

Support HB 293 to Protect Employment Rights for LGBTQ+ Louisianans

[Your Name]

PACE Louisiana

[Your Address or Email]

[Date]

The Honorable [Recipient's Name]

[Title, e.g., Louisiana State Senate or House of Representatives]

Baton Rouge, LA

Dear [Recipient's Name],

As a member of **People Acting for Change and Equality (PACE) Louisiana**, I am writing to advocate for **HB 293**, which prohibits employment discrimination based on **gender identity and sexual orientation**. This bill is a crucial step to ensure fairness and equality for all workers across Louisiana.

PACE has a long history of advancing workplace protections in Shreveport. Following Louisiana's 2004 anti-gay marriage amendment, **PACE** recognized the importance of creating environments where **LGBTQ+ individuals could thrive**, both for community well-being and economic vitality. Through initiatives like our film festival, **OUTnorthLa**, **PACE** educated the city about **LGBTQ+ lives, accomplishments, and challenges**. This visibility directly supported policy change. In 2009, after advocating alongside the local film community and responding to

punitive actions against the Robinson Film Center, former Mayor Cedric Glover issued an executive order adding **sexual orientation, gender identity, and disability** to Shreveport's **employment nondiscrimination policies**. The City Council followed with a unanimous matching resolution.

From 2012 to 2013, **PACE** co-led the **Be Fair Shreveport campaign**, culminating in the 2013 **Shreveport Fairness Ordinance** extending nondiscrimination protections to private sector jobs, housing, and public accommodations based on **sexual orientation and gender identity**.

Subsequent actions, including the 2014 **Human Relations Commission Ordinance**, ensured these protections were enforceable and sustainable.

Research supports the positive impact of workplace protections for LGBTQ+ employees.

Studies have found that inclusive policies improve **employee retention and productivity** (Badgett, 2020). They also enhance **mental health and overall well-being** for LGBTQ+ workers (National LGBTQ Task Force, 2025). Additionally, workplaces that adopt nondiscrimination policies are more likely to **attract talented employees and promote local economic growth** (Human Rights Campaign, 2025). **HB 293** extends these protections statewide, ensuring that all employees can work without fear of discrimination.

We urge you to support HB 293 to safeguard employment rights for **LGBTQ+ individuals** in Louisiana and to continue building workplaces that are fair, safe, and inclusive.

Thank you for your time and attention to this urgent matter.

Sincerely,

[Your Name]

[Your Title]

PACE Louisiana

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