

DRAFT

October x, 2021

To Whom it May Concern,

I am writing to inform you that since 2018, the Alameda-Contra Costa Transit District (AC Transit) has taken the position, by Board policy, to not participate in events held in states with discriminatory legislation and practices against the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) community, following suit with those states banned by the State of California.

The State of California recently added five more states, including Florida, to the list of places where state-funded travel is banned because of laws that discriminate against members of the LGBTQ community. The most recent travel bans apply to the following five states: Florida, Arkansas, Montana, North Dakota, and West Virginia. The 12 other states on the list since 2016 are: Texas, Alabama, Idaho, Iowa, Oklahoma, South Carolina, South Dakota, Kentucky, North Carolina, Kansas, Mississippi, and Tennessee.

The five states newly added to the list have introduced bills in their legislatures this year that block access to health care and allow discrimination of the LGBTQ+ community, including prevention of transgender women and girls from participating in school sports consistent with their gender identity.

AC Transit is proud to support the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) community, including AC Transit's own LGBTQ+ employees and their families. Additionally, the District is committed to providing a work environment free from all forms of unlawful employment discrimination, including sexual and other forms of harassment while fostering an organizational culture of inclusiveness with a diverse workforce. Support of external events and organizations is one of the many ways in which the District demonstrates its core values and commitment to equity. Another way is through its policies, and in this example, a conscious decision by the Board more than five years ago to align with the State's position to ban spending public funds in States that have introduced legislation that discriminates against LGBTQ+ individuals and communities.

As a result, AC Transit will not participate in the upcoming American Public Transportation Association Annual Conference & Expo which is being held in Tampa from November 7 – 10, 2021. This translates into approximately one dozen employees and executives who will not travel to Florida this year.

Sincerely,

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AC Transit Board Director

Cc: Alameda-Contra-Costa Transit District (AC Transit) Board of Directors
Jill Sprague, General Counsel