

Memorandum



DATE February 14, 2014

TO Budget, Finance and Audit Committee Members: Jerry Allen, Chair, Jennifer S. Gates, Vice-Chair, Tennell Atkins (Mayor Pro Tem), Sheffie Kadane, and Philip Kingston

SUBJECT The Municipal Equality Index and Dallas: Understanding the MEI Scorecard and Working Toward 100

On Tuesday, February 18, 2014, you will be briefed the Municipal Equality Index. The presentation will be given by Cathryn Oakley, Legislative Counsel, State and Municipal Advocacy at the Human Rights Campaign. A copy of the briefing is attached.

Please let me know if you have any questions.



Theresa O'Donnell
Interim Assistant City Manager

c: The Honorable Mayor and Members of the City Council
A.C. Gonzalez, City Manager
Rosa A. Rios, City Secretary
Warren M.S. Ernst, City Attorney
Craig Kinton, City Auditor
Daniel Solis, Administrative Judge, Municipal Court
Ryan S. Evans, Interim First Assistant City Manager
Forest E. Turner, Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager
Joey Zapata, Assistant City Manager
Charles M. Cato, Interim Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Frank Libro, Public Information Officer
Elsa Cantu, Assistant to the City Manager – Mayor and Council



HUMAN
RIGHTS
CAMPAIGN[®]

The Municipal Equality Index and Dallas: Understanding the MEI Scorecard and Working Toward 100

