



Wednesday, March 6, 2019

To Members of the Indiana House of Representatives:

The Indiana Technology & Innovation Association (ITIA), which represents more than 100 technology companies across the state, urges your support for a clear, comprehensive and enforceable bias crimes law.

ITIA was disappointed that the Indiana Senate passed a bias crimes bill without an enumerated list of characteristics, and we sincerely hope the Indiana House of Representatives will amend the bill to reinstate the list.

Technology is Indiana's fastest growing sector, but there aren't enough skilled workers to fill the jobs we're creating. Recruiting and retaining skilled talent is the most significant challenge our industry faces.

We need to be doing everything we can to make sure Indiana is a great place to live, work and innovate. It's critical that we are viewed as a welcoming and diverse state.

Having Indiana on the list of five states without a bias crimes law is a barrier to attracting out-of-state talent and convincing skilled Hoosier workers to remain here. If the General Assembly passes a bias crimes law without a list, it will send the wrong message about our state. Moreover, it will not take Indiana off the unflattering "list of five."

ITIA urges the House to add the enumerated list of characteristics back into the bill to include race, religion, color, sex, gender identity, disability, national origin, ancestry, sexual orientation, and age.

We thank Governor Eric Holcomb for his leadership on this issue, and urge you to stand with him and affirm what we all know to be true – that Indiana welcomes everyone.

If you would like more information about our organization or our position on this legislation, please contact our association manager, Jennifer Hallowell at [jennifer@hallowellconsulting.com](mailto:jennifer@hallowellconsulting.com) or by phone at 317-345-3316.

Sincerely,

**Members of the Indiana Technology & Innovation Association (ITIA)**

David Becker, First Internet Bank – Board Chair  
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