

HUMAN RIGHTS COMMISSION CITY OF PALM SPRINGS, CALIFORNIA

www.palmspringsca.gov

AGENDA

Monday
July 12, 2021



5:30 p.m.
Regular Meeting

Mission Statement

Palm Springs is an inclusive world-class city dedicated to providing excellent and responsive public services to enhance the quality of life for current and future generations.

Pursuant to Executive Order N-29-20, this meeting will be conducted by teleconference and there will be no in-person public access to the meeting location.

- To view/listen/participate in the meeting live, please use the following link:

<https://us02web.zoom.us/j/83944390784?pwd=ck44clJJbVE4eGNQMk5SSZDJLdjJOZz09>

or call (669) 900-6833 **Zoom Meeting ID 839 4439 0784, Passcode: 913916**

- Written public comment may also be submitted to cityclerk@palmspringsca.gov. Transmittal prior to the meeting is required. Any correspondence received during or after the meeting will be distributed to the Board/Commission as soon as practicable and retained for the official record.
- The meeting will be recorded and the audio file will be available from the Office of the City Clerk and will be posted on the City's YouTube channel, as soon as practicable.

1. **CALL TO ORDER:** Chair Ron deHarte
2. **ROLL CALL:** Members: Terrie Andrade, Oliver Cleary, Glenn Flood, Hugo Loyola, Edwin Ramoran, Kalina Robles, Donna Shepherd, David Vignolo and Chair Ron deHarte

Student Representative Ella Cash and Lilly Hanner

3. **MISSION STATEMENT & GOALS:**

"The Mission of the Palm Springs Human Rights Commission is to promote and protect the diversity of our community and to improve human relations through education and community awareness."

Human Rights Commission Goals:

- *To develop community education programs;*
- *To investigate and mediate instances of discrimination of groups or individuals;*
- *To bring persons and groups together in common support of human rights issues;*
- *To acquire the fiscal and human resources necessary to support and accomplish the work of the Commission;*
- *To provide management and coordination for the Commission;*
- *To promote diversity through the appointment of candidates to all city boards and commissions to proportionately reflect the diversity of the population of the City of Palm Springs;*
- *The Commission and each Committee shall develop goals and objectives annually, for adoption by the commission;*
- *The Commission shall work closely with the Mayor, City Council, and City Cabinet and with all other City Commissions and Boards in joint endeavors that support the Commission's mission statement and City's goals and objectives.*

4. QUORUM:

- 5. PUBLIC COMMENTS:** This time has been set aside for members of the public to address the Human Rights Commission on agenda items; and items of general interest within the subject matter jurisdiction of the Commission. Three (3) minutes is allowed for each speaker. Although the Commission values your comments, pursuant to the Brown Act, it generally cannot take any action on items not listed on the posted agenda. Commissioners will not enter into discussion with speakers, but during Commission Comments, may refer the matter to staff for report and recommendation at a future Commission meeting.

6. CHAIR COMMENTS:**7. RECOGNITION:**

- A. World Day Against Trafficking in Persons
Gustavo Ariza, Palm Springs Police Department

8. APPROVAL OF MINUTES: June 14, 2021

- 9.** Update from City Council regarding Homelessness – Jay Virata, Director, Community & Economic Development

- 10.** Update on the Social Justice Committee – Justin Clifton, City Manager

11. ITEMS FOR DISCUSSION/ACTION:

- A. Committees – Chair deHarte and Vice Chair Chappell
 - a. New Commissioner committee assignments – (see attached Standing Committees guide)

Executive Committee (deHarte, Vice Chair, Shepherd)

- a. The commission's involvement with reviewing standards documented for evaluation submitted by the city for the HRC's Municipal Equality Index. (Index scorecard template attached)

Community Relations Committee/Budget/Personnel Committee

- a. PSPD LGBT Outreach Committee (deHarte)
- b. Master Calendar (Ramoran)
- c. Main Street (deHarte)
- d. Finance (deHarte, Chappell)
- e. Organized Neighborhoods of Palm Springs

Cultural Affairs Committee

- a. Desert Highland Gateway Estates Community Association (Andrade, Flood, Shepherd)
- b. Community Service Awards (deHarte, Chappell, Andrade)

Seniors/People with Disabilities Veterans Affairs Committee

- a. Veterans issues (Flood)

Youth/Education Affairs Committee

- a. Student Representatives (Chappell, Cash, Hanner)

Commission Development/Mediation Committee

- a. Mediation (Andrade)
- b. Retreat (Chappell, deHarte)

