**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.

<table>
<thead>
<tr>
<th>Employment</th>
<th>STATE</th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**: 0 out of 30

**FLEX**
- Single-Occupancy All-Gender Facilities +2
- Protects Youth from Conversion Therapy +2

**SCORE**: 7 out of 28

**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.

<table>
<thead>
<tr>
<th>Non-Discrimination in City Employment</th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Inclusive Workplace</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**: 7 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.

<table>
<thead>
<tr>
<th>Human Rights Commission</th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>LGBT+ Liaison in City Executive’s Office</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**: 0 out of 12

**FLEX**
- Youth Bullying Prevention Policy for City Services +1
- City Provides Services to LGBT+ Youth +2
- City Provides Services to LGBT+ People Experiencing Homelessness +2
- City Provides Services to LGBT+ Older Adults +2
- City Provides Services to People Living with HIV or AIDS +2
- City Provides Services to the Transgender Community +2

**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.

<table>
<thead>
<tr>
<th>LGBT+ Liaison/Task Force in Police Department</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reported 2019 Hate Crimes Statistics to the FBI</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**: 0 out of 22

**V. Leadership on LGBTQ+ Equality**

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

<table>
<thead>
<tr>
<th>Leadership’s Public Position on LGBT+ Equality</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**: 0 out of 8

**FLEX**
- Openly LGBT+ Elected or Appointed Leaders +2
- City Tests Limits of Restrictive State Law +3

**TOTAL SCORE** + **TOTAL FLEX SCORE** = **Final Score**

**SPEARFISH, SOUTH DAKOTA**

**2021 MUNICIPAL EQUALITY INDEX SCORECARD**

**Scorecard Summary**

- **Scorecard**: 2021 Municipal Equality Index Scorecard
- **City**: Spearfish, South Dakota
- **State**: Spearfish, South Dakota
- **Total Score**: 7
- **Total FLEX Score**: 0
- **Final Score**: 7

**Score Breakdown**

- **Non-Discrimination Laws**: 0 out of 30
- **Municipality as Employer**: 7 out of 28
- **Municipal Services**: 0 out of 12
- **Law Enforcement**: 0 out of 22
- **Leadership on LGBTQ+ Equality**: 0 out of 8

**Notes**

- **FLEX PTS for Sexual Orientation**
- **FLEX PTS for Gender Identity**
- **FLEX PTS for criteria not accessible to all cities at this time.**

**For More Information**

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.