



Speaker Bosma  
200 W Washington St.  
Indianapolis, IN 46204

January 5, 2016

Dear Speaker Bosma,

Indiana businesses of all sizes agree it should be illegal to discriminate against anyone simply for who they are. Hoosier businesses across the state have united to ensure Indiana competes by advocating that every individual who lives, works or visits our great state has equal rights.

Indiana Competes is a coalition of more than 350 Indiana businesses who support making discrimination of any kind illegal in our state. We call on the Indiana General Assembly to act now and pass legislation that guarantees all individuals receive equal treatment at work, where they live, and when they spend money at our local businesses. Our coalition is growing and includes some of Indiana's largest employers as well as small businesses across the state.

Indiana has the 16th largest economy in the United States, but permitting legal discrimination harms our state's ability to grow a talented workforce, attract entrepreneurial innovation, and build a thriving tourism industry. To continue our economic growth, we must have the tools necessary to recruit and retain the best talent to live and work for us here, in Indiana. The people we recruit must know that they, their family and their friends are welcome here. Taking an affirmative position that no one will face legal discrimination will allow us to recruit the talent we need, and retain the visitors who support our retail businesses across the state.

We're proud of Indiana's hospitable culture built upon inclusion, which makes certain that all are treated with respect, but there's still more to be done to protect our state's economic reputation. We need our elected leaders to pass meaningful anti-discrimination legislation so that there can be no question about whether Indiana is a place that welcomes all who want to live, visit and work here.

It's not just businesses that support anti-discrimination legislation. As indicated in the summary of recent polling included with this letter, 62% of Hoosiers already support making it illegal to discriminate against gay or transgender Hoosiers.

It is time to ensure all employees, residents, and visitors in our state cannot be legally discriminated against. We look forward to working with you during this legislative session to continue to grow our economy.

When Indiana competes, Indiana wins.

Sincerely,

Indiana Competes

A Day to Remember Wedding Services, LLC	Evansville	Blooming Life Yoga Studio + School	Zionsville
A King's Art Studio & Gallery LLC	Zionsville	Bloomingfoods	Bloomington
A.S.K. For Flowers	Plymouth	Bloomington Bagel Co., Inc.	Bloomington
Abby Hacker Photography	Indianapolis	Blue Burro Technology, LLC	Bloomington
AbcAcademy	Hobart	Bohemian Botanics	Indianapolis
AbyssCo	Evansville	Bokeh Lounge	Evansville
Acme Real Estate, Inc	Bloomington	BOMA Indianapolis	Indianapolis
Active Art @ Studio One	Munster	Boomerang Capital	Indianapolis
Addendum	Carmel	Borshoff	Indianapolis
Albright's Meats & Deli	Fort Wayne	Bose McKinney & Evans LLP	Indianapolis
Allison Transmissions	Indianapolis	Bravas	Fort Wayne
Amy Straka Photography	Michigan City	Breathing Space Yoga + Meditation	Indianapolis
Angel Hair Cafe	Munster	Broad Ripple Knits	Indianapolis
Anthem, Inc.	Indianapolis	Cafe Navarre	South Bend
Appirio, Inc.	Indianapolis	Caldwell VanRiper (CVR)	Indianapolis
Apple Press Inc.	Indianapolis	Calhoun Street Soups, Salads, and Spirits	Fort Wayne
Architectural Renovators	Evansville	Calvin Fletcher's Coffee Company	Indianapolis
Arni's Restaurants	Lafayette	Cambodian Thai	South Bend
ART Of Framing,Inc.	Lafayette	Camino Real	Hammond
Arthur's Music Store	Indianapolis	Cardinal Spirits	Bloomington
Artisan Electric	Lafayette	Carnahan Hall	Lafayette
Artistic Skin Designs & Body Piercing Inc.	Indianapolis	Carson's Brewery	Evansville
Asher Agency	Fort Wayne	Cat MacDonald Photography	La Porte
Association of College Unions International	Bloomington	Cellar 422	Lafayette
At Home Tech Solutions	Indianapolis	Central Restaurant Products	Indianapolis
AT&T	Indianapolis	Century Homes Realty Inc.	Fort Wayne
Athena's Fashion Boutique	Indianapolis	Chilly Water Brewing Co.	Indianapolis
Atmos Vapes	South Bend	Christine's Photography	Reynolds
Auto Pass Sales & Service	Indianapolis	Clear Software	Zionsville
Awards Unlimited, Inc.	Lafayette	Cobblestone Grill	Zionsville
Axiomport	Indianapolis	Community Kitchen of Monroe County, Inc.	Bloomington
Ayokay	Indianapolis	Corby's Irish Pub	South Bend
Babylon After Dark	Fort Wayne	Cressy & Everett Real Estate	South Bend
Baker's Fine Gifts & Accessories	Columbus	Crooked Ewe Brewery & Ale House	South Bend
Bar Communications	Indianapolis	Crooked Tree Gallery	Evansville
BarFly Ventures, LLC; HopCat - Indy	Indianapolis	CSO Architects	Indianapolis
Batch No. 2	Indianapolis	Cummins Inc.	Columbus
Bath Junkie	Carmel	Cunningham Restaurant Group	Indianapolis
Bazooka Tooth	Evansville	CV Art and Frame	Zionsville
BCT MANAGEMENT, INC	Bloomington	CVC Communications	Fort Wayne
Bellsom Elect	Hammond	Dancing Pottery	Indianapolis
Ben Mollin Hair Education	Munster	Datsa Pizza	Indianapolis
Bernadette's Barber Shop	Lafayette	Decor & More	Highland
BGBB, Inc. / Southport Dairy Queen	Plainfield	Deer Park Irish Pub	Fort Wayne
Black Acre Brewing Company	Indianapolis	DePuy Synthes	Warsaw
Black Diamond Excavating & Contracting, Inc.	Lebanon	DeSanctis Law Office	Lafayette
BLASTmedia	Fishers	Detailed Web Design	Fort Wayne

