

## HAYWARD, CALIFORNIA 1/2

2022 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		









**30** out of 30





Public Accommodations







COUNTY





AVAILABLE

## 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.



**FLEX** Protects Youth from Conversion





Inclusive Workplace

### SCORE

**FLEX** City Employee Domestic Partner Benefits



MUNICIPAL















# III. Municipal Services

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

LGBTQ+ Liaison in City Executive's Office







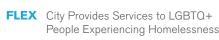




#### SCORE

FLEX Youth Bullying Prevention Policy for City Services

**FLEX** City Provides Services to LGBTQ+ Youth















## COUNTY

#### MUNICIPAL AVAILABLE







## **7** out of 12















## HAYWARD, CALIFORNIA 2/2

2022 MUNICIPAL EQUALITY INDEX SCORECARD



MUNICIPAL AVAILABLE

## 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.

LGBTQ+ Liaison/Task Force in Police Department

Reported 2020 Hate Crimes Statistics to the FBI

**SCORE** 







**12** out of 22

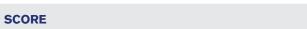
MUNICIPAL AVAILABLE

## 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 Openly LGBTQ+ Elected or Appointed Leaders

**FLEX** City Tests Limits of Restrictive State

**TOTAL SCORE 75 + TOTAL FLEX SCORE 4 =** 













**CANNOT EXCEED 100** 

Final Score 79

\*\* 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.