

HOW AVERAGE CITIZENS CAN CHANGE GOVERNMENT ACTION

Working With Your Elected Officials

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PARTICIPATING IN DEMOCRACY

It is easy to think that participating in democracy is simply about voting. Voting is probably the most important, specific action that we can do to participate in democracy. But it is only the beginning. Our government is run by officials elected to represent us. We can just assume that they will do that, or we can be active participants in the daily life and actions of our government by making sure that elected officials represent each and every one of us. How do we do that? By developing and maintaining relationships with our elected officials! This is not a relationship that requires a lot of time and energy. Remember, each of us is just one of many constituents, so our elected officials' time, energy, and resources can only be spread so far.

Most people cast their ballots and then sit back and let government do whatever it will do. You have the ability to change that--to participate at a level that can make a difference, especially when it comes to gay, lesbian, bisexual, transgender, and queer (GLBTQ) issues!

While some officials may be well versed in the issues that impact the GLBTQ communities, many are not. You can play a role by helping them know what is important to you and why. Elected officials tend to react and let their decisions be dictated by whoever has the loudest voices. They are more likely to be persuaded for or against an issue by an apparent wave of support or opposition unless they know that there are constituents who feel differently!

What's in it for you? The possibility for a better quality of life, legal acknowledgement and protections to be sure. However, Pennsylvania is also not one of the states that are drawing young talented people. Innovative companies that are moving our country forward often select other more progressive states, and this harms our economic well being as well as the cultural and intellectual diversity that fosters an exciting place to live. So the state, and all the residents of it also benefit from your direct participation in shaping our future.

HOW LAWS ARE MADE

Information provided in "How Laws Are Made" section, courtesy of Unitarian Universalist Pennsylvania Legislative Advocacy Network.

Who are the lawmakers?

The Pennsylvania General Assembly is made up of the House of Representatives and the Senate. There are 203 House Districts, each with about 60,000 people. Representatives serve 2-year terms. All are up for election every even-numbered year.

There are 50 Senate Districts, each with about 242,000 people. Senators serve 4-year terms. Those in odd-numbered districts up for election in 2008. Those in even-numbered districts are up for election in 2010.

Beginning in January 2009, the House has 104 Democrats and 99 Republicans. The Senate has 30 Republicans and 20 Democrats. The majority party in each chamber controls all committee chairmanships and the flow of legislation. All floor sessions and committee meetings are open to the public pursuant to the Sunshine (open meetings) Act.

How do laws get made?

A bill can be introduced in either the House or the Senate. Each bill has a prime sponsor, who is listed first on the bill. Other members can become cosponsors. When it is introduced it is given a number and referred to a relevant committee. The chair of the committee has control over whether any bill in that committee is considered and voted on. The chair may or may not hold public hearings on bills; public hearings are not necessary for a bill to be considered. To act on a bill, the chair will call a committee meeting. Upon a motion, the committee will vote to report the bill out of committee. Most bills are then referred to the Appropriations Committee to determine their fiscal impact on the state. That committee will then follow the same process.

The bill is then placed on the House (or Senate) calendar and can be voted on by the full chamber after it has been on the calendar for at least three days. Bills can be amended in committee or on the House or Senate floor. If the bill passes, it goes to the other chamber and is subject to the same process. If the second chamber amends the bill it will go back to the original chamber for a vote on concurrence in the amendments. If they concur it goes to the governor for signing. If they "non-concur" it goes to a conference committee to work out the differences.

- The same bill has to pass both chambers within the same two-year session (January of an odd year to November of an even year). It can be amended anywhere in the process.
- The majority party leadership controls the agenda.
- Role of committee chairs:
 - may hold public hearings
 - may bring the bill up for consideration (debate and vote)
- most bills die in committee, never acted on
- Bipartisan sponsorship of bills is important, otherwise partisan considerations will kill them.
- It is much easier to kill than to pass legislation because of the cumbersome process a bill must go through.
- Related bills are often used as legislative "vehicles," circumventing committees. For example, if any bill amending the Human Relations Act has made it part way through the process, any amendment that is germane to the Human Relations Act can be added to it on the floor or in committee.

Advocacy Access Points

All state senators have legislative staff. It is important to educate them about issues of concern because they make recommendations and provide background to the senator. Most state representatives, except for committee chairs and those in the leadership, do not have legislative staff. It is important to educate the representatives directly.

