### LAREDO, TEXAS

#### 2022 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>Employment</th>
<th>Housing</th>
<th>Public Accommodations</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE** 10 out of 30

**FLEX**

- Single-Occupancy All-Gender Facilities +2
- Protects Youth from Conversion Therapy +3

**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>Transgender-Inclusive Healthcare Benefits</th>
<th>City Contractor Non-Discrimination Ordinance</th>
<th>Inclusive Workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE** 0 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>NDO Enforcement by Human Rights Commission</th>
<th>LGBT+ Liaison in City Executive’s Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
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</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.

**SCORE** 12 out of 22

**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.

<table>
<thead>
<tr>
<th>Leadership’s Public Position on LGBT+ Equality</th>
<th>Leadership’s Pro-Equality Legislative or Policy Efforts</th>
</tr>
</thead>
<tbody>
<tr>
<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** 22 + **TOTAL FLEX SCORE** 0 = **Final Score** 22

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**PTS FOR GENDER IDENTITY**

**PTS FOR SEXUAL ORIENTATION**

**CANNOT EXCEED 100**

**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.

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**II.  Municipality as Employer**

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
  - 0
- Housing
  - 0
- Public Accommodations
  - 0

**SCORE** 10 out of 30

**FLEX**

- Single-Occupancy All-Gender Facilities +2
- Protects Youth from Conversion Therapy +3

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