact with our clients, our communities and one another.’ [Lathrop GPM — Press Release, [2/4/21](#)]

Duke Energy, Which Has Publicly Shown Support For The LGBTQ Community, Is Among South Carolina Attorney General Alan Wilson’s Largest Donors Even Though He Has Used His Position To Oppose LGBTQ Rights

South Carolina Attorney General Alan Wilson Has Fought To Prevent Marriage Equality And Exclude LGBTQ People From Workplace Protections.

In 2014, South Carolina Attorney General Alan Wilson Sought A Stay From Chief Justice Roberts To Prevent Marriage Equality In SC While His Appeals Played Out In Court.

HEADLINE: “South Carolina Attorney General Asks Chief Justice To Stop Same-Sex Marriages From Starting.” [Buzzfeed, [11/19/14](#)]

In 2014, South Carolina Attorney General Alan Wilson Sought A Stay From “Chief Justice John Roberts To Stop Same-Sex Couples From Being Able To Marry In The State.” “South Carolina Attorney General Alan Wilson on Tuesday evening asked Chief Justice John Roberts to stop same-sex couples from being able to marry in the state beginning Thursday. Wilson is seeking a stay during his appeal of a trial court ruling from last week that the state’s ban on same-sex couples’ marriages is unconstitutional.” [Buzzfeed, [11/19/14](#)]

- **Buzzfeed: Wilson’s Appeal For A Stay Claims That “The 4th Circuit Court Was Wrong In Its Decision In The Case Challenging Virginia’s Marriage Ban, Bostic V. Schaefer, Which The Supreme Court Let Stand On Oct. 6.”** “Specifically, South Carolina is asking the chief justice to grant a stay pending appeal because, the filing asserts, the 4th Circuit Court was wrong in its decision in the case challenging Virginia’s marriage ban, Bostic v. Schaefer, which the Supreme Court let stand on Oct. 6.” [Buzzfeed, [11/19/14](#)]

Wilson Asked The Supreme Court To Intervene As Courts Continued To Rule That Bans On Same-Sex Marriage Were Unconstitutional, But SCOTUS Denied. “As one court after the other has ruled that such bans are unconstitutional, Wilson has continued to appeal. This week, he even asked the U.S. Supreme Court to intervene. The Supremes said no, and the run on gay marriage licenses began. But still Wilson sounded defiant: ‘When the U.S. Supreme Court decides to consider the case, our office will be supporting the position of the Sixth Circuit Court of Appeals, which is more consistent with South Carolina state law, which upholds the unique status of traditional marriage.’” [The Post and Courier, [11/20/14](#)]

- **Wilson Maintained That South Carolina Law Was Consistent With Upholding The “Unique Status Of Traditional Marriage.”** “As one court after the other has ruled that such bans are unconstitutional, Wilson has continued to appeal. This week, he even asked the U.S. Supreme Court to intervene. The Supremes said no, and the run on gay marriage licenses began. But still Wilson sounded defiant:

‘When the U.S. Supreme Court decides to consider the case, our office will be supporting the position of the Sixth Circuit Court of Appeals, which is more consistent with South Carolina state law, which upholds the unique status of traditional marriage.’ [The Post and Courier, [11/20/14](#)]

Throughout 2014 And 2015, Wilson Consistently Fought To Keep The Gay Marriage Ban In His State.

October 2014: Wilson Asked The South Carolina Supreme Court To Block Applications For Same-Sex Marriage Licenses As A South Carolina Probate Judge Began Accepting Applications. “Last week when a South Carolina probate judge accepted applications for marriage licenses, Wilson asked the South Carolina Supreme Court to step in and block them. ‘South Carolina has a law, as a constitutional provision, that defines marriage between a man and a woman,’ Wilson told WTOC. ‘As the chief attorney for the state, it is my job to represent my client’s interest and exhaust every legal option and remedy, and venue until there are no more venues and options to exercise, so that’s what I’m doing as a chief attorney for the state.’” [WTOC, [10/15/14](#)]