In deciding whether to cosponsor or vote for a bill, most legislators listen to the concerns of their constituents. Other than on a few hot-button issues, state legislators typically get very few letters or e-mails from constituents on any given issue. *People should not underestimate the influence they can have with state legislators.*

Ways to influence legislators:

- through the Administration and the various departments of state government
- by working with other interest groups
- contacting the media
- reaching out to other legislators
- making campaign contributions
- rallying other constituents
- speaking to them directly!

Correspondence to all legislators can be sent to House (or Senate) Post Office, Main Capitol, Harrisburg, PA 17120. The Capitol Switchboard is (717) 787-2121. Information on all legislators (including e-mail addresses, district office information, etc.) can be obtained from <http://www.legis.state.pa.us/>

COMMUNICATING WITH YOUR ELECTED OFFICIALS

Get Involved!

We are living in a time of cultural change and battle. Conservatives are fighting very hard to take away LGBTQ rights, or limit their progress. This battle isn't new, and you may be tired and wish someone else would fight it. But there isn't anyone else to do it but you. Get involved! The best way to get involved is to actively communicate and work with your elected officials. Sure, joining organizations is important. Marches and rallies can be invigorating. However, legislation will only get passed that protects our rights and helps us achieve equality when we each do our part to inform elected officials about GLBTQ people and the issues that matter to us. Adequate communication, not marching, is the key.

Who Are Your Elected Officials?

Elected officials include those at every level of government, from local to national: city councils, mayors, state representatives and senators, US representative and senators, and others. Focusing your communication effort on officials at the state level is especially important in Pennsylvania. The state of Pennsylvania has two large, urban, progressive areas at either end--Pittsburgh and Philadelphia. But the majority of the state and its

elected officials are more conservative. GLBTQ people live everywhere in our state, although they may be less visible to elected officials outside of these two progressive areas.

Your Officials Need to Hear from You

There are a few ways to ensure that your elected officials hear from you. One way is email. You may frequently get emails asking you to contact some official to voice your opinion on a particular issue or piece of legislation. While these emails are important, their primary purpose is for numbers. Officials rarely read emails. They are looking to see how many emails they receive for or against a particular issue or initiative.

But your officials need to know how you feel about particular issues, what is important to you, and why it matters to you. The best way to do this is by sending a personal letter or fax. All letters and faxes are read by your elected officials.

You may also get requests to contact your officials by phone. Phone calls are good but, like emails, they function mostly as a numbers count. Officials want to know how many phone calls they've received in support of or in opposition to a particular issue.

If you really want to make a difference, plan on meeting your official face-to-face. It's not as scary as it sounds!

How to Lobby Your Elected Official

Find Out Who Your Elected Officials Are

You are represented by elected officials at every level of government. It is possible to lobby any of your elected officials. But you must first know who they are! You can locate the names of your state and US representative and senator at the following web page: <http://tinyurl.com/palegislator>

Make an Appointment

State officials are generally in Harrisburg from Monday to Wednesday and return to their districts on Thursday and Friday. You can meet with them in either place. Call their office and say that you would like to make an appointment with [your legislator's name] and that the purpose of the meeting is to discuss [name of upcoming legislation or issue].

The typical response to an appointment request is that you are welcome to come by your official's office and drop off information. This is understandable since your elected officials truly are very busy. However, it is your right as a citizen to express your views to government people, so clarify to the person you speak with that you understand your elected official is busy, but you would prefer a meeting if possible. If the official is unavailable, then ask to meet with his or her aide. Meeting with an aide can be very productive and they work hard to convey key aspects of issues to your official. Aides typically listen very closely, ask key questions, and can be counted on to communicate

your concerns. So, if you can't get a meeting with your elected official, getting one with an aide is very good. Sometimes you just need to be persistent. Remember--your voice is extremely important and valuable!

Prepare for the Meeting

Preparing for your meeting is extremely important. Your elected officials and their aides are very busy people, so you want whatever time you get with them to be as productive as possible.

Know what you want to say. Review your talking points for the issue at hand. Think about your personal story: what can you share about how this issue or legislation will affect you, your loved ones, and your community? Practice, practice, and practice some more! It isn't essential to be able to recite what you want to say word for word, but it is important that you speak clearly, comfortably, and confidently and use your the brief amount of time you are allotted for a meeting as wisely as possible.