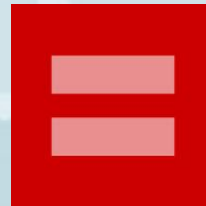
Budget, Finance and Audit Committee

February 18, 2014

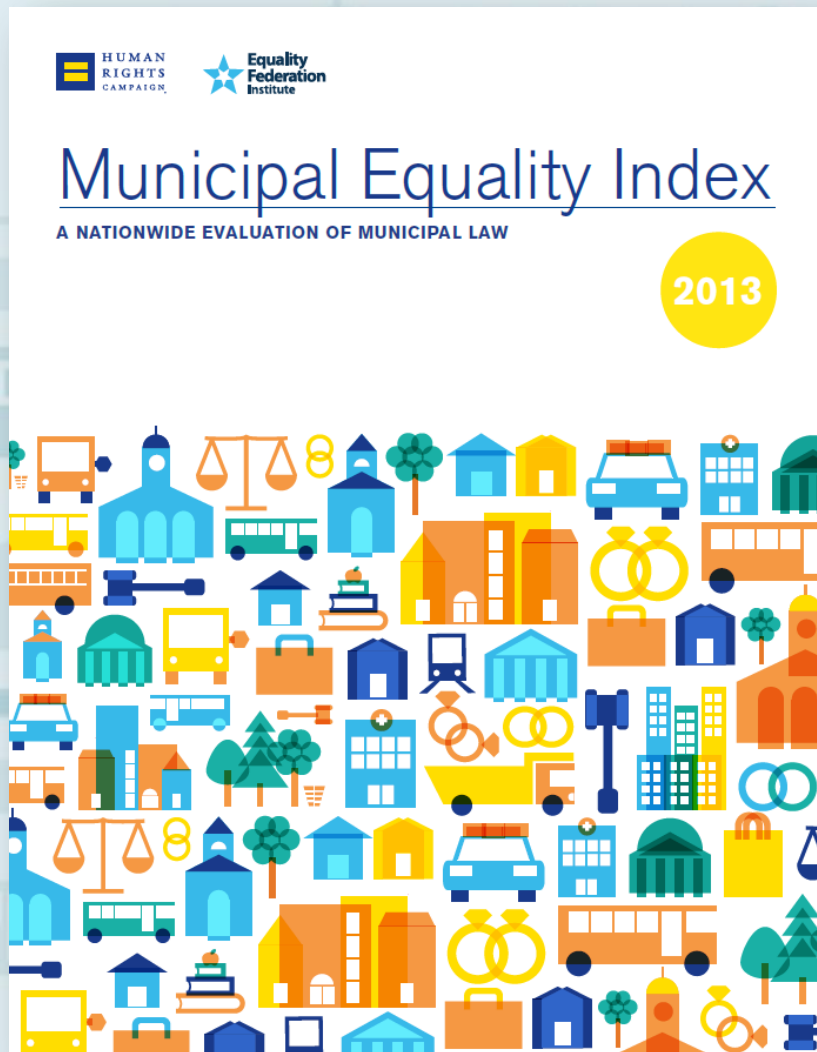
THE HUMAN RIGHTS CAMPAIGN



- HRC is the nation's largest civil rights organization working for LGBT equality.
- LGBT is an acronym referring to lesbian, gay, bisexual, and transgender people.
- You may recognize the red-tinted version of our logo from the over 18 million times it appeared in Facebook newsfeeds over the summer.



THE MUNICIPAL EQUALITY INDEX



- The MEI is the first of its kind nationwide evaluation of municipal law and policy.
- Vision: Lifting up and celebrating progress in cities around the country while accelerating improvements in municipalities with work left to do.

