2021 Open Letter of Tennessee Businesses Against Discrimination

Tennessee is a great place to do business. As we work to recover from the economic impacts of the COVID-19 pandemic, we still have one of the nation’s lowest unemployment rates, and companies in many sectors are expanding and hiring. Business interest in relocating to the state remains high, and we continue to build thriving sports, tourist, and convention business across the state. Our economy is proof that our business-friendly legislative agenda is the right approach, and one that benefits all of the state’s citizens.

However, one thing continues to concern companies: the state’s reputation on inclusion and diversity as it relates to our ability to attract, nurture, and retain talent and tourism business.

Tennessee’s future growth and innovation rely on the state being open and welcoming to everyone. Policies that signal that the state is not welcoming to everyone put our collective economic success at risk.

Our businesses strongly embrace diversity and inclusion because we want everyone who works for us or does business with us - and their families - to feel welcome and safe as their authentic selves. **Fairness, equal treatment, and opportunity are central to our values because we care about our employees and the customers we serve. These values also directly affect our bottom lines:** Inclusive business practices and communities lead to more productive and engaged employees, more creativity, increased customer satisfaction, and improved competitiveness.

**We ask that lawmakers not pursue legislation that would target or exclude LGBT people of all ages.** We need our workers and their families – including any transgender members of their families – to feel welcome. We urge policymakers to remain committed to the values of innovation and growth that we all share.

**Any movement of these exclusionary bills is particularly troubling while we are dealing with so many other pressing workforce and economic concerns amidst the COVID-19 crisis.** Overwhelming empirical evidence shows that discrimination is bad for business, bad for economic competitiveness, and bad for the state. In challenging economic times, we can’t support our state putting energy behind anything that could make us less innovative or competitive.

*This letter was organized by the [Nashville LGBT Chamber of Commerce](https://www.nashvillelgbtchamber.com).*
We ask our legislative leaders to help us continue to make Tennessee a welcoming and inclusive state to all people.

We appreciate your public service and look forward to continuing our partnership.

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<tr>
<th>Corporate Signers</th>
<th>TN Small Business Signers</th>
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<tr>
<td>1. AllianceBernstein</td>
<td>1. 11Seventy</td>
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<td>2. Amazon</td>
<td>2. A Catered Affair</td>
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<td>3. Castle Retail Group</td>
<td>3. ADL Southeast</td>
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<td>5. Dell Technologies</td>
<td>5. Angelfish Arts</td>
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<td>6. Discovery, Inc.</td>
<td>6. Anne-Marie Zanzal Coaching</td>
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<td>7. Diversity Builder, Inc.</td>
<td>7. Any Lab Test Now</td>
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<td>8. ENA</td>
<td>8. Any old iron Lc</td>
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<td>9. Genesco Inc.</td>
<td>9. Architecture Inc</td>
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<td>10. MediCopy</td>
<td>10. Associated Urologists of Nashville</td>
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<td>11. MP&amp;F Strategic Communications</td>
<td>11. Axis7 Enterprises, LLC</td>
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<td>BNA</td>
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<td>15. Nissan North America, Inc.</td>
<td>15. Belcourt Theatre</td>
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<td>16. Peloton Interactive, Inc.</td>
<td>16. Blue Monkey Ent LLC</td>
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<td>17. Pfizer Inc.</td>
<td>17. Brinnovate LLC</td>
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<td>including member companies</td>
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<td>Danone North America;</td>
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<td>Mars, Incorporated;</td>
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<td>Nestlé USA; and Unilever United States</td>
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<td>20. Tennessee Business Roundtable</td>
<td>20. CHOICES – Memphis Center for Reproductive</td>
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<td>21. Tennessee Chamber of Commerce and</td>
<td>Health</td>
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<td>22. Clemmons &amp; Clemons, PLLC</td>
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<td>23. Clifton+Leopold</td>
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<td>24. Comstasis, LLC</td>
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<td>25. Conexión Américas</td>
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<td>26. Connect</td>
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<td>27. Cooper-Young Community</td>
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22. The RayNa Corporation
23. The Turnip Truck
24. Vanderbilt University
25. Warner Music Group
26. Culture Shift Team
27. DL Bradford Interiors and Design LLC
28. DOG AND A DUCK
29. Doggie Doo's
30. Fairfield by Marriott Nashville Downtown/The Gulch
31. First Congregational UCC Church
32. Franklin Pride TN
33. Friends For Life
34. G Squared Wireless, LLC
35. Good Neighbor Festivals
36. Good People Collective, LLC
37. Hair Vibes/Hair by Brandy
38. Harbin Hollow, LLC
39. HARMONY COACHING & CONSULTING
40. Hawley-Rooks Real Estate Team
41. Holliman Psychotherapy Services
42. Home Run Pet Care
43. Hyatt House Nashville at Vanderbilt
44. Hyatt Place Nashville Downtown
45. Inspired Concepts and Events
46. James Covington, Realtor
47. Jane Kilmer Therapy
48. Johnson Squared Consulting LLC
49. JONATHAN Davis
50. Kaleidoscope Vapor
51. Kevin Hackney Real Estate
52. Kirton STRP
53. Knoxville Behavioral & Mental Health Services
54. Law Office of Ben Israel
55. Law Office of Kevin Teets
56. Legacy Farms
57. Leven Works
58. LLOYD MCDONALD USHEALTH ADVISORS

