2025 MUNICIPAL EQUALITY INDEX SCORECARD

Lincoln, NE

HUMAN RIGHTS CAMPAIGN FOUNDATION

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

	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment	7 7	7 7
Transgender-Inclusive Healthcare Benefits***	1	6
City Contractor Non-Discrimination Ordinance	0 0	3 3
Inclusive Workplace	2	2
SCORE	17	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	MUNICIPAL	AVAILABLE
Human Rights Commission	0	5	5
NDO Enforcement by Commission	0	2	2
LGBTQ+ Liaison to City Executive		5	5
SCORE		12	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		2	+2
FLEX City Provides Services to the Transgender Community		0	+2

PTS for sexual orientation — PTS for gender identity — FLEX PTS for criteria not accessible to all cities at this time.

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.

	MUNICIPAL	AVAILABLE
Police LGBTQ+ Liaison/Task Force	10	10
Reported 2023 Hate Crimes Statistics to the FBI	12	12
SCORE	22	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.

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

TOTAL SCORE 59+ TOTAL FLEX SCORE 6 = Final Score 65

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.**

*** Unfortunately, many of the anti-LGBTQ+ state laws enacted in recent years has negated or overrode positive efforts several cities have made over the years, especially in regard to cities offering inclusive health care policies for transgender employees or transgender family members of employees. **For this reason, many cities are only awarded partial credit as their ability to provide such benefits are no longer enforceable.**

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.