- **Wilson Said It Was His Job To Represent His “Client’s Interest” By Exhausting All Options And Venues To Prevent Same-Sex Marriage In South Carolina.** “Last week when a South Carolina probate judge accepted applications for marriage licenses, Wilson asked the South Carolina Supreme Court to step in and block them. ‘South Carolina has a law, as a constitutional provision, that defines marriage between a man and a woman,’ Wilson told WTOC. ‘As the chief attorney for the state, it is my job to represent my client’s interest and exhaust every legal option and remedy, and venue until there are no more venues and options to exercise, so that’s what I’m doing as a chief attorney for the state.’” [WTOC, [10/15/14](#)]

November 2014: Wilson And Gov. Haley Filed A Motion To Stop Two Women From Getting Married, Citing A 2-1 Decision By The U.S. Court Of Appeals’ 6th Circuit. “Gov. Nikki Haley and Attorney General Alan Wilson on Friday afternoon filed yet another motion to stop two Charleston women from getting married. The motion cites a Thursday 2-1 decision by a three-judge panel of the U.S. Court of Appeals’ 6th Circuit, which on Thursday upheld bans on same-sex marriage in four Midwest states.” [Charlotte Observer, [11/8/14](#)]

December 2014: Wilson Filed A Motion To Put A Hold On A Case Out Of Charleston Until The Supreme Court Could Make A Decision On A Different Same-Sex Marriage Case Out Of The U.S. Sixth Circuit Of Appeals. “A motion was filed late Tuesday by Attorney General Alan Wilson’s office against same-sex marriage in South Carolina. The motion asks to put a hold on a case out of Charleston known as Condon vs. Wilson until the U.S. Supreme Court can make a decision on a different same-sex marriage case out of the U.S. Sixth Circuit of Appeals, which handles court cases from Kentucky, Ohio, Michigan, and Tennessee.” [WIS News, [10/2/14](#)]

Wilson Appealed To The 4th U.S. Circuit Court Of Appeals And Then The U.S. Supreme Court After A Federal Judge In Charleston Struck Down A Ban On Gay Marriage In South Carolina. “After a federal judge in Charleston struck down the ban, paving the way for South Carolina’s first same-sex marriages, Wilson appealed to the 4th U.S. Circuit Court of Appeals and then the U.S. Supreme Court, but didn’t get a hearing at either court. Then, earlier this month, the U.S. Supreme Court agreed to rule in similar cases from the Midwest, agreeing to decide whether states may ban gay marriage and whether states must recognize same-sex marriages performed in other states.” [Greenville News, [1/30/15](#)]

- **As Wilson Appealed, The Supreme Court Announced It Would Rule To Decide Whether States Could Ban Gay Marriage Or Refuse To Recognize Same-Sex Marriages Performed In Other States.** “After a federal judge in Charleston struck down the ban, paving the way for South Carolina’s first same-sex marriages, Wilson appealed to the 4th U.S. Circuit Court of Appeals and then the U.S. Supreme Court, but didn’t get a hearing at either court. Then, earlier this month, the U.S. Supreme Court agreed to rule in similar cases from the Midwest, agreeing to decide whether states may ban gay

marriage and whether states must recognize same-sex marriages performed in other states.”
[Greenville News, [1/30/15](#)]

Wilson’s Efforts To Stop Gay Marriages In South Carolina Were A Losing Battle That Ultimately Cost South Carolina Taxpayers \$135,000

August 2015: AG Wilson Fought For The Constitutionality Of The State’s Ban On Gay Marriage Despite Clear Legal Signals From Other Cases That It Would Be Overturned, Ultimately Costing The State Over \$135,000 In Legal Fees. “State Attorney General Alan Wilson must pay \$135,276 in legal fees and costs to lawyers whose federal lawsuit forced open the doors to same-sex marriages in South Carolina, a judge ruled Monday. U.S. District Judge Richard Gergel cited the attorneys’ overwhelming legal victories against Wilson and ‘reasonable and necessary’ request for payment in granting 89 percent of what they sought. [...] Wilson fought the lawsuit, even though the Supreme Court had declined to review a 4th U.S. Circuit Court of Appeals case that overturned Virginia’s ban. Most legal experts agreed that meant all states under the 4th Circuit’s jurisdiction, including South Carolina, had to allow same-sex marriages. However, Wilson argued it was his duty as attorney general to uphold the ban.” [Charleston Post and Courier, [8/9/15](#)]

In 2019, Wilson Signed Onto A Brief Filed With SCOTUS That Argued LGBTQ Employees Were Not Covered By Workplace Discrimination Protections In The Civil Rights Act.