Research your elected official. Look for any personal connection that can be used as an icebreaker for your conversation. Maybe your children attend the same school, you share the same hobby, or you notice a picture on the wall you like. Don't just jump right into the conversation--build a relationship first!

Prepare an information packet to leave with your official. Use this packet to provide additional information about the issue or legislation so the official has some reference material to return to after your meeting is over. You don't need to create this from information from scratch; use prepared items wherever possible. Your research packet should include a contact list (including your information), as well as a list of local, regional, state, and national organizations that can provide more information to your elected official.

Plan who will be a part of your meeting. Take along a friend, family member, or anyone who can help add value to the meeting with your official.

Arrive for the Meeting

Arrive early for your meeting and be prepared to be flexible on time. Your official's time is very limited, and he or she more than likely has many other meeting scheduled with staff people who play a critical role in keeping the official on top of all the current issues and legislation.

Your meeting will likely include at least one aide. This is a good thing! The more you can develop a working relationship with the staff of the official, the better. If the official is not able to meet with you due to a problem, meet with the aide. That may be the best use of everyone's time.

Remember that everyone in the room wants the same thing: what is best for the State and its constituents. Your role is to help the elected official and his or her staff understand how the issue or legislation at hand will accomplish that shared goal.

Be flexible, personable, and conversational. At the same time, remember that this is a business meeting. You are there to learn more about your elected official, and help him or her learn more about your issue or legislation.

Be prepared to answer questions and help the elected official or staff person learn more about the issue or topic. Your presence and knowledge puts a face on your issue or legislation and helps place it in the context of real people and real life. If the elected official or aide asks you something you don't know the answer to, politely say that you do not know but that you will find out and get back to them with the answer.

Don't be afraid to directly ask, "Would you be willing to vote for this legislation or perhaps even be a cosponsor?" If the official or staff person says no or seems reluctant, respectfully ask them to clarify their current views on the issue impacting their reluctance. This gives you a step for further future dialogue and a chance to clear up any misconceptions. If you are working with a state or national organization, this can also yield valuable information to pass along so that the organization knows where legislators stand on the issue.

Be sure to ask for business cards of all the people who participated in the meeting to assist you in being able to contact them again, and offer your business card in return if you have one.

Follow up after the Meeting.

Within a day or so, send a thank you note to everyone you met with in the meeting. In addition to thanking attendees for taking time to meet with you, your note should also reiterate the main points from the meeting. Correspondence such as this can go a long way toward building a working relationship with your official and his or her staff. If there were any questions asked and you offered to follow up with more information, you can put that in with your thank you note. Let the official know that you would like to schedule a follow up meeting in the future. Close your note by offering to help the official by providing further information about the issue or legislation.

Develop the Relationship

Continue developing an ongoing relationship with your elected official. This person represent you and your neighbors as well as the residents of the state. You take steps to improve life for everyone by giving voice to your ideas and opinions. Even if it looks like you will never be on the same side of an issue, you are helping ensure that diverse points of view are understood and respected. Change sometimes comes quickly, sometimes slowly. Hang in there, be respectful, and build a working relationship so that the door is open for a free exchange of information and ideas.

THOUGHTS FROM A SEASONED ACTIVIST

After I wrote these instructions, I asked Dana Elmendorf for input and in addition to some changes, she offered some insight from her own experiences. Dana shares:

“One other thing to keep in mind is that often people don’t make these visits because they don’t always feel they confidently know what they are talking about. It is a pretty intimidating thing. I’ve always gone in with an attitude, though, of “feel the fear and do it anyway”. The first visit I made I was so scared but I learned a lot even if I didn’t nail it. I took that experience, as well as the second visit and by the third was actually able to change my senator’s mind. So, don’t let fear hold you back.

Also let people know if they want an experienced person to meet with them beforehand or even to go with them, I am happy to help if my schedule allows.

Once I worked up my confidence for these kinds of meetings I found it very productive to also ask directly “would you be willing to vote for this legislation or perhaps even be a cosponsor?” If they say no or seem reluctant, respectfully ask them very clearly to help you to understand their current views on the issue impacting their reluctance. That then gives you a step for future dialogue, a chance to clear up any misconceptions.

If we sit back and wait for “the right politician” or “the right legislation” to create a better society, we will always be waiting. Our democracy works only when we, the people are the driving force demanding accountability and action from our elected officials. We help them represent us and keep them on that track by communicating with them at the ballot box and through an ongoing dialogue and communication once they are in office. Do your part! Communicate with your elected officials.”

