



LOG CABIN
REPUBLICANS

**THE IMPORTANCE OF MAINTAINING
THE LGBT NON-DISCRIMINATION
EXECUTIVE ORDER**

THE IMPORTANCE OF MAINTAINING THE LGBT NON-DISCRIMINATION EXECUTIVE ORDER

A white paper authored by Log Cabin Republicans in conjunction with the Liberty Education Forum and presented to the Donald J. Trump Presidential Transition Team on January 18, 2016.

Author: Gregory T. Angelo, President

Contact information:

Address: 1090 Vermont Avenue, Suite 850
Washington, DC 20005

Phone: (202) 420-7873

Email: angelo@logcabin.org

Website: logcabin.org

TABLE OF CONTENTS

ABOUT LOG CABIN REPUBLICANS	Page 3
EXECUTIVE SUMMARY	Page 4
BACKGROUND	Page 5
STATISTICS	Page 7
APPENDIX	Page 9

ABOUT LOG CABIN REPUBLICANS

Log Cabin Republicans stand for the proposition that we are all created equal—worthy of the same rights to freedom, liberty, and equality as all Americans.

Log Cabin Republicans are LGBT Republicans and straight allies who support equality under the law for all, free markets, individual liberty, limited government, and a strong national defense.

Since 1977, Log Cabin Republicans has worked to promote the core values of limited government, individual liberty, personal responsibility, free markets, and a strong national defense while advocating for the freedom and equality of lesbian, gay, bi-sexual, and transgender (LGBT) Americans. We emphasize that these principles and the moral values on which they stand are consistent with conservative values and the pursuit of equal treatment under the law.

EXECUTIVE SUMMARY

- At the present time, there is no federal law prohibiting discrimination on the basis of sexual orientation or gender identity.
- Executive orders prohibiting discrimination against minority communities have a decades-long history with support from both Republican and Democratic presidents.
- Federal prohibitions against gay discrimination have been a matter of United States policy via executive order since 1998, and were maintained in the administration of Republican President George W. Bush.
- The amended executive order prohibiting discrimination based on gender identity has been a matter of realized policy for nearly two years.
- Maintaining the LGBT Non-Discrimination Executive Order is not only right, but popular: 68% of Americans support workplace protections for LGBT individuals.
- Maintaining the LGBT Non-Discrimination Executive Order would send a strong signal that President Trump is the “real friend” to the LGBT community that he vowed to be while campaigning for the presidency.

BACKGROUND

The Executive Order prohibiting discrimination against the LGBT community by federal contractors has its origins in the 1960s when President Lyndon B. Johnson signed Executive Order 11246, “granting supervision of federal contract compliance to the Secretary of Labor, and creating the department’s first Office of Federal Contract Compliance. The EO ordered federal departments and agencies to impose non–discrimination and affirmative action rules in all federal contracts and federally–assisted construction projects.”¹

Further federal provisions prohibiting discrimination were instituted by President Richard Nixon in 1969 with Executive Order 11478.²

The aforementioned non-discrimination policies applied to federal employees and contractors on the basis of “race, color, religion, sex, national origin, handicap, or age.”

In 1998, President Bill Clinton amended Nixon’s EO with his own: Executive Order 13087, which added sexual orientation to United States federal non-discrimination policy for the first time.³

This policy preventing discrimination against gay federal employees and contractors was maintained—without controversy—by President George W. Bush.

On July 21, 2014, President Barack Obama “signed Executive Order 13672, amending Executive Order 11246, to prohibit federal contractors and subcontractors from discriminating on the basis of sexual orientation or gender identity. This Executive Order prohibits federal contractors from discriminating against lesbian, gay, bisexual, and transgender employees and applicants. The Executive Order directed the Secretary of Labor to prepare regulations implementing the new protections. As a result, the Department of Labor published a Final Rule in the Federal Register on December 9, 2014, changing OFCCP’s regulations to require federal contractors and subcontractors to treat applicants and employees without regard to their sexual orientation or gender identity. This Final Rule took effect on April 8, 2015. Contractors covered by the new rule will have to ensure that agreements modified or entered into after the effective date of the final

