



Dear Governor Abbott, Lt. Governor Patrick, Speaker Straus and Texas Lawmakers:

Texas is well known as a warm and welcoming state. Its business-friendly climate draws in investment and spurs job creation, while its hospitality, friendliness and openness attract people from across the country and around the globe. As leaders in the Texas business community, we have an obligation to our employees, customers, shareholders and the communities we serve to oppose discriminatory legislation that jeopardizes the positive environment for our Texas business operations.

**Discriminatory legislation threatens our economy.** By passing SB6 (the so-called “bathroom bill”) and other discriminatory legislation, Texas could lose up to an estimated \$8.5 billion in GDP, a critical loss of revenue that would profoundly threaten the state’s ability to fund education, transportation and other essential services. And 185,000 jobs could be lost, according to the Texas Association of Business’ recent economic impact study.

**Discriminatory legislation threatens Texas’ travel and tourism industry,** which this state depends on. The Texas tourism industry provides 700,000 jobs, generates more than \$6 billion in state and local taxes, and contributes \$33.5 billion to Texas’ GDP. As one of the top travel destinations in the country, San Antonio would stand to lose the most from this legislation.

**Discriminatory legislation also creates costly operational and legal headaches.** When proposed legislation creates confusion about whom an employee must serve and whom that employee can turn away, it creates operational chaos—and legal expense—for all Texas businesses. We are in business to serve everyone, and to employ talented people from all walks of life. We need Texas to reflect that commitment to inclusion.

Additionally, **discriminatory legislation negatively impacts our ability to recruit top talent,** especially individuals who overwhelmingly support non-discrimination protections and seek to live in states that reflect the diversity and inclusion they value. The passage of SB 6 would create a negative perception of Texas. We are in a battle for globally competitive talent, and our ability to successfully recruit and retain our future workforce is critical to our long-term economic development and prosperity.

We support the goal of protecting the security and privacy of all Texans. In fact, several Texas cities already have local non-discrimination ordinances in place. That’s why we oppose any unnecessary legislation that will hurt our vibrant economy in Texas.

We are proud of our companies’ track record of creating diverse workforces and inclusive work environments. We stand together to oppose legislation that would legalize discrimination against any group that would undermine our ability to “Keep Texas Open for Business.”