2013 MEI RATED 291 CITIES

291
MUNICIPALITIES

25 **SMALL CITIES**
WITH HIGHEST PROPORTION
OF SAME-SEX COUPLES

25 **MIDSIZE CITIES**
WITH HIGHEST PROPORTION
OF SAME-SEX COUPLES

3 **LARGEST CITIES**
IN EACH STATE

25 **LARGE CITIES**
WITH HIGHEST PROPORTION
OF SAME-SEX COUPLES

50 **STATE CAPITALS** **78** **MILLION PEOPLE** **150** **LARGEST CITIES**
IN THE COUNTRY
50 CITIES – HOME TO EACH STATE’S LARGEST PUBLIC UNIVERSITY

2013 MEI RATED 291 CITIES

WWW.HRC.ORG/MEI

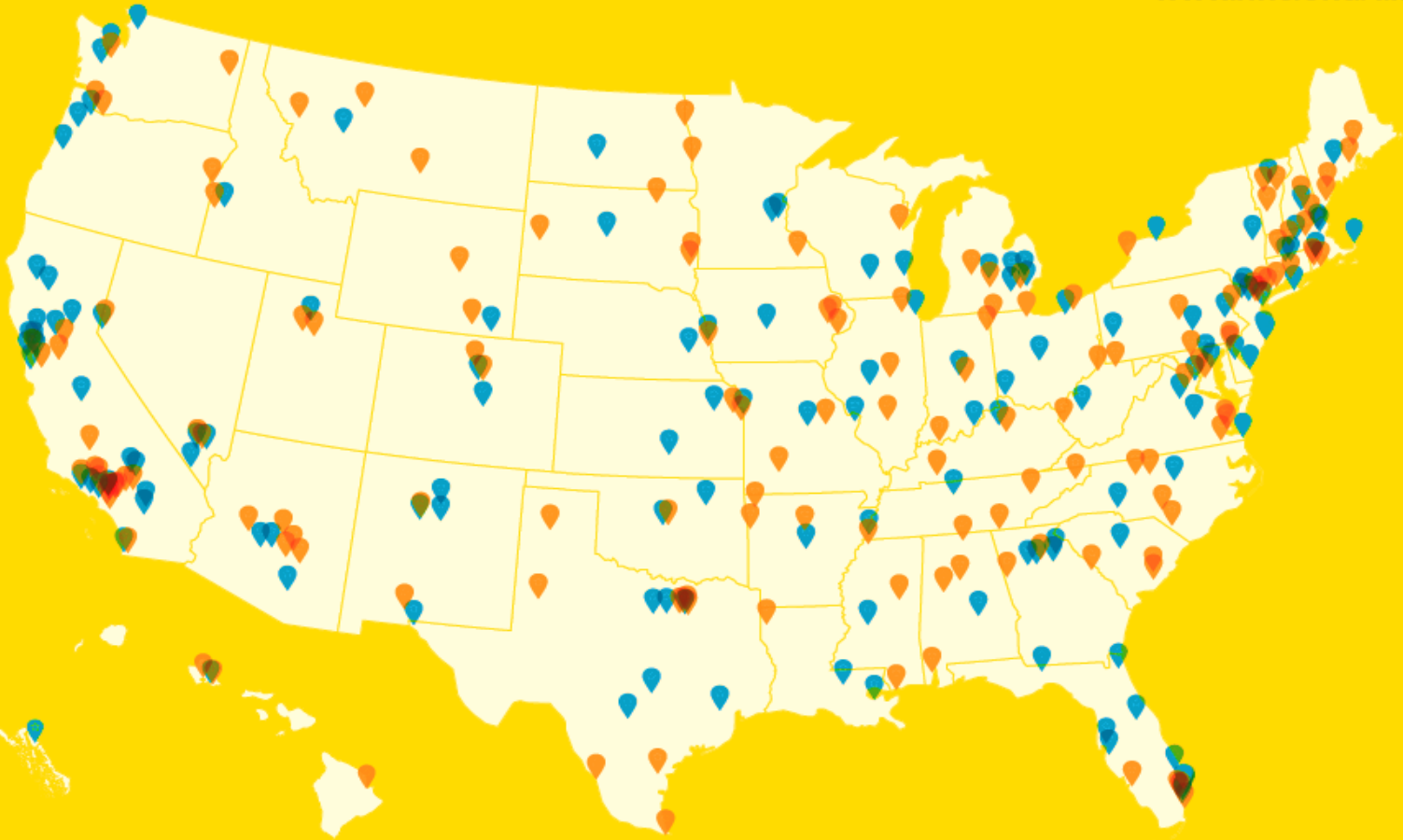
The Municipal Equality Index rates municipalities of varying sizes drawn from every state in the nation.