¹ https://www.dol.gov/ofccp/regs/compliance/ca_11246.htm

² <https://www.archives.gov/federal-register/codification/executive-order/11478.html>

³ <https://www.gpo.gov/fdsys/pkg/CFR-1999-title3-vol1/pdf/CFR-1999-title3-vol1-eo13087.pdf>

rule, as well as job solicitations and postings, contain appropriate references to the new prohibited forms of discrimination. Contractors will need to revise their EEO and affirmative action policies and statements to include sexual orientation and gender identity as protected classes.”⁴

President Obama’s executive order amends orders signed by two of his predecessors. It alters order 11246, signed by Lyndon Johnson—which requires federal contractors not to discriminate on the basis of race, color, religion, sex, or national origin—to include sexual orientation and gender identity. It also adds to order 11478, signed by Richard Nixon, which extends similar protections to federal employees.⁵

Both Republican and Democratic presidents have a history of advocating against discrimination in federal employment and contracting via executive order. Standing against discrimination has known no partisanship in the executive branch, and preserving present non-discrimination executive orders would maintain that balance.

During his campaign, on the day after the terrorist massacre at the gay nightclub Pulse in Orlando, President-Elect Trump stated he would be a “real friend” to the country’s LGBT community.⁶ In addition to being the right thing to do, preserving the LGBT Non-Discrimination Executive Order would show the nation that our 45th President is committed to keeping that promise.

⁴ <https://www.dol.gov/ofccp/about/50thAnniversaryHistory.html>

⁵ <http://www.politico.com/story/2014/07/obama-signs-lgbt-protection-federal-workers-contractors-109174>

⁶ <http://www.cnn.com/2016/06/13/politics/donald-trump-lgbt-community/>

STATISTICS

The LGBT Non-Discrimination Executive Order addresses quantifiable disparities in equality.

At the present time, there is no federal law prohibiting discrimination on the basis of sexual orientation or gender identity. States have a pastiche of laws and gubernatorial executive orders—some prohibiting discrimination based on sexual orientation and gender identity, and some only on the basis of sexual orientation, while 28 states have no statutes protecting members from the LGBT community from discrimination at all.⁷

For FY2016, \$1.8 trillion contract dollars were awarded in states that have no state-level non-discrimination protections for gender identity/expression, with \$1.7 trillion of that total going to states that also have no protections for sexual orientation.⁸

More than 61% of the 26 states that received \$50 billion or more in federal contracts in 2016 have no employment non-discrimination laws explicitly covering sexual orientation, and 65% lack laws covering gender identity.⁹

Of the 20 states with the most EEOC complaints, only five have non-discrimination protections covering sexual orientation and gender identity.¹⁰

The lack of formal, federal non-discrimination legislation allows the LGBT Non-Discrimination Executive Order to address the plight of the nearly four in 10 (38%) LGBT employees who were “out” at work who reported harassment and discrimination in the past five years, compared to only 10% of LGBT employees who were “not out.”¹¹

Transgender workers face the most harassment; 90% of transgender and gender non-conforming employees experienced harassment, mistreatment, or discrimination on the job.¹²

⁷ http://www.lgbtmap.org/equality-maps/non_discrimination_laws

⁸ Per the Movement Advancement Project

⁹ *IBID*

¹⁰ *IBID*

¹¹ <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Sears-Mallory-Discrimination-July-2011.pdf>

¹² http://www.transequality.org/sites/default/files/docs/resources/NTDS_Report.pdf

Protecting the LGBT community from discrimination is not only right, but popular: an overwhelming majority of Americans (68%) support workplace non-discrimination protections for LGBT workers.¹³

¹³ http://images.politico.com/global/2013/09/29/enda_poll_2013-09-08_natl_memo.html

APPENDIX

AUTHOR BIOGRAPHY



Gregory T. Angelo is the current President of Log Cabin Republicans, a position he has held since 2013. Mr. Angelo also serves as the President of Liberty Education Forum, the non-partisan sister think tank of Log Cabin Republicans dedicated to advocating LGBT acceptance among conservatives and people of faith. Prior to his current position, Mr. Angelo served as the Chairman of Log Cabin Republicans of New York State. He was an Alternate Delegate for Newt Gingrich in the 2012 election cycle and has been featured in numerous media outlets, including *The O'Reilly Factor*, *Hardball with Chris Matthews*, *The Wall Street Journal*, Fox News, *USA Today*, CNBC, ABC News, NPR, NBC, C-SPAN, and more.