Digby's Pub and Patio/ Professor Joes Pizza/ Knickerbocker Saloon	Lafayette	Holy Macaroni Cafe Catering	LaPorte
Dluzak & Associates Inc.	Merrillville	Holy Rosary Development, LLC	Indianapolis
DNK Presents	Indianapolis	Hotel Tango Artisan Distillery	Indianapolis
Do317	Indianapolis	Hyde Brothers, Booksellers	Fort Wayne
Dorman Street	Indianapolis	Ignition Music	Goshen
Dow AgroSciences	Indianapolis	Independent Adoption Center	Indianapolis
Downtown Phone Repair	Indianapolis	Indiana Association of Realtors	Indianapolis
Downtown South Bend, Inc.	South Bend	Indiana Restaurant and Lodging Association	Indianapolis
Dream Store Media	Indianapolis	Indiana Tattoo Company	Carmel
Duvall & Bloomer, P.C.	Indianapolis	Indiana Tourism Association	Indianapolis
EG Strategies	Indianapolis	Indianapolis Hebrew Congregation	Indianapolis
Eli Lilly & Co.	Indianapolis	Indie Indie Bang Bang	Gary
Elite Escapes	Evansville	Indy Chamber	Indianapolis
Elite Styling Salon	Lafayette	Indy Reads Books	Indianapolis
Ellis & Knight Curated Goods	Evansville	Indy Studio M	Indianapolis
Emmis Communications	Indianapolis	INGUARD	Wabash
EnJoy Studio of Hair Design	Lafayette	Insurance Solutions from Amber	Lafayette
Fancy & Staple	Fort Wayne	ISU Underwood Agency	Lafayette
Fiddler's Hearth	South Bend	IU Health	Indianapolis
Flat12 Bierwerks	Indianapolis	Jai Juice	Fort Wayne
Fountain Square Clay Center	Indianapolis	Jamaican Reggae Grill	Carmel
Fountain Square Kids, LLC	Indianapolis	Java Roaster	Lafayette
Fountain Square Merchants Association	Indianapolis	JBH Productions, Inc.	Valparaiso
Fountain Square Theatre Building	Indianapolis	JCC Indianapolis	Indianapolis
Fountain View Mini Mart	Evansville	Jeanne's Gelato	Evansville
Fred W. Grady & Associates	Valparaiso	Jesse & Gena Weddings	Evansville
Function Brewing	Bloomington	Joy of Flowers	Michigan City
GasStoveCreative	Lafayette	Jude Murray Inc.	St Joseph
GEI Inc.	Greenwood	KÅster Design	Indianapolis
Gender Warriors	Evansville	Karen Knight, LMHC Counseling Services	Bloomington
Gene B. Glick Company Inc.	Indianapolis	Kathy's Kandies	Lafayette
Gerst Haus	Evansville	Katie Watts Music	Evansville
Global Gifts	Indianapolis	Katz & Korin PC	Indianapolis
Goldmans Pawn Shop	Evansville	Kiss Kiss Bang Bang Salon	Fishers
Good Earth Natural Food Co.	Indianapolis	La Margarita	Indianapolis
Goodman Jewelers	Zionsville	La Scala Italian Restaurant	Lafayette
Goshen Brewing Co.	Goshen	Lamasco Bar and Grill	Evansville
Grazie! Italian Eatery	Bloomington	Laughing Cat Productions/Spotlight on Lake	Munster
Green BEAN Delivery	Indianapolis	Laughing Planet Cafe	Bloomington
Greystone Custom Homes, LLC	Indianapolis	Le Peep	South Bend
Hairspray Revolution	Highland	Leah Jackman-Wheitner, Ph.D.	Columbus
HAIRSPRAY REVOLUTION	HIGHLAND	Lemondrop Studio	Lafayette
Hardwood Hills Photography	Spencer	Levinson & Levinson	Merrillville
High Ridge Cabins	Mauckport	Liberty Street	Indianapolis
Hilton Garden Inn - West Lafayette	West Lafayette	Lifestyles	Valparaiso
Hirons & Company	Indianapolis	Limelight Coffee Roasters	Indianapolis
Hoity Toity LLC	Michigan City	Limestone Comedy Festival	Bloomington
		Love It EVV	Evansville

