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AB 1050 – State Employee Charitable Giving and Nondiscrimination

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Sponsor: Equality California

In Brief

Assembly Bill 1050 ensures that charitable organizations participating in California’s state employee charitable giving program, called “Our Promise,” are in compliance with existing nondiscrimination law.

The Issues

While much progress has been made in the charitable sector regarding nondiscrimination, there are still some organizations that may openly discriminate based on sexual orientation and gender identity in particular.

Such policies institutionalize the rejection lesbian, gay, bisexual, and transgender people face simply because of who they are.

Background

Existing California law establishes the “Our Promise” program, which allows for payroll deductions from the salaries or wages of state officers and employees for charitable contributions to qualified organizations in a combined fund drive. In order to qualify as a designated entity for a state employee contribution, organizations must be in compliance with the Fair Employment and Housing Act, which prohibits discrimination on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, or sexual orientation.

Support

Equality California (Sponsor)
American Civil Liberties Union
Anti-Defamation League
Gay-Straight Alliance Network
Gender Health Center
Our Family Coalition
The LGBT Community Center of the Desert

The Solution

AB 1050 ensures that organizations will only be listed in the “Our Promise” donor guide if they comply with existing nondiscrimination laws, which already apply to charities that submit applications to participate in the “Our Promise” program.

In order to improve enforcement of this provision and ensure that beneficiary organizations are not out of step with the law, this legislation would require organizations to submit their written nondiscrimination policies to the California Victim Compensation and Government Claims Board, which oversees the “Our Promise” program.

For More Information

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