LOG CABIN REPUBLICANS NATIONAL BOARD OF DIRECTORS

Sarah Longwell – Chairman

Stephen Gale – Vice-Chairman

Eli Lehrer – Treasurer

Joseph M. Zanetta – Secretary

Leonard Olds – Chairman Emeritus

Jennifer Breitingner

Jamie Ensley

John Herrick

Senator Daniel E. Innis

Jerry Katlin

Frank Ricchiazzi

Hugh Rouse

Jo-Anne Sears

Hon. Richard Tisei

Tom Wahl, Jr.

LIBERTY EDUCATION FORUM NATIONAL BOARD OF DIRECTORS

Tom Wahl, Jr. – Chairman

Leonard Olds – Vice-Chairman

John Herrick – Treasurer & Secretary

Sarah Longwell

Hugh Rouse

SIGNATORIES

The following signatories have submitted their names in support of this white paper. Collectively, they represent Republicans, Democrats, and politically unaffiliated individuals; all agree that maintaining the LGBT Non-Discrimination Executive Order is important and necessary:

A. Mario Castillo

A.E. De Witt

Aaron Covarrubias

Abigail Buchold

Adam Seltzer

Addy Barnes

Adolfo Dominguez

Alan Goodrich

Alessandra Harms

Alex Guidice

Alexa Vasios

Alexander Fiannaca

Alexander J. Muriello

Alexander Schwed

Alexandria Matz

Alexandria Tinoco

Ali Defazio

Alice Ivey

Alicia Duval
Alison Lalla
Allen Biles
Allen Haustein
Allie Lawson
Amanda Harrell
Amanda Harrison
Amanda Murphy Venezia
Amanda Pannone
Amy Davis
Ana Baro
Andrea Lipper
Andrew Benigno
Andrew Britton
Andrew Doster
Andrew Felz
Andrew Garafalo
Andrew Heinze
Andrew Howard
Andrew Kerr
Andrew Pyle
Andrew Silva
Andy Wible

Angela Allison
Angela Sherrill
Ann Bruch
Anna Antonova
Anne Ross
Annemarie Schaefer
Anthony Aguilera
Anthony Battaglia
Anthony Mihalovich
Anthony Pannone
Anthony Polcino
Anton Vucic
Antonio Lopez
Ariana Assenmacher
Arthur Gulick
Asef Quader
Ashley Palmer
Augusta Dobbins
Austin Davis
Austin Given
Austin Reed
Avery Pereira
Barbara Beck

Barbara Gutzler
Barry Mcdaniel
Barton Kogan
Ben Rudin
Ben Ryan
Ben Turek
Benjamin Fredrick
Bernadette Kay
Bertrand Madsen
Bill Hendrix
Bill Peterson
Bill Reeher
Bill Tubbs
Bill Walberg
Bobby Campbell
Bobby McGuire
Booth Bender
Bracken Foster
Brad Clary
Brad Macdonald
Brad Peppmuller
Brandon Burns
Brandon Macsata

Breanne Kincaid
Brendon Riddell
Brent Spalding
Brett Atkinson
Brian Adkins
Brian J. Baumgartner
Brian Kelly
Brian O'Leary Bennett
Brian Savage
Brian Splater
Brian Spyke
Brian Tylicki
Bridget Washburn
Brock Meanor
Brooke Renney
Bruce Mulraney
Bryan Anderson
Bryan Barron
Bryan Surcouf
C Philip Brown
Caleb Myers
Cameron Mason
Cameron Rockelein

Cameron Samuels
Candace Hale
Candy Christmas
Carl Palicke
Carlton Triolo-Sapp
Carol Hoppes
Caroline Amory
Casey Irwin
Cathy Petrovich
Cathy Serino
Ceaira Crawford
Chad Creviston
Chad Elledge
Chad Wallace
Charles Clark
Charles Hernick
Charles Larkins
Chase Smerdzinski
Cherie Leone
Chris Allen
Chris Dietze
Chris Van Heuven
Christie Barker

