



April 25, 2023

Senate Rules Committee
Oregon State Capitol, 900 Court Street NE
Salem, OR 97301

Chair Lieber, Vice Chair Knopp and Members of the Committee:

Thank you for the opportunity to comment on our support for SJR 33, a legislative referral asking voters to protect equality in Oregon.

Nike's roots run deep in Oregon. The company was founded on a handshake, \$500 and mutual trust between legendary University of Oregon track coach Bill Bowerman and Phil Knight, a middle-distance runner for Bowerman's track program in Eugene. From that handshake, Nike has grown into the world's leading designer, marketer and distributor of authentic athletic footwear, apparel, equipment and accessories for a wide variety of sports and fitness activities, employing thousands of Oregonians.

Nike's purpose is to move the world forward through the power of sport – breaking barriers and building community to create a healthy planet, active communities and an equal playing field for all. We deeply value inclusivity, diversity of perspectives and experiences which are reflected in our athletes, partners and the communities where we live, work and play.

Nike has a long track record of leadership at both the state and federal level in support of diversity and nondiscrimination based on sexual orientation and gender identity. As a company, we are also proud to offer comprehensive benefits that support our employees, including in the areas of reproductive health and gender affirming care.

Marriage equality, protections against discrimination and comprehensive health benefits for employees are business imperatives that impact our ability to recruit and retain talent and maximize the potential of our employees. In our experience, high-performing teams thrive in an inclusive work environment, one that is open and welcoming to all.

Legislation that asks voters to enshrine statewide nondiscrimination policies and marriage equality in our state's constitution will help protect our ability to compete for top talent in the global marketplace. By asking voters to codify these protections in the Oregon constitution, we will be protecting policies that have enabled legal equality for many of our employees.

It is the right thing to do and makes good business sense.

Thank you for your thoughtful consideration of this legislation and your commitment to equality in our home state.

Sincerely,

A handwritten signature in black ink, appearing to read "Jorge G. Casimiro", is written over a light blue horizontal line.

Jorge G. Casimiro
Vice President and Chief Public Policy & Social Impact Officer