LUNA Language Services	Indianapolis	Paulsen Construction	Indianapolis
Maeve Vintage	Fort Wayne	Pembroke Bakery & Cafe	Fort Wayne
Main Street Books	Lafayette	Performer's Edition	Indianapolis
Mallow Run Winery	Bargersville	PG Gallery and Cafe	Evansville
Marc T Nielsen Interiors	Valparaiso	Philip R. Hooper, Real Estate Broker, Berkshire Hathaway Home Services Indiana Realty	Evansville
Marksberry Design	Evansville	Phoenix Theatre	Indianapolis
Mass Ave Public Relations	Indianapolis	Piece of Cake	Evansville
Mass. Avenue Pub	Indianapolis	Pillowtalk	Indianapolis
Matt Wagner Design	Evansville	Pint & Slice	Fort Wayne
McCormick's Coney Island	South Bend	PNC Bank	Indianapolis
McCutchanville Animal Hospital	Evansville	Pokro Brewing Company Inc.	Griffith
McDonald Studio	South Bend	Pride Alliance Columbus, IN, Inc.	Columbus
Melissa Washburn Art + Design LLC	Valparaiso	Progressive Wellness Naturopathic Care	Goshen
Merrfeld Resumes and Coaching	Fort Wayne	Punch Films	Fort Wayne
Michael P. McCormick, CPA	Indianapolis	Pure Eatery	Indianapolis
Mid-City Supply Co., Inc.	Elkhart	Purple Porch Co-op	South Bend
Mile Square Coffee Roastery	Indianapolis	Rainbow Bakery	Bloomington
Milhaus	Indianapolis	Raincliffs Photography	Indianapolis
Miller Bakery Cafe	Gary	Raj k Maturi MD PC	Carmel
Miller's Vintage Kitchen	Gary	Rangeline Chiropractic	Carmel
MOLLY CONNOR PHOTOGRAPHY	Carmel	RE/MAX Acclaimed Properties	Bloomington
Moore's Home Health and Medical Supply	Kokomo	Red Lion Grog House	Indianapolis
Museum of Miniature Houses & Other Collections	Carmel	RedPost	Goshen
Natural Born Juicers	Indianapolis	Redseven Bar and Grill	Lafayette
NCAA – National Office	Indianapolis	Restauration	Lafayette
Neat Neat Neat Records and Music	Fort Wayne	Reverie Estates	Indianapolis
Nee Nee Ree	Evansville	Revolucion	Indianapolis
New Day Craft	Indianapolis	River Knits Fine Yarns	Lafayette
New Life ConnectPoint	LaPorte	Roche Diagnostics	Indianapolis
Newgrange Solutions, Inc.	Noblesville	Rocket 88 Doughnuts	Indianapolis
Niche Boutique	Indianapolis	Rolling Rook Studio	Greenwood
Nicholas J. Salon & Spa	South Bend	S&C Ignition Interlock	Lafayette
Nick Nackery	Evansville	Sacred Dunes Alternative Health	Michigan City
Nick's English Hut	Bloomington	Salesforce	Indianapolis
Nine Irish Brothers	Indianapolis	Scandals Nightclub	Evansville
Nine13sports	Indianapolis	Shellie's Café	Lafayette
Notorious POP	Evansville	Signing Closers	Fort Wayne
NWI Generator	Crown Point	Silver in the City	Indianapolis
Nyhart	Indianapolis	Sir Dax Longfellow Barbecue Company Inc.	Evansville
Old Crown	Fort Wayne	SLA Design Inc.	Fort Wayne
On the Cusp	Indianapolis	Slyvia's Brick Oven	Lafayette
One World Enterprises	Bloomington	Smarter Games	Evansville
OneZone, Inc.	Fishers	Smith Sersic	Munster
O'Reilly's Irish Pub	Fort Wayne	Smitty's Italian Restaurant and Steakhouse	Evansville
OurHealth	Indianapolis	Soapy Gnome	Goshen
Pacers Sports & Entertainment	Indianapolis	Soma Coffeehouse and Juicebar	Bloomington
Paparazzi	Evansville	Someplace Else	Evansville
Paula's On Main	Fort Wayne		