Christine Marlo-Triemstra

Christine Stoner

Christopher Coard

Christopher Gravois

Christopher Lay

Christopher Rivera

Christopher Service

Cindy Santi

Clair Bissen

Hon. Clay Cope

Clay Essig

Cliff Moone

Cole Harrell

Colt Chambers

Conner Mowery

Cory Valente

Cristina Perez

Crystal Hasinsky

Cynthia Doerr

Cynthia Varadi

Dale Farrar

Dale Giesige

Dan Bernitt

Dan Brown
Dan Pohlman
Dan Swift
Dan Timmerman, Sr.
Dana Perlman
Daniel Bruski
Daniel Greene
Daniel Knobbe
Daniel Kromm
Daniel Staszak
Dario Salcido
David Brown
David Declark
David Hamilton
David Hicks
David Lampo
David Libbey
David Pinckney
David Reznik
David Rust
David Sharp
David Woolwine
David Young

Dean Housden
Debbi Beeman
Deidre Fragapane
Delaney Plunkett
Denver Ashwell
Destin Cole
Destinee Pittman
Devin Stevens
Diana Replogle-Purinton
Diane Kelly
Donald Brown
Doris Amory
Doug Murray
Douglas Cortez
Douglas Palardy
Douglas Register
Douglas York
Drew Boone
Dror Kolton
Dustin Bowling
Dwayne Minter
E-Ben Grisby
Ed Farthing

Ed Warren
Ed Williams
Eddie Jackson Baker
Eddy Methola
Edward Lopatin
Edward Sieb
Edward Trosclair
Edward Trosclair
E.J. Epstein
Elaine Hill
Eli Lehrer
Elizabeth Bradley
Elizabeth Duenwald
Elizabeth Miller
Ellen Goodman
Elthon Castillo
Emily Cantrell
Emily Conover
Enrique Ayala
Enrique Gomez Da Silva
Eric Brinker
Eric Childs
Eric Gunther

Eric Kurtz
Eric Low
Eric Meehan
Eric Pelfrey
Eric Pelfrey
Erick Cross
Erick Schoenrock
Ernest Olivas
Ethan Bishop
Evan Ross
Francis Haas
Frank Burris
Frank Mcguire
Fred Hayes
Fred Karger
Fred Schein
Friederich Ulmer
Garison Carrell
Gary Godsoe
Gary Stoner
Gavin Flores
Gene Streck
George Petrik

George Salaky
Georgia Lee McGowen
Georgia Wiley
Gerard Gershonowitz
Gilbert Schwartz
Gina Sosa
Glen Abel
Greg Blanchard
Greg McGovern
Gregory Laub
Gregory Mayes
Gustave Kein
Gwendolyn Sinclair
Gwenmarie Ewing
Harry Sears
Haylee Thomas
Haym Benaroya
Henry Fields
Herb Krohn
Howard Myers
Hunter Meytrott
Ik Kay
Ira Straus

Ivan Illán

J. Mark Dillenschneider

Jacob Smack

Jacqueline Toal

Jake Finney

Jake Iorio

James Adams

James Black

James Campbell

James Dawson

James Driscoll

James Egnozzi

James Farrell

James Grehn

James Harrison

James Hekman

James Hekman

James Holladay II

James Jewell

James Lehmann

James Major

James Maloney

James Moon

James Papadatos

James R. Medina

James Reese Jr.

