NORTH DRUID HILLS,* GEORGIA 1/2

2021 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.

	STATE	COUNTY	AVAILABLE
Employment	0 0	0 0	5 5
Housing	0 0	0 0	5 5
Public Accommodations	0 0	0 0	5 5
SCORE			**0** out of 30
FLEX Single-Occupancy All-Gender Facilities	+0	+0	+2
FLEX Protects Youth from Conversion Therapy	+0	+0	+2

II. Municipality as Employer

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.

	COUNTY	AVAILABLE
Non-Discrimination in City Employment	7 0	7 7
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	0 0	3 3
Inclusive Workplace	0	2
SCORE		**7** out of 28
FLEX City Employee Domestic Partner Benefits	+0	+1

III. Municipal Services

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

	COUNTY	AVAILABLE
Human Rights Commission	0	5
NDO Enforcement by Human Rights Commission	0	2
LGBTQ+ Liaison to City Executive's Office	0	5
SCORE		**0** out of 12
FLEX Youth Bullying Prevention Policy for City Services	+0 +0	+1 +1
FLEX City Provides Services to LGBTQ+ Youth	+0	+2
FLEX City Provides Services to LGBTQ+ People Experiencing Homelessness	+0	+2
FLEX City Provides Services to LGBTQ+ Older Adults	+0	+2
FLEX City Provides Services to People Living with HIV or AIDS	+0	+2
FLEX City Provides Services to the Transgender Community	+0	+2

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IV. Law Enforcement

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

	COUNTY	AVAILABLE
LGBTQ+ Liaison/Task Force in Police Department	0	10
Reported 2019 Hate Crimes Statistics to the FBI	0	12
SCORE		**0** out of 22

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.

	COUNTY	AVAILABLE
Leadership's Public Position on LGBTQ+ Equality	0	5
Leadership's Pro-Equality Legislative or Policy-Efforts	0	3
SCORE		**0** out of 8
FLEX Openly LGBTQ+ Elected or Appointed Municipal Leaders	+0	+2
FLEX City Tests Limits of Restrictive State Law	+0	+3

TOTAL SCORE 7 + TOTAL FLEX SCORE 0 = Final Score **7**

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**.

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