2012

137 CITIES WITH A POPULATION TOTAL OF 55,853,651

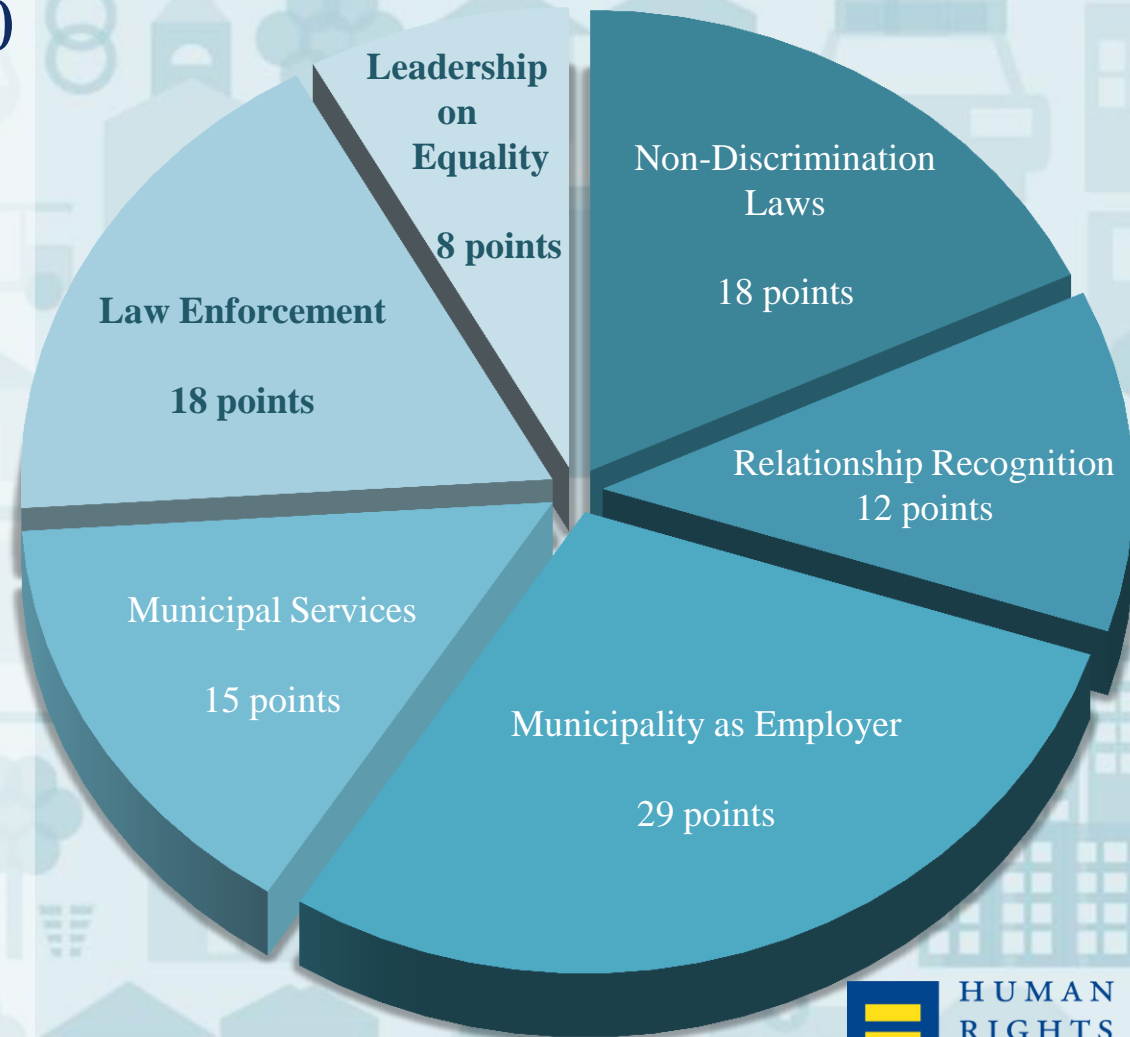
2013

SAME 137 FROM 2012 PLUS MORE THAN DOUBLE THE NUMBER FOR A TOTAL OF 291 CITIES WITH A POPULATION TOTAL OF 77,681,822



EVALUATING MUNICIPAL EQUALITY

- The MEI contains 100 standard points and 20 bonus points
- Standard points are divided into six parts:
 - I. Non-discrimination
 - II. Relationship Recognition
 - III. Municipality as Employer
 - IV. Municipal Services
 - V. Law Enforcement
 - VI. Leadership on Matters of Equality



2012-2013 MEI SCORECARD



CITY, STATE 1/2 2014 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	CITY	AVAILABLE
Employment	X	X	X	3/3
Housing	X	X	X	3/3
Public Accommodations	X	X	X	3/3
SCORE	X out of 18			

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	X			12
Municipal Domestic Partner Registry		X	X	12
SCORE	X out of 12			

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	X	5/5
Domestic Partner Health Benefits	X	4/4
Transgender-Inclusive Healthcare Benefits	X	4/4
Legal Dependent Benefits	X	2/2
Equivalent Family Leave	X	2/2
City Contractor Non-Discrimination Ordinance	X	2/2
City Contractor Equal Benefits Ordinance	X	3/3
SCORE	X out of 29	
BONUS Grossing Up of Employee Benefits	+X	+2
BONUS Municipality is a Welcoming Place to Work	+X	+2

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS 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.

hrc.org/mei



CITY, STATE 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			X	4
LGBT Liaison in the Mayor's Office			X	5
Enumerated Anti-Bullying School Policies	X	X	X	3/3
SCORE	X out of 15			
BONUS Enforcement mechanism in Human Rights Commission	+X			+3
BONUS City provides services to LGBT youth	+X			+2
BONUS City provides services to LGBT homeless	+X			+2
BONUS City provides services to LGBT elderly	+X			+2
BONUS City provides services to people living with HIV/AIDS	+X			+2

V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	X	8
Reported 2011 Hate Crimes Statistics to the FBI	X	10
SCORE	X out of 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	X	5
Leadership's Pro-Equality Legislative or Policy Efforts	X	3
SCORE	X out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+X	+3
BONUS Cities are pro-equality despite restrictive state law	+X	+2

TOTAL SCORE XXX + TOTAL BONUS XX = Final Score XXX

CANNOT EXCEED 100

hrc.org/mei

NATIONWIDE RESULTS OF THE MEI

25 perfect 100 point scores

- **Size wasn't determinative:** of the 25 perfect scores, only six (24%) have populations of over a million people. Three had less than 100,000.
- **State law wasn't determinative:** of the 25 perfect scores, 8 cities came from states without relationship recognition and non-discrimination protections.
- **Region wasn't determinative:** cities across the country scored well

