LANSING, MICHIGAN 1/2
2021 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws**

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment

Housing

Public Accommodations

SCORE

30 out of 30

FLEX

Single-Occupancy All-Gender Facilities

+1

FLEX

Protects Youth from Conversion Therapy

+1

II. Municipality as Employer

By offering equivalent benefits and protections to LGBT+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBT+ employees equally.

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Inclusive Workplace

SCORE

20 out of 28

FLEX

City Employee Domestic Partner Benefits

+1

III. Municipal Services

This section assesses the efforts of the city to ensure LGBT+ residents are included in city services and programs.

Human Rights Commission

NDO Enforcement by Human Rights Commission

LGBT+ Liaison in City Executive’s Office

SCORE

7 out of 12

FLEX

Youth Bullying Prevention Policy for City Services

FLEX

City Provides Services to LGBT+ Youth

FLEX

City Provides Services to LGBT+ People Experiencing Homelessness

FLEX

City Provides Services to LGBT+ Older Adults

FLEX

City Provides Services to People Living with HIV or AIDS

FLEX

City Provides Services to the Transgender Community

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IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT+ community in a thoughtful and respectful way.

LGBT+ Liaison/Task Force in Police Department

Reported 2019 Hate Crimes Statistics to the FBI

SCORE

22 out of 22

FLEX

Openly LGBT+ Elected or Appointed Leaders

+2

FLEX

City Tests Limits of Restrictive State Law

+3

V. Leadership on LGBT+ Equality

This category measures the city leadership’s commitment to fully include the LGBT+ community and to advocate for full equality.

Leadership’s Public Position on LGBT+ Equality

Leadership’s Pro-Equality Legislative or Policy Efforts

SCORE

6 out of 8

FLEX

“The City of Lansing has a history of supporting and advocating for the LGBT+ community, including through policies and legal actions. Our goal is to continue working towards full equality and inclusion.”

** On June 15, 2020, the U.S. Supreme Court ruled in Bostock v. Clayton County, Georgia that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBT+-inclusive comprehensive non-discrimination laws since it will likely take additional litigation for Bostock to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.

PTS FOR SEXUAL ORIENTATION + PTS FOR GENDER IDENTITY = FLEX PTS

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city’s scorecard, please email mei@hrc.org.