James Trefz

James White

James Willows

James Zelch

Janet Hutt

Janice Olson

Jared Feldman

Jason Mitchell

Jason Murphy

Jason Schaeffer

Jayson Tung

Jean Mier

Jeannie Love

Jeff Bjorlin

Jeff Douglass

Jeff Jordan

Jeff Miller

Jeff Swindells

Jeffrey Agular

Jeffrey Jones

Jeffrey Kahler
Jeffrey Knoll
Jeffrey Stephenson
Jenn Pointer
Jenna Austin
Jennifer Breitinger
Jennifer C. Williams
Jennifer Thoreen
Jennifer Tung
Jerry Zimmerman
Jesse Ehrenfeld
Jeton Ademaj
Joann Foxx
Jodi Thompson
Joe Huey
Joel Ransford
Joey Nichols
John Allen
John Bremer
John D. Herrick
John DiGiacobbe
John Kenyon
John Kost

John Levin

John Mark Hunter

John Meehan

John Morser

John Sotomayor

John T. Farrell

John Tobias

John Watson

Jon Landucci

Jonathan Fey

Jonathan Pantano

Jonathan Stoller

Jonathan Telfer

Jonathon Hays

Jordan Evans

Jorge Villarreal

Joseph Bazinet

Joseph Davignon

Joseph Donnelly

Joseph Givens

Joseph Golomboski

Joseph Hishon

Joseph Huber

Joseph Kern
Joseph May
Joseph Pulaski
Joseph Ricci
Josh King
Joshua Griffiths
Julia Clark
Julie Haner
Julie McLaughlin
Justin Bernstein
Justin Smith
Kalena Joyce
Kalin Payne
Kameron Lewellen
Kami Voertman
Karen Meier
Karen Ross
Karen Slider
Karl Afrikian
Karl Donaldson
Kathy Pounds
Kayla Triplett
Keenan Sullivan

Keith Watson
Kelly Kahl
Kelly Murphy
Kelly Redman
Ken Cutts, Jr.
Ken Hipp
Ken Wilkinson
Ken Wilson
Kenneth Allen
Kenneth Weddle
Kenneth Wilkison
Kenneth Wilson
Kevin Beanblossom
Kevin Cunniff
Kevin Luber
Kevin Saponaro
Kevin Wilcox
Kimberly Hovis
Kimberly Murray
Kirk Robbins
Kolin Behrens
Kris Pearson
Kristin Van Heuven

Kristine Alessio
Kristy Ferguson
Lainey Millen
Larry Powell
Larry Thrash
Laura Gordon
Lauren Arnold
Lauren McDermott
Lauren Stroman
Laurie Stanley
Lawrence Harris
Lee Mentley
Leon Auerbach
Leslie Chaffee
Lester Wolfe
Linda Howard
Linda Ketner
Linda Obrien
Lindsay Barth
Lionel Vargas
Lisa Burke
Lisa H.
Lisa Plunkett

Lisa Staten
Loren Sunday
Lorenzo Bolton
Lowell Olivier-Shaw
Luis Caballero
Luke Vander Linden
Luna Sabbat
Luz Astudillo
Lyz Moore
Marcos Gonzalez
Marcus Tung
Margaret Ann King
Mario Ramirez
Mark Anthony Jones
Mark Calvano
Mark Forster
Mark Lapole
Mark Pasher
Mark Romanoff
Mark Seagraves
Marvin Baker
Mary Heinze
Mary Lynn Lavender

Mary Oyler
Matthe Hrenak
Matthew Antwine
Matthew Chavez
Matthew Craffey
Matthew Faulkner
Matthew Ferguson
Matthew Grew
Matthew Gritter
Matthew Hilbert
Matthew Long
Matthew Pecora
Matthew Richardson
Matthew Russell
Matthew Thomas Oberly
Maurice Om
Mckenna Plunkett
Meg Shadick
Meghan Spero
Melissa Sims
Melvin Nimer
Melvin Steiner
Michael Avila

Michael Brodo
Michael Carr
Michael Ferens
Michael Fillman
Michael Florio
Michael Gallardo
Michael Helms
Michael Holmes
Michael Hubbard
Michael Mansker
Michael Marriott
Michael McKinley
Michael Norrie
Michael Patino
Michael Reams
Michael Shafer
Michael Straw
Michael Varadi
Michael Voss
Micro America
Mike Brady
Mike German
Mike Holmes

