



October 31, 2011

The Office of the Commissioner of Baseball, Allan H. (Bud) Seelig, Commissioner
245 Park Avenue, 31st Floor
New York, NY 10167
VIA EMAIL AND FAX 212-949-5654

Michael Weiner, Executive Director, Major League Baseball Player's Association
12 East 49th Street, 24th Floor
New York, NY 10017
VIA EMAIL AND FAX 212-752-4378

Dear Commissioner Seelig and Mr. Weiner,

My name is Rafael McDonnell, and I am the communications and advocacy manager for Resource Center Dallas. Since 1983, the Center has been a leader in North Texas and across the state of Texas advocating for the lesbian, gay, bisexual and transgender (LGBT) communities, and all people affected by HIV. Our Center is about 18 miles from Rangers Ballpark in Arlington, the home of the 2010 and 2011 American League pennant-winning Texas Rangers. On a personal note, I've been a Rangers fan since the team moved to Arlington in 1972 — my parents still have the Ted Williams Louisville Slugger I received at a game that first season.

With the World Series behind us, your attention is likely turning to the game's collective bargaining agreement (CBA), which expires in early December. The ongoing labor peace in baseball is something I wish other major league sports would emulate. There are, of course, a variety of issues that must be worked through before a new CBA is reached. I ask as an LGBT fan and on behalf of the Center that you both please add sexual orientation nondiscrimination provisions to MLB's new CBA, and encourage each team owner that has previously not done so to add sexual orientation, gender identity and gender expression nondiscrimination protections to their team's employment nondiscrimination policies.

You may have heard that the National Football League added a provision that the league would not discriminate against a player based on his sexual orientation to the collective bargaining agreement approved earlier this summer. The National Hockey League added similar protections for its players in 2005, as did Major League Soccer in 2004. Last month, the Center approached the NBA and its players association with a similar request to add nondiscrimination language. I have attached the wording used by other sports leagues.

Among pro sports in North America, Major League Baseball has led the way in directly reaching out and engaging LGBT people. Over half of MLB teams have held specific LGBT Fan Day events, including the Phillies, Nationals, Cubs, Padres, Red Sox, White Sox, Dodgers, Giants, Pirates, Blue Jays, Brewers, Rangers and Astros. At least nine teams have also produced videos for the "It Gets Better" project, which was launched in 2010 in response to a spate of bullying-related suicides by kids who were either LGBT or perceived to be so. Finally, Laura Ricketts of the Cubs is the only openly LGBT owner of a sports team in the United States.

By adding the sexual orientation nondiscrimination language, Major League Baseball not only joins the NFL, NHL and MLS. It joins nine of the Fortune 10 companies, 48 of the Fortune 50 and 89% of the Fortune 500. It also sends a strong signal to the league's LGBT fans that they are supported and affirmed, since professional sports have been described as one of the last bastions of homophobia. If I can be of further assistance, or if you and your staff members have any questions, please don't hesitate to contact me. I hope to hear from you soon.

Best regards,

A handwritten signature in cursive script that reads 'Rafael McDonnell'.

Rafael McDonnell, Communications and Advocacy Manager, Resource Center Dallas
RMcDonnell@rcdallas.org Attachment



UNITED STATES MAJOR PROFESSIONAL SPORTS LEAGUES' NONDISCRIMINATION POLICIES

NFL nondiscrimination, adopted 2011

“There will be no discrimination in any form against any player by the Management Council, any Club or by the NFLPA because of race, religion, national origin, sexual orientation, or activity or lack of activity on behalf of the NFLPA.”

NHL nondiscrimination, adopted 2005

“Neither the NHLPA, the NHL, nor any Club shall discriminate in the interpretation or application of this Agreement against or in favor of any Player because of religion, race, disability, color, national origin, sex, sexual orientation, age, marital status, or membership or non-membership in or support of or non-support of any labor organization.”

Major League Soccer (MLS), adopted 2004

“This collective bargaining agreement (CBA) shall be applied to all Players without discrimination on the basis of religion, race, color, national origin, sex, sexual orientation, age, disability, marital status, or, except as provided in Article 4, membership or non-membership in or support of or non-support of any labor organization.”

NBA CBA expired at the end of the 2011 season; currently does not have sexual orientation as a protected class

MLB CBA will expire after the end of the 2011 season; currently does not have sexual orientation as a protected class

WNBA CBA expires in 2013; currently does not have sexual orientation as a protected class