

SAN FRANCISCO PRIDE®

Today, we have cause to celebrate. In a 6-3 decision, the U.S. Supreme Court ruled that Title VII of the Civil Rights Act of 1964 applies to sexual orientation and gender identity, not merely to gender. California has long been a leader on these issues, but until today, LGBTQ+ workers in 26 states had inadequate (or nonexistent) protections against employment discrimination. Now, you cannot be fired anywhere in America for being a lesbian, or gay, or transgender. On the cusp of Pride 50, San Francisco Pride celebrates this victory and honors all those who stand to benefit from it.

We are reminded of the period lasting several years when the nation's highest Court would routinely deliver good news just before Pride weekend: the repeal of DOMA, the overturning of Prop. 8, and nationwide legalization of same-sex marriage. The last few years have not been as positive, most notably with a 2018 decision allowing a bakery to discriminate against a gay couple. But today, in *Bostock v. Clayton County*, the Supreme Court delivered welcome news for our communities, and a stinging rebuke to those who would oppress us. Unfortunately, Aimee Stephens, a trans woman who lost her job because she lived her truth and served as one of the plaintiffs, passed away only a month ago.

Frankly, our communities need this victory. Last Friday, on the fourth anniversary of the Pulse massacre — in which 49 mostly LGBTQ+ and mostly Latinx people were lost in a mass shooting — the Trump administration rescinded hard-won health-care protections for transgender people. That decision was a disgrace, and the symbolism of the date was not lost on us.

In such a deeply polarized era, and on such a hot-button issue, a 6-3 decision is significant. Republican-appointed justices John Roberts and Neil Gorsuch joined their more liberal colleagues, giving today's ruling increased legitimacy. This country still has a long road ahead of it in terms of achieving true justice for all, particularly in dismantling white supremacy. But today's outcome, coming as it does during a serious economic crisis, means tens of millions of Americans cannot lose their jobs simply because of who they are and who they love.