

DUBUQUE, IOWA 1/2

2019 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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.

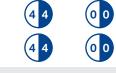
Employment		
Housing		

SCORE

Facilities



mpioymone	
lousing	
ublic Accommodations	



STATE



MUNICIPAL AVAILABLE

00	5 5
	29 out







MUNICIPAL

2

12 out of 12



AVAILABLE

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTO 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

SCORE	
BONUS	City Employee Domestic Partner

NDO Enforcement by Human Rights

City Services

Youth

Elders

Population

SCORE

LGBTQ Liaison in City Executive's Office

BONUS Youth Bullying Prevention Policy for

BONUS City Provides Services to LGBTQ

BONUS City Provides Services to LGBTQ Homeless People **BONUS** City Provides Services to LGBTQ

BONUS City Provides Services HIV/AIDS

BONUS City Provides Services to the Transgender Community

III. Municipal Services

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

INON-Discrimination in City Employment		7 7	(7 7
Transgender-Inclusive Healthcare Benefits		6	6
City Contractor Non-Discrimination Ordinance		11	3 3
Inclusive Workplace		2	2
SCORE		24 o	ut of 28
BONUS City Employee Domestic Partner Benefits		+1	+1
S	COUNTY	CITY	AVAILABLE
Human Rights Commission	0	5	5

DUBUQUE, IOWA 2/2 2019 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 2017 Hate Crimes Statistics to the FBI

SCORE

10

12





MUNICIPAL AVAILABLE

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



8 out of 8





TOTAL SCORE 95 + TOTAL BONUS 5 =

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