HEADLINE: “SC Attorney General Argues Against Protections For LGBTQ Employees.” [The Post and Courier, [08/29/19](#)]

AG Wilson Signed “An Anti-LGBTQ Brief Filed With The U.S. Supreme Court” With 15 Other AGs That “Asks The Court To Rule Against Three People Who Were Fired For Being LGBTQ And Argues That Sexual Orientation Is Not Included Under The Umbrella Of Workplace Discrimination Prevented By The Civil Rights Act Of 1964.” “South Carolina’s branch of the American Civil Liberties Union on Thursday condemned state Attorney General Alan Wilson’s decision to sign an anti-LGBTQ brief filed with the U.S. Supreme Court. The brief, signed by 15 Republican attorneys general, asks the court to rule against three people who were fired for being LGBTQ and argues that sexual orientation is not included under the umbrella of workplace discrimination prevented by the Civil Rights Act of 1964. The cases are the first time the court has agreed to hear arguments regarding transgender rights.” [The Post and Courier, [08/29/19](#)]

In May 2021, State Sen. Josh Kimbrell Asked Wilson To Intervene And Block Columbia’s Proposed Ban On Conversion Therapy.

State Sen. Josh Kimbrell Asked Wilson To Intervene To Block A Proposal In Columbia To Ban Conversion Therapy. “A state lawmaker has asked S.C. Attorney General Alan Wilson to intervene in Columbia’s proposal to ban professional therapy that seeks to change the sexual orientation or gender identity of minors. State Sen. Josh Kimbrell, R-Boiling Springs, introduced a bill before the General Assembly adjourned for the year that he said would override the city’s ordinance. He also sent a letter May 13 asking Wilson to consider the legality of the city rule and to sue to overturn it if the ordinance passes, citing a First Amendment violation.” [Post and Courier, [5/14/21](#)]

- **Kimbrell Also Asked Wilson To Sue To Overturn The Ban If It Passed.** “A state lawmaker has asked S.C. Attorney General Alan Wilson to intervene in Columbia’s proposal to ban professional therapy that seeks to change the sexual orientation or gender identity of minors. State Sen. Josh Kimbrell, R-Boiling Springs, introduced a bill before the General Assembly adjourned for the year that he said would override the city’s ordinance. He also sent a letter May 13 asking Wilson to consider the

legality of the city rule and to sue to overturn it if the ordinance passes, citing a First Amendment violation.” [Post and Courier, [5/14/21](#)]

A Spokesman For Wilson Said The Attorney General’s Office Was “Reviewing Kimbrell’s Request.” “Robert Kittle, a spokesman for Wilson, said the attorney general’s office is reviewing Kimbrell’s request.” [Post and Courier, [5/14/21](#)]

At Least One Company Among AG Wilson’s Largest Donors Has Publicly Shown Support For The LGBTQ Community.

Duke Energy, Which Is Among AG Wilson’s Largest Donors, Has Consistently Put Out Statements In Support Of The LGBTQ Community And Employees

Duke Energy Is Among AG Wilson’s Largest Donors And Contributed \$17,500 To His Campaign. [Follow the Money, accessed [06/16/21](#)]

Duke Energy Touted That It Scored A 100 On The Human Rights Campaign’s Corporate Equality Index For The Fourth Year In A Row. “Duke Energy has received a perfect score for the fourth year in a row on the Human Rights Campaign Foundation’s 2021 Corporate Equality Index, a national benchmarking study that annually ranks companies on LGBTQ-friendly corporate practices and policies.” [Duke Energy — Press Release, [1/29/21](#)]

HEADLINE: “Duke Energy Celebrates LGBTQ Teammates And Their Allies.” [Duke Energy — Press Release, [6/5/19](#)]

Beyond Being Hypocritical, Corporate Support For Politicians That Engage In Anti-LGBTQ Discrimination Is Bad for Business

Numerous Companies Have Opposed Anti-LGBTQ Policies Due To Their Detrimental Impact On The Business Community.

In April 2016, It Was Reported That More Than 120 CEOs And Business Leaders Signed An Open Letter Titled “Discrimination Is Bad For Business” That Said Companies Had An “Ethical Obligation” To Defend “LGBTQ Nondiscrimination.

