

SALEM, OREGON 1/2

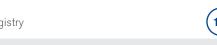
2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	00	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 3	00	3 3	3 3
public accommodations.	Public Accommodations	3 3	00	3 3	3 3
	SCORE			18 °	ut of 18

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

)(gnition
	Marriage Equality, Civil Unions, or Domestic Partnerships
	Domestic Partner Registry
	SCORE





COUNTY



CITY

CITY



AVAILABLE

AVAILABLE

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	22 ou	ıt of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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.

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IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			4	4
	LGBT Liaison to City Executive			(5)	5
	Enumerated Anti-Bullying Policies	3 3	00	33	3 3
	SCORE			15 °	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/support	ts		+0	+2
	BONUS City provides services to/support LGBT homeless	ts		+0	+2
	BONUS City provides services to/support	ts		+0	+2
	BONUS City provides services to/support people living with HIV/AIDS	ts		+0	+2
V. Law Enforcement				CITY	AVAILABLI
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			18。	ut of 18
VI. Relationship with	the LGBT Commun	ity		CITY	AVAILABLI
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equal	ılity		0	(5)
	Leadership's Pro-Equality Legislative/Policy Efforts	У		0	3
				0	out of 8
	SCORE				
	BONUS Openly LGBT elected or appointe municipal leaders	ed		+0	+3
	BONUS Openly LGBT elected or appointe	ed		+0	+3

CANNOT EXCEED 100