

Memorandum



CITY OF DALLAS

DATE September 18, 2015

TO Members of the Budget, Finance & Audit Committee: Jennifer S. Gates (Chair), Philip T. Kingston (Vice Chair), Erik Wilson, Rickey D. Callahan, Scott Griggs, Lee M. Kleinman

SUBJECT Municipal Equality Index Update

On September 21, 2015 the Budget, Finance and Audit Committee will be briefed on the Municipal Equality Index Update. The briefing will be presented by Cheryl Orr, Ethics and Diversity Officer. The briefing materials are attached for your review.

Please let me know if you need additional information.

A handwritten signature in black ink, appearing to read 'A.C. Gonzalez'.

A.C. Gonzalez
City Manager

c: Honorable Mayor and Members of City Council
Warren M.S. Ernst, City Attorney
Craig D. Kinton, City Auditor
Daniel F. Solis, Administrative Judge
Rosa A. Rios, City Secretary
Ryan S. Evans, First Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager

Joey Zapata, Assistant City Manager
Mark McDaniel, Assistant City Manager
Eric D. Campbell, Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Sana Syed, Public Information Officer
Elsa Cantu, Assistant to the City Manager

Municipal Equality Index Update

Budget, Finance and Audit Committee
September 21, 2015

Cheryl D. Orr, Ethics and Diversity Officer



Purpose

- To update BF&A on progress towards achieving 100 points on the Municipal Equality Index (MEI)

Sponsored by the
Human Rights Campaign



Human Rights Campaign

- Vision: The largest civil rights/advocacy organization working to achieve equality for lesbian, gay, bisexual and transgender Americans
- The Human Rights Campaign represents a force of more than 1.5 million members and supporters nationwide — all committed to making HRC's vision a reality
- Sponsors the Municipal Equality Index (MEI)
A ranking of how inclusive City policies, laws and services are toward the LGBT community.

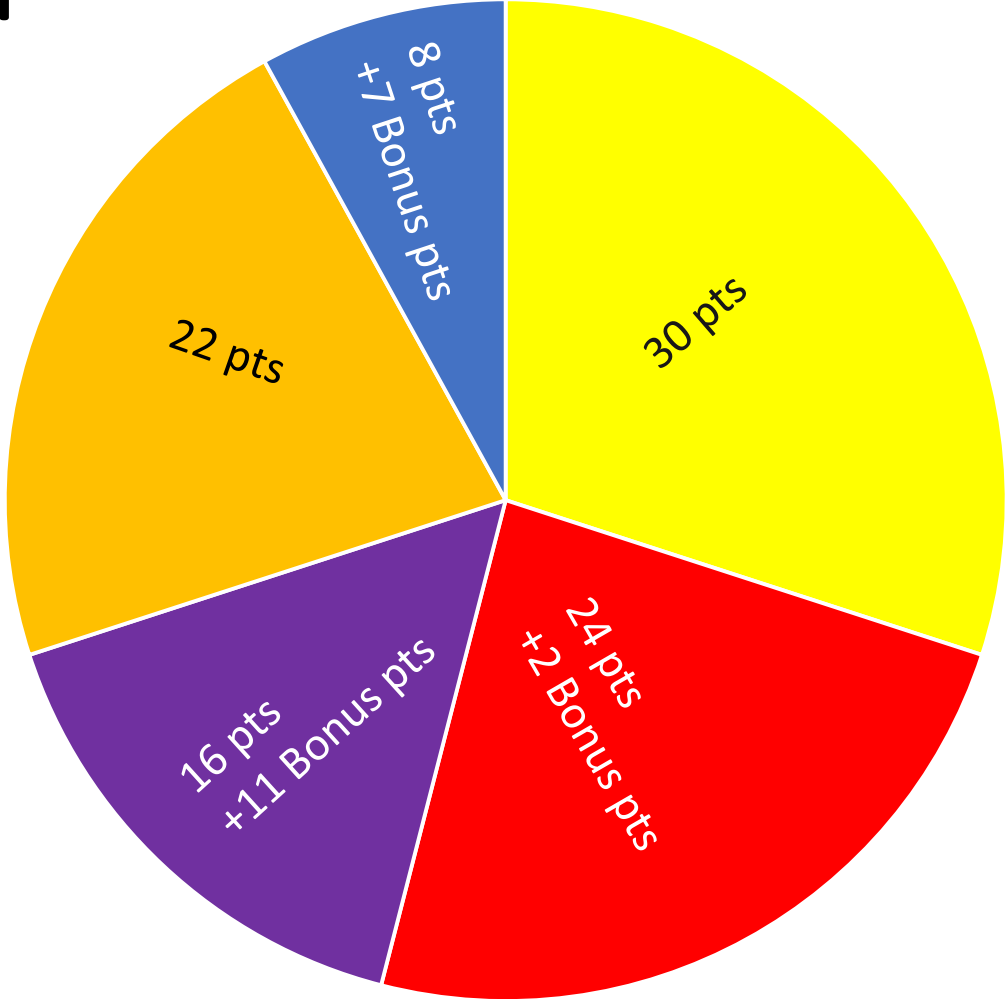


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RIGHTS
CAMPAIGN®

Background

- A briefing to BF&A was held on February 18, 2014 introducing the Municipal Equality Index (MEI) and its scoring
- Update of Dallas' MEI score was presented to BF&A on January 2, 2015
- Overview of MEI
 - Rates a total of 353 cities from every State in the national
 - Contains 100 standard points and 20 bonus points
 - Standard Points are divided into 5 parts
 - Non-discrimination Law
 - Municipality as Employer
 - Municipal Services
 - Law Enforcement
 - Leadership on LGBT Equality

Points Awarded



■ Non-Discrimination Law
■ Law Enforcement

■ Municipality as Employer
■ Leadership on LGBT Equality

■ Municipal Services

Part 1: Non-Discrimination Law

	Points
Employment	10
Housing	10
Public Accommodations	10

Part 2: Municipality as Employer

	Points
Non-Discrimination in City Employees	12
Trans-Inclusive Health Benefits	0
City Contractor Non-Discrimination Ordinance	6
Bonus: Inclusive Workplace	0*

*Points being reviewed by Human Rights Campaign

Part 3: Municipal Services

	Points
Human Rights Commission	0
LGBT Liaison to City Employees	0*
Anti-Bullying Policies	6
Bonus: Enforcement of HRC	3
Bonus: City provides services to LGBT youth	2
Bonus: City provides services to LGBT homeless	2
Bonus: City provides services to LGBT elderly	0*
Bonus: City provides services to HIV/AIDS citizens	2

*Points being reviewed by Human Rights Campaign

Part 4: Law Enforcement

	Points
LGBT Liaison/Task Force in Police Dept.	10
Hate Crimes Reporting (2013)	12

Part 5: Leadership on LGBT Equality

	Points
Leadership's Public Position on Equality	5
Recent Pro-Equality Legislative Efforts Resolution	3
Bonus: Openly LGBT Elected or Appointed Leaders	3
Bonus: City Tests Limits of Restrictive State Law	0

Totals

	Points
Standard Points Total	84
Bonus Point Total	12
Tentative Final Score FY16	96
Score FY15	91

FY 16 MEI Score

- Based on communication with MEI this past week, the City of Dallas has been awarded 4 more points.
- FY 16:

$$96 + 4 =$$



100!!!

MEI 2015 Scores – Big Cities in Texas

• Austin	100
• Dallas	91
• El Paso	52
• Ft Worth	83
• Houston	54
• San Antonio	72

