



4600 Valley Road
Suite 306
Lincoln, NE 68510
402-475-1411
<https://lwwnebraska.org>

February 23, 2021

Senator Steve Lathrop, Chair, and Members of the Judiciary Committee
Nebraska Unicameral
State Capitol, Lincoln, NE

RE: LB 120 (Hunt) Prohibit discrimination based upon sexual orientation and gender identity

Support

Please include this written testimony from the League of Women Voters of Nebraska as part of the public hearing record for LB 120.

Dear Senator Lathrop and Members of the Judiciary Committee:

McKinsey & Company reports that employing a more gender diverse workforce increases the average company's financial returns by 15-25%, stating, "It makes sense that a diverse and inclusive employee base with a range of approaches and perspectives would be more competitive in a globalized economy." LGBTQ personnel bring unique outlooks to the table. Unfortunately, a quarter of all LGBTQ employees say they have experienced discrimination at work in the form of reduced pay, gaps in benefits, or lower job security. Creating a workplace which is friendlier to LGBTQ staff improves job satisfaction in these employees, enhances company innovation, and increases brand loyalty in consumers. Additionally, many Americans who identify as LGBTQ are young. Letting our young professionals feel welcome in their home state as they choose where to begin their careers improves our return on all we have invested in them and ensures a strong future for Nebraska.

The League of Women Voters of Nebraska believes that all levels of government are responsible to provide equality of opportunity to employment for all persons in the United States regardless of gender or sexual orientation. The Supreme Court weighed in on this issue last June with a decision on Title VII of the Civil Rights Act in favor of gender and orientation workplace protections. LB 120 is a common sense, no cost means to improve quality of life for workers and provide Nebraska with a wealth of competitive opportunities.

Please advance LB 120 to General File for full floor debate. Thank you for your consideration.

Sincerely,

Sara Lee, Social Policy Committee LWWNE
Carol Dennison, Director of Social Policy LWWNE
Linda Duckworth and Dianne Bystrom, Co-Presidents LWWNE