10% scored over	96
25% scored over	78
half scored over	60
the average score	57
25% scored fewer than	35
3.5% scored fewer than	10
	points

REGIONAL RESULTS OF THE MEI



Great Lakes Mid-Atlantic Mountain New England



Plains Southeast Southwest West

AVERAGE
LARGE CITIES
MEDIUM CITIES
SMALL CITIES

HIGH-SCORING CITIES IN STATES WITHOUT SUPPORTIVE STATE LAW

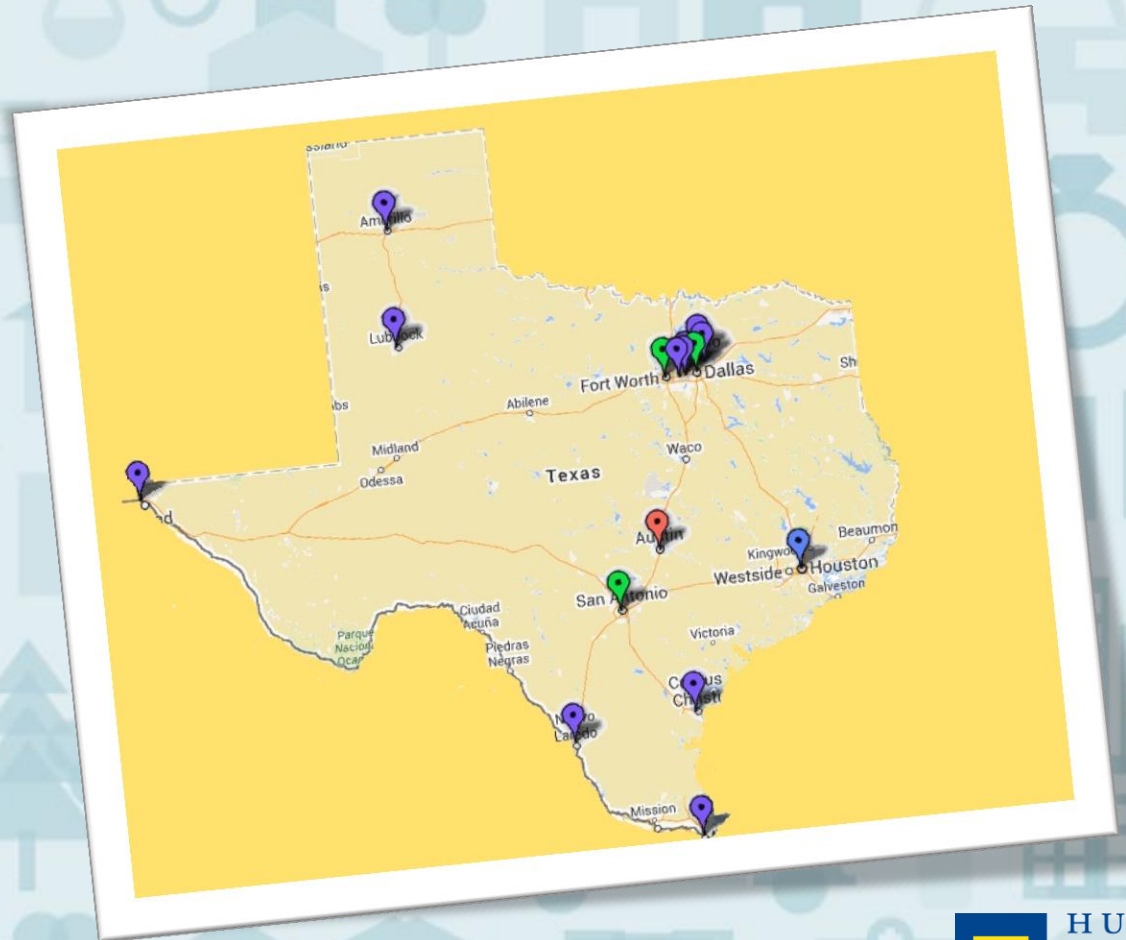


- Cities in states that do not have statewide relationship recognition and non-discrimination laws still did very well on the MEI
- Atlanta, Columbus, Phoenix, Missoula, Kansas City (MO), Saint Louis, Philadelphia and Austin all scored a perfect 100 points.
- In Texas, Fort Worth, San Antonio, and Dallas joined Austin in the top scorers in these states.

