July 17, 2020

Dear Honorable Members of Congress:

We write to express our collective support of the National Origin-Based Antidiscrimination for Nonimmigrants Act or the NO BAN Act and urge you to vote yes on the bill next week to ensure the passage of this historic bill. This letter represents the perspectives of American business leaders who believe that diverse and global outlooks strengthen the American workforce.

Global mobility is critical to businesses whose customers, suppliers, users, and workforces are spread all around the world. With the ban in place, it is more difficult for companies to conduct business in the United States. Additionally, the ban hurts America's global reputation and separates families. The ban not only limits our ability to prosper, but also undermines America's core value: inclusivity. The NO BAN Act will provide relief to American businesses and the families impacted, dismantle policies of hate, and give some certainty that this will not happen again.

The travel limitations set by the travel ban make it challenging for U.S. workers to travel for work, leading to missed opportunities for employees to develop new skills and contribute to company growth. Additionally, U.S. companies are less likely to attract global talent when those seeking work know they will have a harder time traveling internationally while working for an American company.

With limitations set on who we allow into the country, we are sending an unwelcoming message to the rest of the world, making it more difficult for the United States to attract diverse and top talent. The United States has long been the most desired locale for the best and brightest around the world, but the travel ban is disincentivizing people from bringing their talents to our shores. The decline in global talent entering the United States significantly hinders our ability to spur innovation and entrepreneurship, since entrepreneurship in the United States is fueled by immigration. In fact, about a quarter of new businesses in the United States are started by immigrants. Nearly half of the top 100 companies on the Fortune 500 list were started by an immigrant or their children. The travel ban sets an unnecessary limit on the number of ambitious people from around the globe who can bring their great ideas to the United States.

With the ban in place, businesses are restricted in their ability to plan long-term. The ban operates on a case-by-case basis with likely fluctuations in the policy. Without the ability to plan long-term, companies cannot scale at a rapid pace. The NO BAN Act sets a policy that cannot be undermined by future leaders. This ensures business stability leading to greater growth over The ban not only impedes economic progress, but also dissuades international travelers from visiting the United States. When fewer people travel to the United States, whether for business or leisure, there is a decreased opportunity to expose an international audience to American brands and culture. Businesses across a swath of industries are negatively affected by this barrier, which can easily be lifted.

Of course, we all believe the federal government can and should implement targeted, appropriate adjustments to our country's immigration system to ensure our national security. We stand ready to advance the conversation with you, while affirming that the current ban will only undermine rather than protect American interests, producing serious, widespread consequences without making the country more secure.

We applaud this legislation to reverse the travel ban and amend the Immigration and Nationality Act to prevent discrimination on the grounds of religion. The NO BAN Act will restore our country's commitment to our highest ideals and protect a vital source of innovation and economic dynamism. The more the United States is open to welcoming diverse individuals into our country, the more American businesses and American communities thrive. We urge all Members of Congress and the business community to support this important legislation.

Respectfully,