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61. Lovejoy Weddings
62. Main Event Productions, LLC
63. Manicured Lawns
64. Margot Cafe and Bar
65. Matt Dillman - Realtor, Reliant Realty
66. Melo Green Botanics LLC
67. Miriam's Promise
68. Momentum Counseling, LLC
69. Nashville Ballet
70. Nashville in Harmony
71. Nashville Men's Health
72. Nashville Scene/ FWPublishing
73. Nelson's Green Brier Distillery
74. No Quarter
75. Noah E. Spiegel Consulting
76. Old Town Trolley Tours of Nashville
77. Pape Ventures, Inc.
78. Pawsitive Pet Care
79. Peckers Bar & Grill
80. Perennial Design Studio
81. Play
82. Pretty Useful Co.
83. Rager Adolescent Health, PLLC
84. Rubenfeld Law Office, PC
85. Rustic Restaurants, LLC
86. S&L Companies, LLC
87. S&L Solutions
88. Sara Ray Interior Design
89. Shakti Power Yoga
90. Simply With Dawn S Corp
91. Social Link
92. Soles4Souls
93. SolomonWood, LLC
94. Southern Fatty Media, LLC
95. Southport Solutions, LLC
96. Spay Memphis
97. Stark Business Optimization LLC
98. Suzy Wong’s

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Individual Business Statements

Company: “Quote”

Mars Petcare: “At Mars, we believe our business and our community are at their best when we embrace and celebrate all people. We firmly believe that everyone is equal and that every person deserves to be treated with respect, dignity, and fairness. We value our presence across the state of Tennessee and continue to invest here as it has been a great place to do business. Discrimination has no place in our business or our laws. We strongly oppose any bill that would negatively impact our entire community and the thriving business environment that we currently have. We respectfully urge the legislature to reject and Gov. Lee to veto any such bills.”

Warner Music Group: “WMG is proud of its longstanding presence in Tennessee. The continued success and growth of our business here depends on our ability to recruit and retain a best-in-class, diverse workforce. We often receive questions about whether Tennessee is a welcoming and inclusive place to live for the LGBT community. These bills send a clear message that LGBT artists, songwriters and employees are not welcome.”

Nashville Soccer Club: “As a major league sports club in Major League Soccer, we carefully selected diversity and inclusion as two of our core values as an organization. We cannot and do not condone discrimination of any form, or support legislation that explicitly or implicitly allows discrimination against the LGBTQ community and their families. Our team and we believe our

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city, should be open to all, regardless of sexual orientation, gender, ethnic origin, and race, and we stand as proudly with the LGBTQ community as we do with all other communities.”

Diversity Builder, Inc: “We affirm that Tennessee is a welcoming state where we value and celebrate difference. We encourage the people of Tennessee and its legislature to protect workers from discrimination based sexual orientation and gender identity, which are protected classes under the category of sex in federal law.”

This letter was organized by the Nashville LGBT Chamber of Commerce.
Geographic Breakdown of Signers:


This letter was organized by the Nashville LGBT Chamber of Commerce.
East Tennessee: Christina R. Perkins, LCSW, Stark Business Optimization LLC

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