Mike Miller
Mitch Laffins
Mitchell Gold
Moose Pardue
Nancy Brinker
Nancy Farolina
Nancy J. Luther
Nancy Medina
Nathan Babcock
Nathan Rentschler
Necita Udarbe
Neil Tassoni
Nicholas Hisoire
Nicholas Korpics
Nicholas Marinich
Nicholas Meier
Nicholas Nortz
Nicholas Parisi
Nicole DeMarco
Nicole DeMouth
Norma Poudrier
Norman Pappous
Omar Villa

Patricia Baillie
Patricia Brooks
Patricia Taylor
Patrick Colegrove
Patrick MacGuire
Patrick Murphy
Paul Chretien
Paul Frene
Paul Plunkett
Paula Carvalho
Pedro Romanach
Peg Faulmann
Pete Webb
Peter Bryn
Peter Jensen
Peter McClelland
Philippe Peguy
Piper Smith
Race Calderin
Rachel Ward
Ralph Crozier
Randall Christensen
Randall Walker

Randy Becker
Randy Gallamore
Randy Jacobs
Ray Busby
Rayford Sibley
Raymond Jasinski
Raymond Jones
Rebecca Badami
Rebecca Maestri
Reed Parker
Regina Desantis
Regina Roberts
Rev. Oswaldo Ferrucci-Villalba
Rhonda Stevenson
Richard Edwards
Richard Smith
Richard Worthington
Richard Yaus
Rick Corbett
Rick Reed
Ricky Moore-Daniels
Rob Riojas
Robbie Massie

Robert Diprete
Robert Esposito
Robert Gotwalt
Robert Lewis
Robert Nowak
Robert Spivey
Rodney Duhon
Rogelio Cordovez
Roger Ritenour
Roger Stephen Hite
Romalco Wallave
Ron Rush
Ronald Hicks
Ronald Rasmussen
Roxanne Kupfer
Rupert Heirs
Ryan Bennett
Ryan Fleming
Ryan Peteraf
Ryan Wright
Sally Barkman
Samuel Carleton
Sara Terry

Sarah Ford

Sasha Alexander

Scott Cook

Scott Cross

Scott Daves

Scott Davis

Scott Huch

Scott Jeffers

Scott Ruesterholz

Scott Seel

Scott Stenstrup

Sean Dunigan

Shane Patrick Connolly

Shannon Groher

Sharon Luke

Sheila O'Brien

Sheila O'Brien

Shelley Benaroya

Shelly Taff

Sheri Coleman

Shirley Cobb

Sophia Dalke

Spencer Robick

Stacey Heard
Stacy Stuart
Static Echo
Steffanie Beaston
Stephanie Holloway
Stephen Fong
Stephen Gale
Stephen Gavin
Stephen Jackson
Stephen Meng
Stephen Talbert
Steve Marlatt
Steve Nordstrom
Steve Smith
Steven Arnold
Steven Cockrill
Steven Shedd
Steven Shute
Steven Simons
Steven Slow
Steven Stockmeyer
Steven Tierney
Stewart Payne

Sue Null
Susan Cooper
Susan Maddison
Susan Walker
Suson Pardew
Tamara Williams
Tami Campbell
Tami Rogers
Tammy Cooper
Tanya Rodriguez
Tara Bonner
Terrie Mayberry
Terry Hamilton
Terry M. Stahl
Terry Merlin
Terry Stenstrup
Theresa Nichiporuk
Thomas Chandler
Thomas Dorsey
Thomas Schweitzer
Thomas Sepeck
Thomas White
Hon. Tim Brown

Tim Jenkins
Tim Setzer
Tobias Sweeney
Todd Norris
Tom Edge
Tomas Burger
Toni Smith
Toni Smith
Travis Holler
Trevor Bron
Troy Bodnar
Tyler Robinson
Tyler Sandberg
Valdamar Archuleta
Van He
Vanessa Hendershot
Vardon Sandoval
Veronika Simms
Vicki Casella-Gordon
Vincent Robinson
W. Glenn Baker
Walter Arlen
Wesley Mancini

Weston Minter

Wilfred Keats

William Cline

William Coleman

William Dey

William Green

William Jones

William Jones

William McGovern

William Nelson

William Plumbtree

William Rankin

William Reeher

William Rutherford White

Zack Munez

Zoey Kotzambasis