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the national civil rights museum is home to the civil rights movement`s most important artifacts, including the emancipation proclamation, the brown vs. board of education supreme court decision, the birmingham church bombing, the selma march to montgomery, and the memphis sanitation workers strike. 513 all of these items are on view for people to explore, including the items that addressed lgbtq people. 209 the museum has an lgbtq committee that helps the museum ensure that its educational materials are lgbtq inclusive. 210 the committee advises museum staff on which exhibits are lgbtq-inclusive, and how to appropriately present issues relating to lgbtq people, as well as the committee members experiences in working to create a safe learning environment for students and visitors. 211 the museum has also created trainings for museum visitors to help them understand their rights and how to exercise them, and to teach visitors the basics of lgbtq history. like many u.s. states, california has more than 65 cities and counties with at least one citywide lgbtq-inclusive antidiscrimination ordinance. 212 these ordinances affirm that an employer may not discriminate against employees or job applicants because of their sex or gender identity, sexual orientation, race, ethnicity, national origin, religion, ancestry, or disability. 213 the state and local ordinances they exempt from state and local antidiscrimination statutes include those exempting entities from following state and local minimum wage laws, sexual harassment laws, and fair housing laws. 214 there is no federal law that prevents local governments from enacting these types of ordinances, although their implementation can be blocked in some cases under section 3 of the civil rights act of 1964. 215 federal courts have ruled that the constitution protects lgbtq individuals from discrimination in employment, housing, and places of public accommodation and that lgbtq nondiscrimination policies do not violate anyone`s religious freedoms.

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as a result, massachusetts has some of the most progressive policies and best practices in the country on lgbt issues. for example, in 2003, massachusetts lawmakers made an official apology for the state s past treatment of the lgbtq population and removed some of the injustices that had been perpetrated against this community. the massachusetts transgender bill of rights went into effect in 2007, the first transgender bill of rights in the united states. in 2009, massachusetts made publicly available all data related to domestic partnerships, including, for the first time, data on the number of same-sex partners. 174 massachusetts leaders have also worked on a number of other lgbt issues, including passing a gay marriage bill in 2004 and allowing same-sex couples to adopt children in 2006. it banned gender-selection abortions in 2006. 174 as with any democratic society, people in massachusetts have a variety of views on lgbtq issues. while some people are supportive of the progress that massachusetts has made in recent years, others wish to see more equality. for example, one measure up for a ballot vote would have allowed transgender students who had been barred from using the bathrooms and locker rooms of their gender identity to change in private. 282 opponents of this measure argued that allowing transgender people access to the facilities that correspond to their gender identity would expose children to sexual predators. 203 in contrast, supporters of the measure argued that, as transgender students were allowed to participate in athletics, they should be allowed to participate in the bathroom and locker room of their gender identity as well, as long as a transgender student is supervised by a chaperone if they are in a locker room or a bathroom that is not theirs. supporters argued that this would not only allow transgender students to protect their privacy, but it would protect transgender students from physical harm. 204

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