

## MIAMI, FLORIDA 1/2

2023 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	







Public Accommodations	
SCORE	



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	<b>27</b> o	ut of 30





**FLEX** Single-Occupancy All-Gender

**Facilities** 

Inclusive Workplace

Benefits

SCORE



# II. Municipality as Employer

MUNICIPAL COUNTY AVAILABLE

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	
Transgender-Inclusive Healthcare Benefits	
City Contractor Non-Discrimination Ordinance	









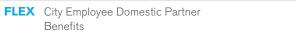




16 out of 28











# III. Municipal Services

COUNTY

MUNICIPAL AVAILABLE

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

Human Rights Commission	
NDO Enforcement by Human Rights Commission	
LGBTQ+ Liaison in City Executive's Office	









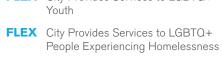
**12** out of 12



SCORE	
FLEX	Youth Bullying Prevention Policy for City Services
FLEX	City Provides Services to LGBTQ+













**FLEX** City Provides Services to People Living

with HIV or AIDS

**FLEX** City Provides Services to the Transgender Community











### MIAMI. FLORIDA 2/2

#### 2023 MUNICIPAL EQUALITY INDEX SCORECARD



MUNICIPAL AVAILABLE

## IV. Law Enforcement

LGBTQ+ Liaison/Task Force in Police



10

responsible reporting of hate crimes and engaging with the LGBTQ+ community in a thoughtful and respectful way.

Fair enforcement of the law includes

to the FBI

Department

**SCORE** 

Reported 2020 Hate Crimes Statistics

**22** out of 22

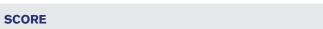
MUNICIPAL AVAILABLE

## V. Leadership on LGBTQ+ Equality

This category measures the city leadership's 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





**FLEX** City Tests Limits of Restrictive State





**TOTAL SCORE 85 + TOTAL FLEX SCORE 15 =** 

Final Score 100

**CANNOT EXCEED 100** 

\*\* 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.

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.