Religious/Business/Homeless/Health/Housing/Employment Affairs Committee

- a. Homelessness Task Force / Affordable Housing (Andrade)

B. Committee Assignments

- a. Clean Indoor Air and Health Protection Draft Ordinance with Sustainability Commission Update
- b. Street naming update

C. General Plan Vision and Priorities Update (specifically regarding the use of comments and suggestions submitted by the HRC)

D. 2021-2022 Chair and Vice Chair Selection

E. Commissioner, Staff, and Student Comments

F. Topical Newsworthy Items

12. AGENDA ITEMS FOR THE NEXT HRC MEETING:

13. ANNOUNCEMENTS:

14. ADJOURNMENT: The Commission will adjourn to an adjourned regular meeting Monday, September 13, 2021.

PUBLIC NOTICES

Pursuant to G.C. Section 54957.5(b)(2) the designated office for inspection of records in connection with the meeting is the Office of the City Clerk, City Hall, 3200 E. Tahquitz Canyon Way.

It is the intention of the City of Palm Springs to comply with the Americans with Disabilities Act (ADA) in all respects. If, as an attendee or a participant at this meeting, or in meetings on a regular basis, you will need special assistance beyond what is normally provided, the City will attempt to accommodate you in every reasonable manner. Please contact the Office of the City Clerk, (760) 323-8204, at least 48 hours prior to the meeting to inform us of your particular needs and to determine if accommodation is feasible.

AFFIDAVIT OF POSTING

I, Jay Virata, Director of Community & Economic Development, of the City of Palm Springs, California, hereby certify this Agenda was posted at City Hall before 6:00 p.m., July 8, 2021, and posted on the City's website as required by established policies and procedures.

/S/ Jay Virata _____

Jay Virata

Community & Economic Development

Human Rights Commission CITY OF PALM SPRINGS, CALIFORNIA



FOR APPROVAL

MINUTES Regular Meeting

Monday, June 14, 2021
Virtual Zoom Meeting

1. **CALL TO ORDER:** Chair deHarte called the meeting to order at 5:30PM
2. **ROLL CALL:**
 - Present:** Commissioners Andrade, Flood, Ramoran, Shepherd, Chair deHarte
Student Representative Hanner
 - Absent:** Vice Chair Chappell (excused), Student Representative Cash (Excused)
 - City Staff**
 - Present:** City Manager Justin Clifton, Jay Virata, Community and Economic Development Director
3. **MISSION STATEMENT & GOALS:** The mission statement was read out loud by Commissioner Ramoran.
4. **QUORUM:** YES.
5. **PUBLIC COMMENTS:** None.
6. **CHAIR COMMENTS:**
 - Chair deHarte thanked everyone who provided public comments over the last 4 months. The Commission sends their thoughts to Vice Chair Chappell and her family who are having their mother's memorial today.
7. **GUEST: CITY MANAGER JUSTIN CLIFTON**
 - City Manager Clifton thanked Commissioners for their service to the Community. Recognizes that the Commission passed a resolution addressing the Bogart statue and there has not been a joint meeting with City Council. On the June 10, 2021 the Closed Session City Council Agenda included discussion with the City Attorney regarding the Frank Bogart statue and possible litigation, which is why this item is moving slowly. City council is committed to discussing the issue with the public and scheduling a meeting, pending direction from the City Attorney. City Manager Clifton responded to Commissioner comments and inquiries.
8. **RECOGNITION**
 - A. World Refugee Day
 - Chair deHarte - June 20 is the United Nations World Refugee Day. Honoring refugees around the globe and celebrates the strength and courage of people who've been forced to flee their home country to escape conflict or persecution.
 - B. United Nations Public Service Day
 - Lilly Hanner gave a presentation recognizing June 23 is United Nations Public Service Day. Celebrating the value and virtue of public service to the community, it highlights the contribution of

public service in the development process and encourages young people to pursue careers in the public sector.

C. Human Rights Commission June Pride Month Proclamation

- Chair deHarte presented a draft Human Rights Commission June Pride Month Proclamation out of Executive Committee to bring greater awareness not only to Pride month in June but looking forward to November when Pride month is celebrated in Palm Springs. It was confirmed that the Pride Parade is scheduled and on target to be traditional in-person pride celebration for the community.
- **MOTION BY: COMMISSIONER SHEPHERD, SECOND BY COMMISSIONER RAMORAN TO ACCEPT THE HUMAN RIGHTS COMMISSION PROCLAMATION FOR PRIDE MONTH IN JUNE AND NOVEMBER. MOTION CARRIED UNANIMOUSLY.**

9. **APPROVAL OF MINUTES: FEBRUARY 8, 2021, MARCH 8, 2021, APRIL 12, 2021 AND MAY 5, 2021**

- **MOTION BY: COMMISSIONER FLOOD, SECOND BY COMMISSIONER ANDRADE TO ACCEPT THE MINUTES AS PRESENTED. MOTION CARRIED UNANIMOUSLY.**

10. **ITEMS FOR DISCUSSION/ACTION:**

A. Committees – Chair deHarte and Vice Chair Chappell

Executive Committee (deHarte, Vice Chair)

- Chair deHarte reported the Committee met and was able to bring forward the Resolution.

