

This category evaluates whether

orientation and gender identity is

areas of employment, housing, and

public accommodations.

discrimination on the basis of sexual

prohibited by the city, county, or state in

#### **BIRMINGHAM, ALABAMA 1/2**

**2018 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

0 0

#### I. Non-Discrimination Laws

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ployment	
using	

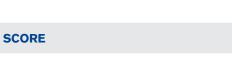
Public Accommodations	

Human Rights Commission

Commission

NDO Enforcement by Human Rights

LGBTQ Liaison in City Executive's Office







STATE





MUNICIPAL AVAILABLE

MUNICIPAL AVAILABLE





## 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-Discrimination in City Employment
Transgender-Inclusive Healthcare Benefits
City Contractor Non-Discrimination Ordinance
Inclusive Workplace

II.	Municipal Services	

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

	Non-Disci	rimination in City Employment		7 7	77
	Transgend	der-Inclusive Healthcare Benefits		0	6
	City Contr	ractor Non-Discrimination Ordinance		3 3	3 3
	Inclusive \	Vorkplace		2	2
	SCORE			<b>22</b> or	ut of 28
	BONUS	City Employee Domestic Partner Benefits		+0	+1
Ç	3		COUNTY	CITY	AVAILABLE

(	0











SCORE	
BONUS	Youth Bullying Prevention Policy for City Services
BONUS	City Provides Services to LGBTQ Youth
BONUS	City Provides Services to LGBTQ Homeless
BONUS	City Provides Services to LGBTQ Elders













5	5	
12	out of 12	

0	+1+1
	+2
	+2
	+2
	+2

## **BIRMINGHAM, ALABAMA 2/2**

**2018 MUNICIPAL EQUALITY INDEX SCORECARD** 



MUNICIPAL AVAILABLE

### IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2016 Hate Crimes Statistics to the FBI

**SCORE** 

10

12

10

**22** out of 22

# V. Leadership on LGBTQ Equality

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**SCORE** 

**BONUS** Openly LGBTQ Elected or Appointed

Municipal Leaders

**BONUS** City Tests Limits of Restrictive State



MUNICIPAL AVAILABLE

8 out of 8

**TOTAL SCORE 94 + TOTAL BONUS 8 =** 

Final Score 100

**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