

# **MEMPHIS, TENNESSEE 1/2**

**2019 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY MUNICIPAL AVAILABLE

MUNICIPAL AVAILABLE

# 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.

|           | 5   |    |    |             |         |
|-----------|---|----|----|-------------|---------|
| Employm   | ent                                       | 00 | 00 | 00          | 5 5     |
| Housing   |   | 00 | 00 | 00          | 55      |
| Public Ac | commodations                              | 00 | 00 | 00          | 55      |
| SCORE     |   |    |    | <b>0</b> ou | t of 30 |
| BONUS     | Single-Occupancy All-Gender<br>Facilities | +0 | +0 | +0          | +2      |
| BONUS     | Protects Youth from Conversion<br>Therapy | +0 | +0 | +0          | +2      |

STATE

### 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.

| Non-Discr                                     | imination in City Employment               |          | 77                  | 77        |  |
|---|--|----------|---------------------|-----------|--|
| Transgend                                     | der-Inclusive Healthcare Benefits          |          |                     | 6         |  |
| City Contr                                    | actor Non-Discrimination Ordinance         |          | 00                  | 33        |  |
| Inclusive V                                   | Vorkplace                                  |          | 2                   | 2         |  |
| SCORE   |  |          | <b>16</b> out of 28 |           |  |
| BONUS   | City Employee Domestic Partner<br>Benefits |          | +0                  | +1        |  |
| 5   |  | COUNTY   | CITY                | AVAILABLE |  |
| Human Ri                                      | ghts Commission                            | 0        | (5)                 | 5         |  |
| NDO Enforcement by Human Rights<br>Commission |  | <u> </u> | 0                   | 2         |  |
| LGBTQ Li                                      | aison in City Executive's Office           | C        | Õ                   |           |  |

## III. Municipal Services

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

| Commissi | ion   | ( ) | $(\mathbf{U})$ | $\left(\frac{2}{2}\right)$ |
|----------|---|-----|----------------|----------------------------|
| LGBTQ L  | iaison in City Executive's Office                     | C   | 0              | 5                          |
| SCORE    |   |     | <b>5</b> ou    | t of 12                    |
| BONUS    | Youth Bullying Prevention Policy for<br>City Services |     | +0+0           | +1 +1                      |
| BONUS    | City Provides Services to LGBTQ<br>Youth              |     | +0             | +2                         |
| BONUS    | City Provides Services to LGBTQ<br>Homeless People    |     | +0             | +2                         |
| BONUS    | City Provides Services to LGBTQ<br>Elders             |     | +0             | +2                         |
| BONUS    | City Provides Services HIV/AIDS<br>Population         |     | +0             | +2                         |
| BONUS    | City Provides Services to the                         |     | +0             | +2                         |

Transgender Community

## **MEMPHIS, TENNESSEE 2/2**

**2019 MUNICIPAL EQUALITY INDEX SCORECARD** 

## IV. Law Enforcement

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

Reported 2017 Ha to the FBI

SCORE

# V. Leadership on LGBTQ Equa

This category measures the city leadership's Leadership's Public commitment to fully include the LGBTQ community and to advocate for full equality. Leadership's Pro-Ec Efforts SCORE

BONUS Openly L Municipa BONUS City Test

Law

– PTS FOR GENDER IDENTITY

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

PTS FOR SEXUAL ORIENTATION





|                       | MUNICIPAL    | AVAILABLE |
|-----------------------|--------------|-----------|
| ison or Task Force    | (10)         | (10)      |
| ate Crimes Statistics | 12           | 12        |
|                       | <b>22</b> ou | t of 22   |

| ality                                    | MUNICIPAL         | AVAILABLE |
|--|-------------------|-----------|
| c Position on LGBTQ Equality             | 2                 | (5)       |
| Equality Legislative or Policy           | 0                 | 3         |
|  | <b>2</b> out of 8 |           |
| LGBTO Elected or Appointed<br>al Leaders | +0                | +2        |
| ts Limits of Restrictive State           | +3                | +3        |

TOTAL SCORE 45 + TOTAL BONUS 3 =



**CANNOT EXCEED 100** 

BONUS PTS for criteria not accessible to all cities at this time.