

# **DULUTH, MINNESOTA 1/2**

COUNTY

STATE

2019 MUNICIPAL EQUALITY INDEX SCORECARD

#### 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

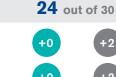
Public Accommodations

**SCORE BONUS** Single-Occupancy All-Gender

**BONUS** Protects Youth from Conversion Therapy

Facilities





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



# III. Municipal Services

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

Human Rights Commission

NDO Enforcement by Human Rights

LGBTQ Liaison in City Executive's Office



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





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AVAILABLE

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#### CITY

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COUNTY













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#### 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

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



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**TOTAL SCORE 80 + TOTAL BONUS 6 =** 

Final Score 86

**CANNOT EXCEED 100** 





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