### 2017 Municipal Equality Index Scorecard

**Concord, California**

**SCORE** 67 out of 100

#### I. Non-Discrimination Laws

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Housing</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>SCORE</strong></td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>30</td>
</tr>
</tbody>
</table>

#### II. Municipality as Employer

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Discrimination in City Employment</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>SCORE</strong></td>
<td>6</td>
<td>24</td>
<td>0</td>
<td>6</td>
</tr>
</tbody>
</table>

**BONUS** Inclusive Workplace +2

#### III. Municipal Services

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Commission</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>LGBTQ Liaison in City Executive’s Office</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Enumerated Anti-Bullying School Policies</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>SCORE</strong></td>
<td>11</td>
<td>16</td>
<td>0</td>
<td>11</td>
</tr>
</tbody>
</table>

**BONUS** Enforcement Mechanism in Human Rights Commission +2

**BONUS** City Provides Services to LGBTQ Youth +2

**BONUS** City Provides Services to LGBTQ Homeless +2

**BONUS** City Provides Services to LGBTQ Elders +2

**BONUS** City Provides Services to people Living with HIV/AIDS +2

**BONUS** City Provides Services to the Transgender Community +2

**TOTAL SCORE 59 + TOTAL BONUS 8 = Final Score 67**

CANNOT EXCEED 100

#### IV. Law Enforcement

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBTQ Police Liaison or Task Force</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reported 2015 Hate Crimes Statistics to the FBI</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>SCORE</strong></td>
<td>12</td>
<td>22</td>
<td>0</td>
<td>12</td>
</tr>
</tbody>
</table>

#### V. Relationship with the LGBTQ Community

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership’s Public Position on LGBTQ Equality</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>SCORE</strong></td>
<td>0</td>
<td>8</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

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

**BONUS** City Tests the Limits of Restrictive State Law +4

**TOTAL SCORE 59 + TOTAL BONUS 8 = Final Score 67**

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 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