Community Relations Committee/Budget/Personnel Committee

- a. PSPD LGBT Outreach Committee (deHarte) –
 - Chair deHarte reported that there was one (1) hate incident for the month of May reported. A brief summary of that incident that occurred on May 18 was shared.
- b. Master Calendar (Ramoran)
 - Commissioner Ramoran is recruiting people for the upcoming events approved through the Commission. The Commission will be participating in the following events: Transgender Day of Remembrance, The Greater Palm Springs Lesbian, Gay, Bisexual, Transgender Pride Parade, Veterans Day Parade, Black History Month, and Transgender Day of Visibility.
 - Chair deHarte asked Commissioners to mark their calendars for Pride Parade on November 7, 2021 9AM to 2:30PM, and participate if possible. He would like to have an incredible showing in the Parade.
- c. Main Street (deHarte) No Report.
- d. Finance (deHarte, Chappell) No Report.
- e. Organized Neighborhoods of Palm Springs
 - Chair deHarte stated the next ONE-PS Picnic will be in 2022.

Cultural Affairs Committee – No Report Updates.

- a. Community Service Awards (deHarte, Flood, Shepherd)
- b. Desert Highland Gateway Estates Community Association (Andrade, Flood, Shepherd)

Seniors/People with Disabilities Veterans Affairs Committee – No Report Updates.

- a. Veterans issues (Flood)

Youth/Education Affairs Committee - No Report Updates.

- a. Student Representatives (Chappell, Cash)

Commission Development/Mediation Committee - No Report Updates.

- a. Mediation (Andrade)
- b. Retreat (Chappell, deHarte)

B. Committee Assignments

- a. Clean Indoor Air and Health Protection Draft Ordinance with Sustainability Commission Update
 - Commissioner Ramoran presented the proposed redlined draft ordinance. No further additional input or changes were identified to the document.
 - **MOTION BY: COMMISSIONER RAMORAN, SECOND BY COMMISSIONER ANDRADE TO ACCEPT THE SUSTAINABILITY COMMISSION DRAFT ORDINANCE WITH HUMAN RIGHTS COMMISSION SUPPORT AND ENDORSEMENT. MOTION CARRIED UNANIMOUSLY.**
 - b. Street naming update
 - Commissioner Ramoran reported that Commissioner Shepherd and he have been having discussions around Street naming and see an opportunity for streamlining the discussions around equity and social justice.
- C.** Homelessness Update
- Director Virata reported there is money being made available at the State and Federal level; the City is looking into a more focused vision in terms of delivering services and coordinating services in the City. The County is an important partner and the individual service providers; moving towards regional approach.
- D.** General Plan Vision and Priorities Update
- Director Virata stated that in the past they have talked about inclusionary housing and soon City Council will be considering the Housing Element. The General Plan and Inclusionary housing may merge or be discussed separately but those conversations are happening at City Council level, in case they wanted to contribute.
 - City Manager Clifton commented on the general concept for setting priorities. He mentioned that the City has a robust system of inputs but needs City Council direction when it comes to adopting new policy. The City Council has identified the need for visioning and prioritization. He explained it as an iterative process meaning first reaching out to the citizens, stakeholders, commissions and committees that are engaged with the City to obtain input on what they would like to see accomplished. Second, City Council considers the input within the context of the overall picture, balances requests among those competing interests, and provides direction to those bodies such as Boards and Commissions as early as this fall. He emphasized the need for each Commission to present their priorities to the City Council and perhaps breakdown short term (within a one year horizon or less) vs longer term priorities and consult with Council on priority rankings. That would allow Council to select their preferences and add their own ideas when setting an annual agenda. He welcomed Commissioner input, provided that recommendations are consistent with the general approach.
 - Chair deHarte asked if a General Plan Vision Update can be provided; recapped the Commissions work on the Vision piece and incorporating a human rights component throughout the document.
 - Director Virata will have the Planning Department provide the latest/final version of the Vision Update and distribute to the full Commission.
 - City Manager Clifton reported the General Plan is the highest level, strategic document the City has. It is the vision, values and principles on which their work is based.
- E.** 2021-2022 Chair and Vice Chair Selection Update
- Director Virata reminded the Commission the July meeting they will select a new Chair and Vice Chair.
- F.** COMMISSIONER, STAFF AND STUDENT COMMENTS:
- Commissioner Ramoran announced the Palm Springs Black History Committee will be celebrating Juneteenth on June 19, 2021 from noon to 6:00pm. The event will have food and music at the James O. Jessie Desert Highland Unity Center, 480 W. Tramview Road, Palm Spring 92262.
 - Commissioner Flood announced today is Flag Day; the Palm Springs American Legion will be having a special occasion event Fourth of July.
 - Chair deHarte reminded people flags out of condition can be dropped off at any American Legion and they will care for them properly and have a proper retirement/disposal ceremony.