HEADLINE: “Discrimination Is Bad For Business” [U.S. News, [4/21/16](#)]

In April 2016, It Was Reported That More Than 120 CEOs And Business Leaders Wrote A Letter Arguing That Discriminatory Laws Made It Harder For Businesses To Recruit And Retain The Best Employees. “Business owners – regardless of company size – have a vested interest in the economic and cultural environments impacting employees and customers. And ethics aside, there are compelling reasons why discrimination is bad for business. Multi-state corporations frequently cite recruitment as reason to encourage LGBT inclusion. More than 120 CEOs and business leaders – including representatives from Bank of America and Microsoft to Pinterest and Airbnb – made this case as signatories on an open letter denouncing HB 2: “[Discriminatory laws] make it far more challenging for businesses across the state to recruit and retain

the nation's best and brightest workers and attract the most talented students from across the nation,' they claimed." [U.S. News, [4/21/16](#)]

- **The Letter States That Companies Will Struggle To Relocate LGBTQ Employees To Places With State Sanctioned Intolerance.** "It's easy to understand their rationale: Even if a particular company enforces its own non-discrimination policies – as do the vast majority (89 percent) of Fortune 500 companies – prospective LGBT employees are still less likely to relocate to a city where they could feasibly be denied service or face other forms of state-sanctioned intolerance." [U.S. News, [4/21/16](#)]

The Letter Called The Argument That Companies Should Not Weigh In On "Religious Liberty" Debates That Result In Anti-LBTQ Policies "Preposterous. "This contradicts the religious right's caricature of 'corporate bullies' intimidating local communities to stamp out religious freedom bills. But the indignant cries of business overreach are also predicated on the preposterous view that employers have no place weighing in on state dialogues about religious liberties." [U.S. News, [4/21/16](#)]

The Letter Stated That LGBTQ Inclusive Policies Had "Countless" Economic Incentives Such As Improved Productivity, Millennial Brand Appeal, And Insulation From Damaging Public Relation Crises. "Still, for many business leaders, it seems these and countless other economic incentives – including gains in productivity, millennial brand appeal and insulation from damaging public relations crises – are ancillary to a sense of ethical obligation to defend LGBT nondiscrimination. For religious conservatives to denounce this impulse is stunningly hypocritical. After all, the religious freedom movement exists to defend a company owner's right to conduct business in accordance with his or her personal beliefs, including decisions about which customers – or which geographic markets – to serve." [U.S. News, [4/21/16](#)]

The Letter Concluded By Stating Corporations Have An "Ethical Obligation" To Defend "LGBTQ Nondiscrimination." "Still, for many business leaders, it seems these and countless other economic incentives – including gains in productivity, millennial brand appeal and insulation from damaging public relations crises – are ancillary to a sense of ethical obligation to defend LGBT nondiscrimination. For religious conservatives to denounce this impulse is stunningly hypocritical. After all, the religious freedom movement exists to defend a company owner's right to conduct business in accordance with his or her personal beliefs, including decisions about which customers – or which geographic markets – to serve." [U.S. News, [4/21/16](#)]

In April 2021, Dozens Of Companies With Large Employee Bases In Texas Signed An Open Letter That Anti-Trans, And Anti-LGBTQ Policies Broadly, Would Hurt Their Businesses By Endangering Their Employees And Their Customers.

HEADLINE: "American Airlines, Other Texas Employers Say Anti-LGBTQ Bills Are Bad For Business" [Fort Worth Star-Telegram, [4/19/21](#)]

In April 2021, A Group Of Large Corporations — American Airlines, Amazon, Apple, Dell Technologies, Facebook, Microsoft, The North Texas LGBT Chamber Of Commerce, And Others — Signed A Letter Speaking Out Against Anti-LGBTQ Legislation. "Fort Worth-based American Airlines and dozens of other large employers are speaking out against a slate of anti-LGBTQ bills making their way through the Texas Legislature. The businesses said the legislation could impact efforts to attract and retain talent and compete for business. Other signees include Amazon, Apple, Dell Technologies, Facebook, Microsoft and the North Texas LGBT Chamber of Commerce." [Fort Worth Star-Telegram, [4/19/21](#)]

