WATERLOO, IOWA 1/2
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>4</td>
<td>2</td>
<td>4</td>
</tr>
</tbody>
</table>

**SCORE**
26 out of 30

FLEX
- Single-Occupancy All-Gender Facilities +0
- Protects Youth from Conversion Therapy +2

COUNTY
- Non-Discrimination in City Employment +1
- Transgender-Inclusive Healthcare Benefits 0
- City Contractor Non-Discrimination Ordinance 0
- Inclusive Workplace 0

**SCORE**
14 out of 28

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ+ 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>LGBTQ+ Liaison in City Executive's Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

**SCORE**
7 out of 12

FLEX
- Youth Bullying Prevention Policy for City Services +0
- City Provides Services to LGBTIQ+ Youth +2
- City Provides Services to LGBTIQ+ People Experiencing Homelessness +0
- City Provides Services to LGBTIQ+ Older Adults +0
- City Provides Services to People Living with HIV or AIDS +2
- City Provides Services to the Transgender Community +2

TOTAL SCORE 61 + TOTAL FLEX SCORE 0 = Final Score 61

** 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.

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

WATERLOO, IOWA 2/2
2022 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

<table>
<thead>
<tr>
<th>LGBTQ+ Liaison/Task Force in Police Department</th>
<th>Reported 2020 Hate Crimes Statistics to the FBI</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**
12 out of 22

V. Leadership on LGBTQ+ Equality

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

<table>
<thead>
<tr>
<th>Leadership’s Public Position on LGBTIQ+ Equality</th>
<th>Leadership’s Pro-Equality Legislative or Policy Efforts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3</td>
</tr>
</tbody>
</table>

**SCORE**
2 out of 8

TOTAL SCORE 61 + TOTAL FLEX SCORE 0 = Final Score 61

CANNOT EXCEED 100

**PTS FOR SEXUAL ORIENTATION** + **PTS FOR GENDER IDENTITY** + **FLEX PTS for criteria not accessible to all cities at this time.**