

February 23, 2011

Governor Deval Patrick
Massachusetts State House
Office of the Governor
Office of the Lt. Governor
Room 280
Boston, MA 02133

Dear Governor Patrick:

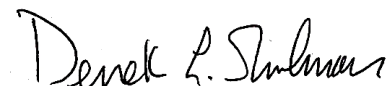
On behalf of the Anti-Defamation League (ADL), I am writing to thank you and express our appreciation for issuing an executive order banning discrimination based on gender identity and expression in state employment.

As you are well aware, the ADL is one of the nation's premier human relations and civil rights agencies, committed to combating hatred, discrimination and bigotry in all forms. Our experience has shown that discrimination against any individual or group of people not only hurts the one the one who is targeted, but also negatively impacts the environment in which it arises and the community as a whole. Too often, transgender individuals needlessly suffer because they are the victims of discrimination simply because they do not meet societal expectations of what it means to be a man or woman.

The executive order that you signed on February 17th is a first strong step to show that this type of discrimination will not be tolerated in the Commonwealth of Massachusetts. We hope it will serve as an impetus for legislation prohibiting discrimination against gender identity and expression. Transgender individuals must receive equal and unambiguous protection under the law.

Again thank you for signing this executive order and your dedication to combating discrimination in all its forms is most appreciated.

Sincerely,

A handwritten signature in black ink that reads "Derrek L. Shulman". The signature is written in a cursive style with a large, stylized 'D'.

Derrek L. Shulman
Regional Director