The Letter Stated That The Companies Would Have Issues Retaining Employees In The State If Legislation That Discriminated Against Transgender Youth And LGBTQ Individuals Broadly Would Make Their Employees And Customers "Feel Unsafe." "The businesses said the legislation could impact

efforts to attract and retain talent and compete for business. [...] ‘We are concerned to see a resurgence of efforts to exclude transgender youth from full participation in their communities, to criminalize or ban best-practice medical care that is proven to save lives, or to exclude LGBTQ people in a variety of other settings, including accessing healthcare, filling prescription, or seeking legal representation,’ the Monday open letter reads. ‘We will continue to oppose any unnecessary, divisive measures that would damage Texas’ reputation and make our customers, our visitors, and our employees and their families feel unwelcome or unsafe.’” [Fort Worth Star-Telegram, [4/19/21](#)]

The Letter Specifically Decries A Proposed Bill That Would Ban Transgender Youth From Participating In Public School Sports And Bans On Providing Gender-Affirming Healthcare. “Among the bills being considered by lawmakers is Senate Bill 29, which would bar transgender student athletes from competing on a team based on their gender identity, instead requiring they play on a team based on their sex assigned at birth. The measure passed out of the Senate last week and is now in the House for consideration. Lawmakers are also taking up proposals that would prohibit doctors from performing a range of gender-affirming surgeries and treatments for children.” [Fort Worth Star-Telegram, [4/19/21](#)]

In February 2020, 142 Companies Signed A Letter Opposing A Series Of Anti-LGBTQ Bills In Tennessee Which They Said Threatened Their Businesses.

HEADLINE: “Amazon, Nike, American Airlines: Tennessee Anti-LGBT Bills Put ‘Economic Success At Risk’” [CNBC, [2/5/20](#)]

In February 2020, 142 Businesses, Including Amazon, Nike, Dell, Lyft, Marriott, And American Airlines, Signed A Letter In Opposition To Anti-LGBTQ Bills In The Tennessee Legislature. “A total of 142 businesses signed a letter Wednesday announcing their opposition to Tennessee’s recent slew of anti-LGBTQ laws, which has been dubbed the slate of hate by activist groups. The collective, known as the Tennessee Businesses Against Discrimination, included major companies such as Amazon, Nike, Dell, Lyft, Marriott and American Airlines, as well as more than 100 small businesses in Tennessee.” [CNBC, [2/5/20](#)]

The Letter Stated It Was A “Business Imperative” That Customers, Employees, And Their Families Feel Fully Included In Tennessee’s Economic Prosperity. “Policies that signal that the state is not welcoming to everyone put our collective economic success at risk,’ the letter said. ‘It is both a business imperative and core to our corporate values that our customers, our employees and their families, and our potential employees feel fully included in the prosperity of our state.’” [CNBC, [2/5/20](#)]

The Letter Said That Tennessee’s Anti-LGBTQ Bills Were A Threat To Their “Collective Economic Success Risk.” “Policies that signal that the state is not welcoming to everyone put our collective economic success at risk,’ the letter said. ‘It is both a business imperative and core to our corporate values that our customers, our employees and their families, and our potential employees feel fully included in the prosperity of our state.’” [CNBC, [2/5/20](#)]

The Letter Specifically Opposes The Passage Of A Bill That Would Allow Adoption Agencies To Discriminate Against LGBTQ Individuals, Saying It Harmed “Economic Competitiveness.” “The letter specifically targets the passage of HB 836, which allows taxpayer-funded foster care and adoption agencies to discriminate against LGBTQ people. It stated that enacting further anti-LGBTQ legislation would harm Tennesseans and ‘create unnecessary hurdles to economic competitiveness.’” [CNBC, [2/5/20](#)]

As Of June 27, 2021, 138 Companies Signed On To A Letter Broadly Opposing State Level Efforts To Pass Anti-LGBTQ Legislation.

138 Companies Signed A Human Rights Campaign Letter Opposing Anti-LGBTQ Legislation At The State Level. “So far, 138 companies have signed the Business Statement Opposing Anti-LGBTQ State Legislation stating their clear opposition to harmful legislation aimed at restricting the access of LGBTQ people in society.” [HRC, [Accessed 6/27/21](#)]

The Letter Stated That Anti-LGBTQ Legislation Threatens Their Employees And Their Families And Makes It Difficult To Recruit And Maintain A Labor Force In States That Pass Such Bills. “These bills would harm our team members and their families, stripping them of opportunities and making them feel unwelcome and at risk in their own communities. As such, it can be exceedingly difficult for us to recruit the most qualified candidates for jobs in states that pursue such laws, and these measures can place substantial burdens on the families of our employees who already reside in these states. Legislation promoting discrimination directly affects our businesses, whether or not it occurs in the workplace.” [HRC, [Accessed 6/23/21](#)]