South Bend Brew Werks	South Bend	Towle Theater	Hammond
Southern Indiana Equality	New Albany	Trenary Group	Indianapolis
Southport Equestrian Center	Indianapolis	Trendy Fox Photography LLC	Indianapolis
Spencer Pride, Inc.	Spencer	Tri-State Safe Zone Initiative	Evansville
Sportsman's Grille & Billiards	Evansville	Trubble Brewing	Fort Wayne
Sprout Design	Evansville	T's Treasures	Wheatfield
Spurlock's	Lafayette	Tuck & Roll Inc.	Bloomington
Stacks Bar and Grill	Valparaiso	Two EE's Winery	Huntington
Stafford Law Office, LLC	Bloomington	TXTBookRental	Evansville
Statwax	Fishers	Unity Studio	Valparaiso
Stef L's Amour	Evansville	Upland Brewing	Bloomington
Stein Ad Promos	Fort Wayne	Valontine	Fort Wayne
Sterling Real Estate	Bloomington	Vanis Salon & Day Spa	Schererville
Steven A Goldberg, CPA	South Bend	VeloWorks Urban Cyclery and Coffee Shop	Indianapolis
StrataBlue	Indianapolis	Viewpoint Books	Columbus
Studio b Dance & Fitness	Lafayette	Visit Bloomington	Bloomington
Studio One Salon	Highland	Visit Indy	Indianapolis
Sun King Brewing Company	Indianapolis	Visit Lafayette-West Lafayette	Lafayette
Super Problems Productions	Evansville	Vital Skates	Indianapolis
Tactile Melodies	Bloomington	Walker Information	Indianapolis
Tapastrie	South Bend	Walnut Ink Projects	Michigan City
TBC Games	Huntington	Walnut Street Traditions/Hoosier Candle Company	Dayton
The Art of Healing	Greenwood	WDD Software	Indianapolis
The Beauty Room	Evansville	Wildcat Valley Animal Clinic	Lafayette
The Bike Line, Inc	Carmel	Windchime Promotions	Bloomington
The Brass Rail	Fort Wayne	WSP Parsons Brinckerhoff	Indianapolis
the bungalow inc.	Indianapolis	Yahne Law, PC	Munster
The Chile Woman	Bloomington	Your Virgin Hair Boutique	Fort Wayne
The Closet by Franklin Vintage	Michigan City	Zion United Church of Christ	South Bend
The Dapper Pig	Evansville	Zoblings, LLC	Indianapolis
The Diversity & Inclusion Institute For Change	Evansville		
The Doula Group of Evansville	Newburgh		
The Electric Brew	Goshen		
The Fineberg Group	Carmel		
The HiFi	Indianapolis		
The Pub	Evansville		
The Queen & I Bed and Breakfast	Crawfordsville		
The Russell Company	West Lafayette		
The Summit City	Fort Wayne		
The Toy Pit	Indianapolis		
The Venue Fine Art & Gifts	Bloomington		
The Village Deli	Bloomington		
Third Street Barber Shop	Lafayette		
Tiffany's Pet Salon	West Lafayette		
Tim & Julie's Another Fine Mess	Indianapolis		
Tim Ellis Realtors + Auctioneers, Inc.	Bloomington		
Tin Man Brewing Co.	Evansville		
Toast	Evansville		

