

SALEM, OREGON 1/2

2021 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws**

STATE COUNTY MUNICIPAL AVAILABLE

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	



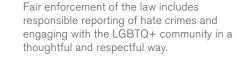


4 4



SCORE			





SALEM, OREGON 2/2

IV. Law Enforcement

2021 MUNICIPAL EQUALITY INDEX SCORECARD



Reported 2019 Hate Crimes Statistics to the FBI

12 **SCORE 22** out of 22

Public Accommodations

Inclusive Workplace

Benefits

Human Rights Commission

Youth

SCORE

FLEX Single-Occupancy All-Gender **Facilities**

FLEX Protects Youth from Conversion



COUNTY

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MUNICIPAL



AVAILABLE

II. Municipality as Employer

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

Non-Discrimination in City Employment



City Contractor Non-Discrimination Ordinance

















AVAILABLE



III. Municipal Services

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

NDO Enforcement by Human Rights

FLEX City Employee Domestic Partner



COUNTY



MUNICIPAL







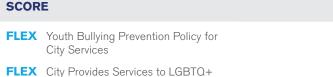






12 out of 12

(5)





















This category measures the city leadership's

V. Leadership on LGBTQ+ Equality

commitment to fully include the LGBTQ+ community and to advocate for full equality. Leadership's Public Position on LGBTQ+ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

FLEX Openly LGBTQ+ Elected or Appointed Leaders

FLEX City Tests Limits of Restrictive State



MUNICIPAL AVAILABLE

HUMAN

RIGHTS

CAMPAIGN

10

MUNICIPAL AVAILABLE

10











TOTAL SCORE 88 + TOTAL FLEX SCORE 2 =

Final Score 90

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



FLEX PTS for criteria not accessible to all cities at this time.

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.

^{**} 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 LGBTQ+-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.