The Letter Specifically Decries Anti-Transgender Youth Legislation. “We are deeply concerned by the bills being introduced in state houses across the country that single out LGBTQ individuals - many specifically targeting transgender youth - for exclusion or differential treatment. Laws that would affect access to medical care for transgender people, parental rights, social and family services, student sports, or access to public facilities such as restrooms, unnecessarily and uncharitably single out already marginalized groups for additional disadvantage. They seek to put the authority of state government behind discrimination and promote mistreatment of a targeted LGBTQ population.” [HRC, [Accessed 6/23/21](#)]

Officials Have Stated That Anti-LGBTQ Conduct By Companies Poses A Financial Risk To Investors.

In August 2019, The New York State Comptroller Sent A Letter To 41 Top Companies Claiming Supporting Anti-LGBTQ Politicians Posed Financial Risk To Investors.

HEADLINE: “Amazon And Google Warned That Funding Anti-LGBTQ Politicians Is Bad For Business”
[Quartz, [9/14/19](#)]

In August 2019, The New York State Comptroller Warned Large Businesses That Donating To Politicians Who Supported Anti-LGBTQ Legislation Was A “Big Reputational Risk For Companies That Purport To Be Allies Of The Queer Community.” “The New York State comptroller is asking the CEOs of 41 companies—including Amazon, Google, Microsoft, Facebook, and AT&T—to stop making corporate donations to politicians who support anti-LGBTQ policies. For example, in an Aug. 22 letter to UPS posted online yesterday (pdf) by the advocacy group Zero for Zeroes, comptroller Thomas DiNapoli argued that funding politicians with discriminatory platforms and agendas constitutes a big reputational risk for companies that purport to be allies of the queer community. The negative publicity and boycotts that could emerge as a result of the apparent conflict between companies’ values and their spending could cost them a lot of money—and, by extension, make the public pension fund that DiNapoli oversees lose a lot of money as well.” [Quartz, [9/14/19](#)]

The Letter Stated That Practicing What They Preached Was Not Only An Ethical Issue, But An Ethical Issue That Could Impact Their Bottom Line. “DiNapoli urges the companies to review their policies and procedures for corporate political spending ‘to determine whether spending is aligned with corporate strategy and values,’ with the goal of ‘mitigating the financial ramifications of misalignment.’ In other words, funding anti-LGBTQ politicians isn’t just bad ethics, it’s bad business.” [Quartz, [9/14/19](#)]

The New York State Comptroller Stated That Supporting Anti-LGBTQ Politicians While Purporting To Be An Ally Posed A Financial Risk To The State's Investments.

Based on the Fund's experience as a long-term investor, we believe that a company's ability to mitigate reputational risk is key to fostering sound, sustainable, and profitable long-term strategies. Therefore, I urge UPS, Inc. to review its policies and procedures for making corporate political expenditures to determine whether spending is aligned with corporate strategy and values. This review would help ensure that such expenditures are consistent with its public stance on issues that pose heightened misalignment risks, like LGBTQ rights, thereby mitigating the financial ramifications of misalignment.

[Office Of The New York State Comptroller, [8/22/19](#)]

Advocate, Academic And Economic Groups Have Demonstrated Anti-LGBTQ Policies Hurts Businesses Associated With The States That Enacted Them.

According To LGBTQ Rights Group GLAAD, Polls Showed That Consumers Avoid Brands From States That Passed Anti-LGBTQ Legislation.

HEADLINE: "States Passing Anti-Transgender Laws Face Corporate Pushback And Economic Impact"
[GLAAD, [5/11/21](#)]

A Group Of Business Leaders, Medical Associations, Sports Associations, And Advocacy Groups Spoke Out Against Anti-Transgender Bills That Interfered With Corporate Diversity And Inclusion Policies As Well As Consumer Interests. "In response to the state-level attacks on trans youth, business leaders, medical associations, sports associations, and leading women's and LGBTQ advocacy groups have spoken out in opposition to anti-trans bills. In addition, public polling shows that the bills are overwhelmingly unpopular—even among Republican voters. When North Carolina passed the anti-trans 'bathroom bill' HB2, the worst anti-LGBTQ law in the nation when it passed in 2016, the state faced a projected \$3.76 billion in economic losses, according to a 2017 Associated Press analysis. That economic threat is being echoed today, as corporate leaders and consumers alike express concern over discriminatory state laws that interfere with corporate diversity and inclusion policies and consumer interests." [GLAAD [5/11/21](#)]