# Bellwether

RESEARCH & CONSULTING

To: Indianapolis Chamber of Commerce  
 From: Christine Matthews  
 Date: December 16, 2015  
 Subject: Indiana Statewide survey results

*On behalf of the Indianapolis Chamber of Commerce, Bellwether Research surveyed 1,295 registered voters in Indiana between December 2<sup>nd</sup> and December 9<sup>th</sup>, 2015. The interviews were conducted online using the same methodology employed by the NBC News/SurveyMonkey online surveys. Data were weighted by age, sex, race, education, and region to reflect registered voters in the state. Bellwether Research has conducted hundreds of telephone surveys in Indiana and brings the same careful methodological approach to online interviewing.*

**Results:**

1) Under current Indiana law, is it legal or illegal to discriminate against LGBT (lesbian, gay, bisexual, transgender) citizens in the areas of housing, employment and public accommodations?

		GOP	IND	DEM
24%	Legal to discriminate	18%	22%	34%
73%	Illegal to discriminate	80%	74%	65%

2) Do you support or oppose making it illegal in Indiana to discriminate against LGBT (lesbian, gay, bisexual, transgender) citizens?

		GOP	IND	DEM
42%	Strongly support	21%	39%	71%
20%	Somewhat support	25%	25%	11%
14%	Somewhat oppose	20%	18%	4%
20%	Strongly oppose	28%	12%	13%

3) If a state legislator voted against legally protecting LGBT citizens from discrimination would you be more likely or less likely to vote for this state legislator, or would this not affect your vote?

		GOP	IND	DEM
22%	More likely	29%	21%	12%
47%	Less likely	31%	41%	73%
27%	Would not affect my vote	35%	35%	13%

4) Do you have a family member or close friend who is gay or lesbian?

		GOP	IND	DEM
32%	Yes, family member & friend	29%	35%	36%
29%	Yes, just a friend	27%	27%	33%
8%	Yes, just a family member	10%	10%	5%
27%	No	31%	22%	25%

**Demographic Questions:**

48% Male  
52% Female

19% 18-24  
11% 25-34  
12% 35-44  
18% 45-54  
18% 55-64  
22% 65+

84% White  
9% Black  
6% Hispanic  
1% Other

23% High school degree (or less)  
10% Associate's degree  
23% Some college  
25% College graduate  
19% Post graduate

36% Republican  
25% Democrat  
38% Independent

*after asking independents if they lean R or D*  
50% Republican (with independents who lean R)  
36% Democrat (with independents who lean D)  
11% Independents who do not lean either way

13% Very conservative  
30% Conservative  
35% Moderate  
15% Liberal  
6% Very liberal