SNAPSHOT OF TEXAS

The 2013 MEI scored 16 Texas cities, averaging 40 points.

- Amarillo - 16
- Arlington - 11
- **Austin - 100**
- Brownsville - 38
- Corpus Christi - 19
- **Dallas - 81**
- El Paso - 51
- **Fort Worth - 91**
- Garland - 17
- Grand Prairie - 21
- **Houston - 63**
- Irving - 16
- Laredo - 2
- Lubbock - 5
- Plano - 14
- **San Antonio - 86**



DALLAS' 2013 MEI SCORECARD



DALLAS, TEXAS 1/2 2013 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	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE				18 out of 18

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE				0 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.				+0 +2

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	20 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2



DALLAS, TEXAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE				11 out of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.				+2 +2

V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	2	3
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 72 + TOTAL BONUS 9 = Final Score 81
CANNOT EXCEED 100

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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR 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.

DEEPER DIVE INTO DALLAS SCORE



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.

Employment



Housing



Public Accommodations



SCORE

18 out of 18



II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

Marriage Equality, Civil Unions, or Domestic Partnerships



Municipal Domestic Partner Registry



SCORE

0 out of 12

BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.



A **Domestic Partner Registry** is a city level program that would keep, as a matter of public record, a list of couples who choose to register as domestic partners. The benefits of being registered don't approximate marriage, so they must not run afoul of state constitutional amendments, but they sometimes include:

- the right to visit one's partner at a health care facility;
- the ability to make health care decisions for one's partner should the partner become incapacitated,
- the ability to make decisions with regard to funeral decisions,
- notification to family in case of an accident,
- extending the use of city facilities to a registered domestic partner as if the domestic partner were a spouse (like a town park family membership),
- and of course the ability for a person to rely upon their status as a registered DP when it comes to an employer who offers DP benefits.

DALLAS' 2013 MEI SCORECARD

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.



5% of cities
rated offer trans-inclusive
healthcare benefits.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4/4	4/4
Legal Dependent Benefits	2/2	2/2
Equivalent Family Leave	0/2	2/2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0/3	3/3
SCORE	20	out of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

Opportunities

- Equivalent Family Leave
- Contractor Equal Benefits Ordinance
- Grossing Up
- Transgender-Inclusive Health Benefits

Trans-inclusive health benefits. Note, these points are standard points beginning in 2014.

- Health care plans often exclude medical care that is medically necessary for many transgender people.
- Private and public employers offer inclusive health benefits and not found them to be cost-prohibitive.
- Employees must have at least one trans-inclusive plan in the menu of options to choose from.

DALLAS' 2013 MEI SCORECARD



IV. Municipal Services		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission		→	0	7
	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE				11 out of 18	
BONUS	City provides services to particularly vulnerable populations of the LGBT community.		→	+2	+2

Human Rights Commission. Note: a commission alone will be worth 4 points in 2014, and an NDO enforcement mechanism will be worth 3 bonus points.

- Human Rights Commissions do important work to identify and eliminate discrimination; even in jurisdictions where LGBT equality isn't explicitly a part of the commission's charter, these commissions investigate complaints, educate the city, and sometimes enforce non-discrimination laws.
- 2014 Bonus Points:** The nationwide best practice in enforcing non-discrimination ordinances is to create a Human Rights Commission that oversees the receipt and investigation of the claim and any settlement proceedings, ultimately issuing a right-to-sue letter if cause is found and the parties are unable to come to a settlement. There are also other enforcement mechanisms, including private rights of action and enforcement by the city attorney's office. Any of these municipal enforcement mechanisms will be awarded these three bonus points.

Services for Vulnerable Populations. In 2012-2013, these points were awarded as a total of 2 bonus points if the city supported or provided services to any of the following populations of people: LGBT elderly; LGBT youth; LGBT homeless; and people who are HIV+ or living with AIDS. In 2014, 2 bonus points will be given for each of these.

