**MEMPHIS, TENNESSEE**

### I. Non-Discrimination Laws

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Housing</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE:** 0 out of 30

**BONUS:**
- Single-Occupancy All-Gender Facilities: +0
- Protects Youth from Conversion Therapy: +2

### II. Municipality as Employer

<table>
<thead>
<tr>
<th>Category</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Discrimination in City Employment</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Inclusive Workplace</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

**SCORE:** 16 out of 28

**BONUS:**
- City Employee Domestic Partner Benefits: +1

### III. Municipal Services

<table>
<thead>
<tr>
<th>Category</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Commission</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>LGBTQ Liaison in City Executive's Office</td>
<td>0</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

**SCORE:** 5 out of 12

**BONUS:**
- Youth Bullying Prevention Policy for City Services: +0
- City Provides Services to LGBTQ Youth: +2
- City Provides Services to LGBTQ Homeless People: +2
- City Provides Services to LGBTQ Elders: +2
- City Provides Services to LGBTQ Population: +2
- City Provides Services to the Transgender Community: +2

### IV. Law Enforcement

**SCORE:** 22 out of 22

**BONUS:**
- City Tests Limits of Restrictive State Law: +3

### V. Leadership on LGBTQ Equality

**SCORE:** 2 out of 8

**BONUS:**
- Openly LGBTQ Elected or Appointed Municipal Leaders: +2

**Final Score:** 48 out of 100

---

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