# 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.

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<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>
<tr>
<td><strong>SCORE</strong></td>
<td><strong>30 out of 30</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**FLEX**

- **Single-Occupancy All-Gender Facilities**
  - State: +1
  - County: +1
  - Municipal: +1
  - **Total FLEX Score:** 2 out of 28

**Non-Discrimination in City Employment**

- 5

**Transgender-Inclusive Healthcare Benefits**

- 5

**City Contractor Non-Discrimination Ordinance**

- 3

**Inclusive Workplace**

- 2

**SCORE**

- **28 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.

- **Leadership’s Public Position on LGBTQ+ Equality**
  - 5

## 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>Category</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Commission</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>LGBT+ Liaison in City Executive’s Office</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td><strong>SCORE</strong></td>
<td><strong>10 out of 12</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**FLEX**

- **Youth Bullying Prevention Policy for City Services**
  - +1

- **City Provides Services to LGBT+-Youth**
  - +1

- **City Provides Services to LGBT+ People Experiencing Homelessness**
  - +1

- **City Provides Services to LGBT+ Older Adults**
  - +1

- **City Provides Services to People Living with HIV or AIDS**
  - +1

- **City Provides Services to the Transgender Community**
  - +1

**TOTAL FLEX SCORE:** 2 out of 22

**Final Score:** 100

**NOTE:** 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 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 locating 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.

**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 locating 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 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 mail@hrc.org.