



NDSA-11-1819

A Resolution in Support of Prohibiting Discrimination in North Dakota Housing and Workplaces Based on Sexual Orientation and Gender Identity

WHEREAS, the North Dakota Student Association (NDSA) represents the voice of North Dakota's 45,000 public college and university students; and,

WHEREAS, the purpose of NDSA is to represent all students enrolled in the North Dakota University System (NDUS) and advocate on their behalf on issues; and,

WHEREAS, a 2018 study in North Dakota found that 80-percent of transgender individuals were shown less apartment units, 70-percent experienced subtle forms of discrimination, and 60-percent were asked prying questions compared to their cisgender counterparts¹; and,

WHEREAS, in 2011, one in four LGBT employees reported experiencing employment discrimination in the last five years², 90-percent of transgender individuals reported experiencing harassment or mistreatment at work, and 47-percent of transgender individuals reported having been discriminated against in hiring, promotion, or job retention because of their gender identity³; and,

WHEREAS, All 11 public institutions of higher education in North Dakota prohibit discrimination based on sexual orientation and gender identity; and,

WHEREAS, in 2017, 92-percent of Fortune 500 companies had policies that prohibited discrimination based on sexual orientation, and 82-percent of Fortune 500 companies included gender identity in nondiscrimination policies⁴; and,

WHEREAS, North Dakota is currently experiencing a workplace shortage and should be encouraging all types of people, no matter their sexual orientation and gender identity, to work and live in the state⁵; and,

WHEREAS, NDSA does not want to see fellow students and citizens denied work or housing because of their sexual orientation and gender identity; so,

THEREFORE, BE IT RESOLVED, that NDSA urges the North Dakota State Legislature to prohibit workplace and housing discrimination based on sexual orientation and gender identity.

1 Bismarck Tribune (2018). North Dakota Fair Housing Study Finds Discrimination Against Transgender Community. https://bismarcktribune.com/news/state-and-regional/north-dakota-fair-housing-study-finds-discrimination-against-transgender-community/article_2718f26a-f29a-5846-87fd-7028067f736e.html

2 The Williams Institute (2011). Report Shows Continuing High Levels of Workplace Discrimination, Impacts Productivity and Health. <https://williamsinstitute.law.ucla.edu/press/press-releases/report-shows-continuing-high-levels-of-workplace-discrimination-impacts-productivity-and-health/>

3 The Williams Institute (2012). Evidence of Persistent and Pervasive Workplace Discrimination Against LGBT People: The Need for Federal Legislation Prohibiting Discrimination and Providing for Equal Employment Benefits. <https://williamsinstitute.law.ucla.edu/research/discrimination/llr-enda-v45-3/>

Approved by the NDSA General Assembly on Saturday, January 19, 2019



4 Out & Equal (2017). 2017 Workplace Equality Fact Sheet. <http://outandequal.org/2017-workplace-equality-fact-sheet/>

5 NDSU Center for the Study of Public Choice and Private Enterprise (2018). North Dakota Workforce Survey. <https://www.governor.nd.gov/sites/governor/files/documents/NDWDC%20Workforce%20Survey%202018%20PCPE%20findings.pdf>