GLAAD Said That According To Polling Consumers Are Willing To Avoid Brands From States That Passed Anti-LGBTQ Legislation. "Our most recent polling shows that LGBTQ people are ready to avoid visiting or buying from brands in states that pass discriminatory anti-trans laws. And everyone from corporate leaders and celebrities to everyday Republican voters has voiced strong opposition to state bills that target vulnerable transgender youth. It's clear that states passing these laws will face backlash in direct and lasting ways." [GLAAD [5/11/21](#)]

In January 2016, The World Economic Forum Said Anti-LGBTQ Policies Threatened Businesses.

The World Economic Forum Claimed That Anti-LGBTQ Policies On A Company Or Political Level Would Harm Businesses. "But if they are to make further progress, governments need the active involvement and commitment of business. In recent years, businesses large and small have taken steps to make the work environment safer and more inclusive for their LGBT employees. Many have changed the way they do business with a view to better serving LGBT customers and, in some cases, extracting anti-discrimination commitments from suppliers up and down their supply chains." [World Economic Form, [1/05/16](#)]

The World Economic Forum Said That “Altruism And Self-Interest Point In The Same Direction” And That Companies Had An Imperative To Protect LGBTQ Rights Up And Down Their Supply Chains. “Many have changed the way they do business with a view to better serving LGBT customers and, in some cases, extracting anti-discrimination commitments from suppliers up and down their supply chains. Altruism and self-interest both point in the same direction. Tackling discrimination is the right thing to do – and essential if the human rights of LGBT people are to be properly protected. But it’s also the smart thing to do for any business that wants to maximize the productivity of its own workforce – as well as for any country that wants to harness the full economic potential of its people.” [World Economic Form, [1/05/16](#)]

Anti-LGBTQ Policies Cause Monumental Capital Flight In States Where They Are Enacted.

North Carolina’s Anti-Transgender Bathroom Ban Was Estimated To Cost The State Over \$3.76 Billion In Lost Business.

HEADLINE: “AP Exclusive: ‘Bathroom Bill’ To Cost North Carolina \$3.76B” [AP, [3/30/17](#)]

An Associated Press Analysis Found That If North Carolina’s Anti-Transgender Bathroom Ban Bill Would Cause The State Could Lose Over \$3.76 Billion In Business Over The Next 12 Years. “Despite Republican assurances that North Carolina’s “bathroom bill” isn’t hurting the economy, the law limiting LGBT protections will cost the state more than \$3.76 billion in lost business over a dozen years, according to an Associated Press analysis.” [AP, [3/30/17](#)]

North Carolina’s Anti-Transgender Bathroom Bill Cost The State’s Economy Tens Of Billions Of Dollars From Causes That Ranged From \$2.66 Billion Lost On A Cancelled PayPal Facility To \$33,000 Lost To A Cancelled Ringo Starr Concert. “Over the past year, North Carolina has suffered financial hits ranging from scuttled plans for a PayPal facility that would have added an estimated \$2.66 billion to the state’s economy to a canceled Ringo Starr concert that deprived a town’s amphitheater of about \$33,000 in revenue. The blows have landed in the state’s biggest cities as well as towns surrounding its flagship university, and from the mountains to the coast.”

The Report Did Not Attempt To Quantify The Economic Losses To The State Caused By Business Conventions And Other Events Leaving The State. “The AP also tallied the losses of dozens of conventions, sporting events and concerts through figures from local officials. The AP didn’t attempt to quantify anecdotal reports that lacked hard numbers, or forecast the loss of future conventions.” [AP, [3/30/17](#)]

America Competes Compiled Studies That Showed That Anti-LGBTQ Policies, Or Even Debating Anti-LGBTQ Policies, And The Absence Of Anti-Discrimination Protections Cost State Millions Of Dollars Annually.

