

SPRINGFIELD, MASSACHUSETTS 1/2

STATE

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.

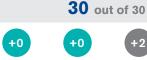
Employment Housing

Public Accommodations

SCORE BONUS Single-Occupancy All-Gender Facilities

BONUS Protects Youth from Conversion Therapy





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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

SCORE

Inclusive Workplace

BONUS City Employee Domestic Partner Benefits



MUNICIPAL



AVAILABLE

5 5







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



COUNTY





AVAILABLE





SCORE **BONUS** Youth Bullying Prevention Policy for City Services

BONUS City Provides Services to LGBTQ **BONUS** City Provides Services to LGBTQ

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

BONUS City Provides Services HIV/AIDS Population

BONUS City Provides Services to the Transgender Community





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CITY









SPRINGFIELD, MASSACHUSETTS 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

0 12

10

12 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

TOTAL SCORE 68 + TOTAL BONUS 6 =

MUNICIPAL AVAILABLE

6 out of 8

Final Score 74

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -







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