

A GUIDE FOR SUPPORTING THE EQUALITY ACT

The Equality Act adds modernized expanded, and more inclusive protections to the Civil Rights Act of 1964 and other laws that prohibit discrimination.

NBJC's Youth and Young Adult Action Council hopes this zine will make it easier to understand the promise of this new legislation.

The Equality Act:

- Modernizes and fills gaps in civil rights protections in public places and federally funded programs for everyone.
- Protects against sex discrimination in public accommodations.
- Adds explicit civil rights protections for LGBTQ+ and same gender loving (SGL) people.

The bill passed in the U.S. House of Representatives and needs to pass the Senate. The support of members of the Senate Republican caucus is needed to advance the bill.



WAYS

to Legally Discriminate Against

LGBTQ+/SGL

FOLX



#whyweneedtheEqualityAct

ISSUE 1

NATURAL HAIR

PROBLEM

There is no federal protection prohibiting race, sex, and/or gender expression-based hair discrimination.

SOLUTION

The Equality Act supports the protections provided by the Crown Act: prohibiting race, sex, and/or gender expression-based discrimination, in this case, related to how Black people express gender through hairstyles, including braids, locs, twists, or Bantu knots.

The Crown Act

Signed into law in eight states, this bill prohibits race-based hair discrimination, like denial of employment or educational opportunities.

ISSUE 2

ACCESS TO FEDERALLY- FUNDED PROGRAMS




PROBLEM

There is no federal protection prohibiting discrimination related to accessing federally-funded programs (through nonprofits, Community Based Organizations, contractors, government agencies, etc.).

SOLUTION

The Equality Act adds civil rights protections for every person using federally-funded public programs, including disaster relief, food assistance, and those attached to the criminal punishment and child welfare systems (prisons, probation officers, social workers, etc). It will provide a federal legal remedy for much of the systemic and routine discrimination that Black people experience.



ISSUE 3

AN OUTDATED LAW

PROBLEM

The Civil Rights Act of 1964 needs to be modernized to account for changes in how we use public spaces, services, and resources, as well as where discrimination occurs today, like in banks, barbershops, retail stores, and legal and transportation services (e.g., rideshares, buses, trains).

SOLUTION

The Equality Act modernizes the definition of public accommodations to reflect the world we live in today.

**THESE ARE THE U.S. SENATORS
WE HOPE WILL ACT TO
ENSURE EQUALITY FOR ALL.**

CALL TO ACTION

**CALL, WRITE, TWEET TO
DEMAND PASSAGE OF
THE EQUALITY ACT !**

**Contact your Senator using
bit.ly/EqualityActionAlert**

1. Joe Manchin D-WV
2. Shelley Capito R-WV
3. Susan Collins R-ME
4. Rob Portman R-OH
5. Pat Toomey R-PA
6. Mitt Romney R-UT
7. Todd Young R-IN
8. Mike Braun R-IN
9. Joni Ernst R-IA
10. Richard Burr R-NC
11. Thom Tillis R-NC
12. Ron Johnson R-WI
13. Rick Scott R-FL
14. Marco Rubio R-FL
15. Dan Sullivan R-AK
16. Tim Scott R-SC

Hi, my name is [NAME] and I'm a constituent from [CITY, ZIP].

I'm calling to urge [SENATOR NAME] to support H.R. 5, the Equality Act so that everyone can participate fully in modern society, whether at our jobs, in our homes, or in an Uber, including those of us who were left out of the Civil Rights Act and other equality laws.

(If you have a personal experience with discrimination it will be powerful to share it.)

Thank you for your time and attention.

(IF LEAVING A VOICEMAIL share your full street address to ensure your call is tallied.)

PHONE SCRIPT

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