A Study Found That By Texas Merely Debating An Anti-Transgender Bathroom Ban Bill Caused The State To Lose \$66 Million In Business Convention Revenue—And If It Had Passed The State Were Poised TO Lose An Additional \$1.4 Billion. “In 2017, Texas tourism leaders reported that the ongoing bathroom bill debate resulted in \$66 million in confirmed lost convention business, before any bill became law. If a bathroom bill had become law, those tourism leaders reported that they were poised to lose additional \$1.4 billion in conventions, sports championships, and similar events” [America Competes, [Accessed 6/23/21](#)]

Studies Found That Florida Lost \$362 Million Annually Due To Absence Of Nondiscrimination Protections And Could Boost Its Economic Output By Over \$5.46 Billion If They Expanded Nondiscrimination Legislation. “A 2016 study found that Florida can boost its total economic output by \$5.46

billion over the next 10 years, linked to the creation of 35,759 new jobs, by enacting nondiscrimination legislation to boost its attractiveness to skilled and innovative labor. Florida's productivity would grow by \$3.46 billion in gross product over a 10-year period. A conservative calculation of Florida losses due to the absence of nondiscrimination protections—based on lost productivity and turnover alone—reduces the collective bottom line in Florida by more than \$362 million annually” [America Competes, [Accessed 6/23/21](#)]

The Tulsa Regional Chamber Found That The Discussion Of An Anti-Transgender Bathroom Ban Cost The State Of Oklahoma \$50.9 Million In Bad Publicity Alone. “The Tulsa and Oklahoma City chambers of commerce stated that ‘passage of SB 1619 would halt growth and success in our states tourism and economic development efforts, causing significant and immediate revenue losses.’ The debate over the bill contributed to \$50.9 million worth of bad publicity about the state, according to a report commissioned by the Tulsa Regional Chamber” [America Competes, [Accessed 6/23/21](#)]

An Anti-LGBTQ Bill Passed In Indiana Results In A \$100 Million Loss In Business Revenue In Weeks. Before The Law Was Amended. “Indiana experienced an immediate and measurable economic backlash to its own anti-LGBTQ legislation, SB 101, in early 2015. That’s when Indiana lawmakers passed – and then-Governor Mike Pence signed into law – a policy that allowed for discrimination against LGBTQ people on religious grounds. Visit Indy reported that Indianapolis lost more than \$60 million in economic opportunities, including the loss of at least 12 conventions, in the weeks before a ‘to the law fix’ was enacted. Angie’s List halted a \$40 million, 1,000-job corporate investment until the law was amended to ensure it could not be used to discriminate” [America Competes, [Accessed 6/23/21](#)]

An August 2019 Study Published In World Development Found That LGBTQ Rights And GDP Positively Correlated And That LGBTQ Inclusion And Strongly Suggested That Economic Growth Were Mutually Reinforcing.

A Study Published In World Development Found That LGBTQ Rights And GDP Positively Correlated, Where Increases In LGBTQ Inclusivity Were Associated With Thousands Of Dollars Of Real GDP Per Capita. “This analysis uses a fixed effects regression approach and a newly-created dataset – Global Index on Legal Recognition of Homosexual Orientation (GILRHO) – to assess how these detriments are related to the macroeconomy. Our study finds that an additional point on the 8-point GILRHO scale of legal rights for LGB persons is associated with an increase in real GDP per capita of approximately \$2000.” [Science Direct, [August 2019](#)]

The Study Suggested That Roughly 6-22% Of The Economic Impact Of LGBTQ Inclusive Policies Could Be Attributed To Healthcare Costs And Labor Market Stigmatization. “Also, a back-of-the-envelope estimate suggests that about 6% to 22% of the finding could reflect the costs to GDP of health and labor market stigmatization of LGB people. Results from this study can help to better understand how the fuller enjoyment of human rights by LGBT people can contribute to a country’s economic development.” [Science Direct, [August 2019](#)]

The Study Strong Suggested That LGBTQ Inclusion And Economic Growth Were Mutually Reinforcing. “Presents a new dataset: Global Index on Legal Recognition of Homosexual Orientation. Uses fixed effects regressions to test association between LGB inclusion and GDP. Additional point on 8-point scale of legal rights associated with \$2000 GDP increase. Up to one fifth of this result reflects costs to GDP of insufficient legal rights. Strong sign that economic development and LGBT inclusion are mutually reinforcing.” [Science Direct, [August 2019](#)]