TACOMA, WASHINGTON 1/2
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.

<table>
<thead>
<tr>
<th>Employment</th>
<th>STATE</th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5</td>
<td>5</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Housing</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

SCORE

30 out of 30

BONUS

Single-Occupancy All-Gender Facilities
Protects Youth from Conversion Therapy

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.

<table>
<thead>
<tr>
<th>Non-Discrimination in City Employment</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Inclusive Workplace</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

SCORE

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BONUS

City Employee Domestic Partner Benefits

III. Municipal Services

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

<table>
<thead>
<tr>
<th>Human Rights Commission</th>
<th>COUNTY</th>
<th>CITY</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>LGBTQ Liaison in City Executive’s Office</td>
<td>0</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

SCORE

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BONUS

Youth Bullying Prevention Policy for City Services
City Provides Services to LGBTQ Youth
City Provides Services to LGBTQ Homeless People
City Provides Services to LGBTQ Elders
City Provides Services to LGBTQ Population
City Provides Services to the Transgender Community

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.

<table>
<thead>
<tr>
<th>LGBTQ Police Liaison or Task Force</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Reported 2017 Hate Crimes Statistics to the FBI</td>
<td>12</td>
<td>12</td>
</tr>
</tbody>
</table>

SCORE

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BONUS

Openly LGBTQ Elected or Appointed Municipal Leaders
City Tests Limits of Restrictive State Law

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.

<table>
<thead>
<tr>
<th>Leadership’s Public Position on LGBTQ Equality</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

SCORE

8 out of 8

BONUS

Openly LGBTQ Elected or Appointed Municipal Leaders
City Tests Limits of Restrictive State Law

TOTAL SCORE 83 + TOTAL BONUS 15 = Final Score 98
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.