After the meeting, and to pass along valuable information to Jake Kaskey at the Equality Advocates PA office, so he knows where legislators are standing on the issue. Remember there are over 200 of them so Jake really needs to rely on getting info from many people who have attended meetings.

FACTS AND MYTHS ABOUT ANTIDISCRIMINATION LEGISLATION

Opponents of PA HB 300, are finding it pretty hard to label the legislation a bad thing on its own and so, they are resorting to utter lies and exaggerations to poison public opinion. HB 300 is nothing but an economic bill that creates a state free from discrimination in employment, housing, and public accommodations, and allows the state to be competitive, attract the best and the brightest people, and be a leader once more. The “Facts” presented here were provided by the Value All Families Coalition. The “Myths” were taken from various web sites as well as printed materials used by opposing groups.

Facts

Current Pennsylvania law provides basic legal protection against discrimination on the basis of race, color, religion, ancestry, age, national origin, handicap or

disability, education and the use of a guide dog, but not sexual orientation, or gender identity or expression.

Amending the Pennsylvania Human Relations Act (PHRA) to prohibit discrimination on the basis of sexual orientation and gender identity or expression would provide basic protection to ensure fairness for lesbian, gay, bisexual, and transgender Pennsylvanians.

Many states have already amended their state civil rights laws to protect against this kind of discrimination.

Twenty states have laws protecting gay, lesbian, and bisexual people from discrimination: California, Colorado, Connecticut, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont, Washington, Wisconsin, and the District of Columbia. Thirteen states also prohibit discrimination against transgender people through legislation or case law: Nearly 300 municipalities in the United States, including 14 in Pennsylvania, have civil rights protections based upon sexual orientation, gender identity, or both.

Many major businesses in Pennsylvania have employment policies prohibiting such discrimination.

More than 100 employers in Pennsylvania, including some of the largest corporations, have non-discrimination policies including sexual orientation and/or gender identity. Of companies on the Fortune 500 list, 462 companies, including all 27 Fortune 500 companies headquartered in Pennsylvania, prohibit discrimination based upon sexual orientation. These companies recognize that attracting and retaining the best workers is critical, and that employers with a reputation for respecting diversity are at a competitive advantage.

This change will make Pennsylvania competitive with our neighbors.

Our neighboring states of Maryland, New Jersey, and New York already have laws prohibiting discrimination on the basis of sexual orientation.

Pennsylvania has already taken steps in this direction.

In 1975, Pennsylvania Governor Milton Shapp issued the first state executive order banning discrimination in state employment on the basis of sexual orientation. This executive order has been reissued by each of Governor Shapp's successors and now also includes gender identity or expression. The following Pennsylvania municipalities prohibit discrimination on the basis of sexual orientation, gender identity or both: Allentown; Easton; Erie County; Harrisburg; Lancaster; Lansdowne; New Hope; Philadelphia; Pittsburgh; Scranton; State College; Swarthmore; West Chester and York.

Many of our citizens are not covered by their employer's policies or their municipality's laws.

Discrimination based on actual or perceived sexual orientation and gender identity or expression effectively denies qualified individuals equality and opportunity. The lack of uniform policy across the state leads to confusion for employers and employees and protects only those Pennsylvanians who work in one of the municipalities that prohibits these types of discrimination. According to data from the 2000 US Census, 79% of Pennsylvanians are not covered by a non-discrimination ordinance.

The Pennsylvania Human Relations Commission (PHRC) supports amending the PHRA to include protections on the basis of sexual orientation and gender identity or expression.

The PHRC enforces the Pennsylvania Human Relations Act. The Act prohibits discrimination in employment, housing, and public accommodations. The PHRC opposes discriminatory acts against all individuals, including those who belong to classes not currently protected under the Pennsylvania Human Relations Act.

Myths

What if a religious school expelled students for homosexual sex? That could constitute a violation based on denial of a public accommodation. Someone may argue against this example in that Human Relations Act protects mere “status” and nothing more.

There is nothing about this that is true. Schools in general, and religious schools in particular, are not covered by “public accommodation.” There is a fairly large body of case law that demonstrates that schools are not held to the same standards as other public businesses.

What if a photographer refused to photograph a same-sex wedding ceremony? That could violate the public accommodation provision. In New Mexico a photographer was fined \$6,600 after she refused to do so. To be clear, she did not refuse to serve homosexual clients, but merely wished to avoid photographing such a ceremony. She was still found guilty of discrimination on the basis of sexual orientation.