DALLAS' 2013 MEI SCORECARD



V. Law Enforcement

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

LGBT Police Liaison or Task Force

CITY: 8

AVAILABLE: 8

Reported 2011 Hate Crimes Statistics to the FBI

CITY: 10

AVAILABLE: 10

SCORE

18 out of 18



VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

CITY: 3

AVAILABLE: 5

Leadership's Pro-Equality Legislative or Policy Efforts

CITY: 2

AVAILABLE: 3

SCORE

5 out of 8

BONUS Openly LGBT elected or appointed municipal leaders

+3

+3

BONUS City engages with the LGBT community

+2

+2

BONUS Cities are pro-equality despite restrictive state law

+0

+2

Note: in 2014, the bonus points for the city engaging with the LGBT community will be eliminated, with those efforts reflected instead in the standard points in Part 6.

THE MEI 2014 SCORECARD



CITY NAME, STATE NAME 1/2 2014 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	CITY	AVAILABLE
Employment	XX	XX	XX	3/3
Housing	XX	XX	XX	3/3
Public Accommodations	XX	XX	XX	3/3
SCORE	X out of 18			

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	X			1/2
Municipal Domestic Partner Registry		X	X	2/2
SCORE	X out of 12			

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	XX	5/5
Domestic Partner Health Benefits	X	4/4
Transgender-Inclusive Healthcare Benefits	X	4/4
Legal Dependent Benefits	X	2/2
Equivalent Family Leave	X	2/2
City Contractor Non-Discrimination Ordinance	XX	2/2
City Contractor Equal Benefits Ordinance	X	4/4
SCORE	X out of 29	
BONUS Grossing Up of Employee Benefits	+X	+2
BONUS Municipality is a Welcoming Place to Work	+X	+2



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

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CITY NAME, STATE NAME 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			X	4/4
LGBT Liaison in the Mayor's Office			X	5/5
Enumerated Anti-Bullying School Policies	XX	XX	XX	3/3
SCORE	X out of 15			



BONUS Enforcement mechanism in Human Rights Commission	+X	+3
BONUS City provides services to LGBT youth	+X	+2
BONUS City provides services to LGBT homeless	+X	+2
BONUS City provides services to LGBT elderly	+X	+2
BONUS City provides services to people living with HIV/AIDS	+X	+2

V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	X	8/8
Reported 2011 Hate Crimes Statistics to the FBI	X	10/10
SCORE	X out of 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	X	5/5
Leadership's Pro-Equality Legislative or Policy Efforts	X	3/3
SCORE	X out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+X	+3
BONUS Cities are pro-equality despite restrictive state law	+X	+2

TOTAL SCORE XXX + TOTAL BONUS XX = Final Score XXX

CANNOT EXCEED 100

MUNICIPAL EQUALITY MATTERS



When it comes to issues of equality, our nation's cities are leading the charge because we know that prosperous cities gain great economic strength from celebrating and cultivating diversity.



I am proud to be mayor of the first deep Southern city to achieve a perfect score on the *Municipal Equality Index*.



It's called an LGBT movement for a reason. We can and must advance equality at every level of our democracy until LGBT Montanans are treated the same as LGBT Washingtonians.

Cities used to think they could generate jobs and economic growth by luring companies with huge tax abatements and other subsidies. But today, more and more we know that **enduring growth for cities and for nations comes from an open, diverse, tolerant social environment that is appealing to a diverse range of creative and talented people.**

The Greater Philadelphia Chamber of Commerce stands for equality in the workplace because it's good for business, and because equality is a value we honor and cherish.

WORKING TOGETHER TO IMPROVE

- In addition to our independent research, we reach out to the city (usually HR) to ensure we have complete information.
- We send the city a draft scorecard in the summer for review and feedback before publication in the fall.
- The MEI team is available to answer questions year round, and we can also help with:
 - Directing you to more information
 - Consulting on language for policies
 - Connecting you with other cities doing what you'd like to do.
- Also we are open to feedback about how we can improve the project!



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The Municipal Equality Index and Dallas: Understanding the MEI Scorecard and Working Toward 100

Cathryn Oakley,
Legislative Counsel for State and Municipal Advocacy
Human Rights Campaign
cathryn.oakley@hrc.org



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