

#### SAN JOSE, CALIFORNIA 1/2

STATE

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

#### SAN JOSE, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



10

12

## 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.

Place to Work

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(5
(5





CITY

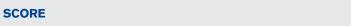
CITY





AVAILABLE

AVAILABLE



# II. 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  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	6 6	6 6
SCORE	<b>24</b> ou	t of 24
BONUS Municipality is a Welcoming		12

# III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2



AVAILABLE

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AVAILABLE

### IV. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2013 Hate Crimes Statistics to the FBI

**SCORE 22** out of 22

# V. Relationship with the LGBT Community

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 Equality

**BONUS** Cities are pro-equality despite

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed municipal leaders

restrictive state law

8 out of 8



2

Final Score 100 **TOTAL SCORE 100 + TOTAL BONUS 6** 

**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 hrc.org/mei