This one is not a flat out lie, but the way it is phrased is a bit misleading. It really isn’t the case that a photographer (individual) was fined, but rather a photography business. When people choose to set up and operate a business, they agree to operate that business in accordance with the rules and laws that govern doing business. HB 300 is an economic bill. It affects the ways that businesses act toward GLBTQ people and doesn’t impact how individuals feel, how they should believe, or how they should act. In the case of the New Mexico photographer, it is false to say that she didn’t refuse to serve homosexual clients. That is exactly what she did. A client requested photography services, and she refused because of the client’s sexual orientation.

The law already protects against discrimination based on a number of protected classes. Some are genetic, like race, and others are by choice, such as religion. HB 300 adds sexual orientation to the list. Nothing more, nothing less.

What if a religious landowner did not want to use its property to facilitate such a ceremony? That, too, could violate the public accommodation provision. The Ocean Grove Camp Meeting Association of the United Methodist Church was preliminarily found guilty of discrimination after it refused to allow its property to be used for a civil union ceremony. Again, it was not prohibiting entry by homosexuals, it just refused to have its property used for such a ceremony. As a result, prosecution continues, it may face a fine, and it has lost part of its tax-exempt status.

This one falls somewhere between being simply misleading and being a lie, but closer to a lie. A church, school, or a private citizen may be designated as a “religious land owner.” In the case of the campground, the facility specifically opened itself up as a public/ for rent facility. If the Methodist Church had kept it as a private, church-affiliated campground, they would not have been in a position to be sued. They would have been in their full rights to decide who could or couldn’t use the space. But they opened the campground as a public facility.

Churches and religious organizations will have to decide what is important to them. They can be “for profit” facilities and run as a rental businesses. As such, they will have to abide by the laws, and do not deserve non-profit status. Or, they can keep their non-profit status and maintain special rights and the ability to control their use. But they can’t have it both ways.

I am a landowner/ homeowner and I have a rental unit. As a business, I am subject to housing laws and cannot discriminate. If I felt that those laws were in opposition to my personal beliefs, then I could choose to close my business and stop making money from my rental. As a landlord, I can make choices about whom I rent to. But I cannot make those choices based on status in a protected class.

What if a physician declines to perform in vitro fertilization on a lesbian patient when it violates the physician’s moral beliefs to bring a child into a non-married relationship? A California court found this choice was a violation of the law against discrimination on the basis of “sexual orientation.”

This one is completely misleading. The actions of a private physician and the use of a private facility for elective surgery do not fall under the categories of employment, housing, or public accommodations.

The question I would ask is whether this physician would also refuse this procedure to an unmarried heterosexual woman. How about cases like the recent one where a straight woman had eight embryos implanted? Is the issue about marital status or about sexual orientation? If a lesbian were married to a man, but self-identified as a lesbian, and wanted this procedure, what would the doctor do?

What if you were a church and wanted to expel a member because of homosexual conduct? You could fall afoul of the law.

This is neither a lie nor misleading. It is designed to scare people but has no basis at all. What does expel mean? Take someone off of the membership list? If the church identifies

someone as gay, can it have that person bodily removed from the church? Churches and church membership do not fall under the categories of employment, housing, or public accommodations.

Sexual predators will be able to dress as women and enter women's bathrooms.

This is just pure lunacy and nothing more. But it makes a pretty scary sound bite, especially if your goal is to raise fear and blind people to the truth. Sexual predation is a criminal and punishable offense, regardless of how or where it happens.

HB 300 is nothing more than setting the stage for marriage equality.

There really is nothing at all in PA HB 300 that has anything to do with marriage. On the other hand, the argument for marriage is somewhat similar to the argument for equal protection from discrimination. Equality is equality.

The battle for full marriage equality is different than the struggle for equal protection from discrimination. While loosely connected and similar, these two movements are also different. But the connection here needs to be explored and discussed. The ability to get married is not very useful if I can lose my job for being gay. This doesn't make marriage a less valuable right; it just puts these two issues into perspective. Equal protection from discrimination is a battle fought on a smaller scale, from city and municipality to the state level. The right to interracial marriage was won for all with the action of a court decision (Loving vs Virginia), but only after there were similar decisions made in courts across the country. A similar "set up" of states allowing same-sex marriage is already underway and growing. Same-sex marriage is on its way to being accepted everywhere. It will take some time, but it will eventually happen. We do not need to push for same-sex marriage in Pennsylvania, and we do not need HB 300 to set the stage for same-sex marriage. HB 300 is needed to provide adequate protection against discrimination in housing, employment, and public accommodations. HB 300 is about now, not some time in the future. It is about allowing real people the ability to live in freedom from fear.

"If a gay manager fires a transgendered employee or if a lesbian manager fires a heterosexual employee, would these firings be considered discriminatory? The language in HB 300 assumes that since gays, lesbians, bisexuals, and transgendered people are within the same identity group (sexual preference or expression). Therefore, the first example couldn't be discrimination. However, in the second example, the heterosexual being fired by the lesbian manager would not be protected on an equal basis because both are outside each other's group definition."

This myth was a direct illustration posted to a website. I post it here verbatim so that both the nature of the myth and the way it is presented is clear. It illustrates both the faulty logic at how the bill would function, but also the misinformation about what the bill means.

PA HB 300 provides protection based on sexual orientation. In both examples of this myth, the sexual orientation of the manager is irrelevant. The employee is protected against being fired on the basis of his or her sexual orientation. This protection includes heterosexuals as well as gays, lesbians, bisexuals, and transgendered people. All

businesses have a right to expect their employees to meet a level of work performance. But they do not have the right to hire or fire based on a number of factors already in law within the state and, when PA HB 300 passes, based on sexual orientation and gender expression.

Here is where I think conservatives and those who oppose equal rights so often get it wrong. They are so obsessed with how people are different and trying to place people into groups to determine who is inside and outside that they miss the truth: that we are all alike and we all deserve the same thing. Conservatives often operate from the perspective that GLBT people want special rights, which we do not. From the vantage point of difference, they miss the reality of what this legislation and the whole equal rights movement are about.

HB 300 doesn't provide protection from being fired. A person can be fired and can claim discrimination. But the employer would have to demonstrate the reasons behind the firing, and those reasons could not be because of the sexual orientation. The state's Human Relations Commission is there to assist anyone who feels they have been wrongfully treated.

OTHER RESOURCES

- Pittsburgh City Council: <http://www.city.pittsburgh.pa.us/council/>
- Allegheny County Council:
<http://www.alleghenycounty.us/council/members.aspx>
- State and National Officials: <http://tinyurl.com/palegislator>
- <http://www.heartsandminds.org/articles/lobby.htm>
- <http://www.ecdet.org/Lobbyingprintable.doc>
- <http://www.amnestyusa.org/get-activist-toolkit/plan-events-and-activities/how-to-lobby-your-member-of-congress/page.do?id=1101320>
- <http://www.lavidalocavore.org/showDiary.do?diaryId=549>
- http://www.lwvwa.org/pubs/how_lobby_your_leg.html
- http://www.skepticfiles.org/aclu/how_to.htm
- www.nteu274.org/word%20documents/how%20to%20lobby%20Congress.Doc
- <http://www.yawp.com/ican/action/lobbyhowto.shtml>

PENNSYLVANIA HEADQUARTERED FORTUNE 500 COMPANIES WITH NON-DISCRIMINATION POLICIES INCLUDING SEXUAL ORIENTATION

Air Products & Chem.

Alcoa

AmerisourceBergen

Aramark

Cigna

Comcast

Crown Holdings

Erie Insurance Group

H.J. Heinz

Hershey Foods

Ikon Office Solutions

Jones Apparel Group

Lincoln National

Mellon Financial Corp.

PNC Financial Services

PPG Industries

PPL

Rite Aid

Rohm & Haas

Sunoco

Toll Brothers

UGI

Unisys

United States Steel

Universal Health Svcs.

Wesco International

York International

ABOUT THIS GUIDE

This guide was created from a series of blog posts written early in 2009, as Pennsylvania HB 300 was being introduced and moved through the PA House. Feedback to the blog posts was quite positive, and soon, requests came in for copies of the posts that could be reprinted in newsletters and other media. At the start, it was a three part blog series, but since then, additional content has emerged such as the Myths and Facts sheet. It seemed that this might meet everyone's needs better if all was pulled together as an e-book for easy download.

As the origin was a series of blog posts, like any blog post, the text included here is an expression of my own thoughts, ideas, opinions as well as content offered by other sources. It was written with PA HB 300 in mind. But much of it is applicable to anti-discrimination legislation anywhere.

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