- Student Representative Hanner commented on being very happy to celebrate pride and see her community properly represented in the City and throughout the Valley.
- Chair deHarte extremely proud to see the Commission do a resolution proclaiming Pride Month for June and November.

G. Topical Newsworthy Items. None.

11. AGENDA ITEMS FOR THE NEXT HRC MEETING:

- No Agenda items were proposed. Director Virata indicated the Commission can anticipate being on Zoom until the Fall.

12. ANNOUNCEMENTS: None.

13. ADJOURNMENT:

- The Commission adjourned at 6:37PM to an a regular meeting on Monday, July 12, 2021.

Respectfully submitted,

Annie Rodriguez
Housing Program Assistant

STANDING COMMITTEES

Please note membership on all committees and chair positions, other than the Executive Committee, are open to full participation by any present or past member of the Commission or member of the community.

1. Executive Committee

Membership: Chairperson, Vice-Chairperson & Rotating Member of the Commission-at-Large

Responsibility: Set agenda for regular and special commission meetings, coordinate commission activities, provide direction and facilitate communication with Commission members, provide orientation to the new members, implement policy, problem solve appoint committee chairpersons, to promote the goals, objectives and activities of the Commission by working closely with local media representatives, produce quarterly Human Rights Commission Newsletter, periodically update HRC brochure, develop public service announcements (PSAs), help to prepare and review all commission news releases, coordinate requests for interviews of commission members, promote policy that all news and press releases be reviewed by the Executive Committee, develop, train and maintain group of identified commissioners who are willing to serve on Speakers Bureau, then confirm and coordinate their appearance at civic meetings and functions.

Sample of liaison groups: Other City commissions/boards, Mayor and City Council, other human rights civic or governmental organizations and/or agencies, including but not limited to San Diego Human Rights Commission, Coalition for Human Rights, California Association of Human Rights Organizations (CAHRO), All community media organizations, including but not limited to The Desert Sun, The Standard Magazine, Gay Desert Guide, Mizell Senior Center Newsletter, Palm Springs TV, KESQ-TV, KNWZ radio, KWCY radio, KEZN-FM radio, KCMJ radio, KMIRTV, KPSI radio, Press Enterprise, Desert Woman Newspaper, Desert View, Palm Canyon Times Newspaper, The Business Journal Newspaper, KDES radio, Desert Daily Guide, LifeStyle Magazine, Coachella Valley Family News, Power Radio 100.6FM, Palm Springs Life Magazine, African American Chamber of Commerce, Desert Business Association, Hispanic Chamber of Commerce, Palm Springs Jaycees, etc.

2. Commission Development/Mediation Committee

- a. Mediation
- b. Retreat

Responsibility: Periodically review Commission policy / procedures/by-laws and other pertinent governing regulations, institute commissioner training/certification (i.e. mediation, cultural diversity, citizens police academy, etc.) monitor

commissioner attendance at meetings and maintain statistical information for Human Rights commission Action Plan Task Force evaluation; develop commissioner / mentor program, develop and maintain new commissioner orientation program, promote diversity on all city commissions/boards and in filling city staff vacancies, help develop and institute memorandum-of-understanding (MOU) with various civic groups, agencies and organizations, plan and produce annual retreat and subsequent report, provide information and consultation regarding alternative dispute resolution, to hear and investigate complaints, to maintain documentation of mediations performed, to maintain statistics on hate crimes, acts of discrimination, status of diversity within city boards / commissions, maintain referral information to various other community or governmental agencies as part of mediation service and prepare semi-annual report to the City Council on Commission goals and objectives.

Sample of liaison groups: Other governmental and civic agencies responsible for overseeing human/civil rights issues/complaints/statistics, all other City Commissions/Boards to promulgate increased communication and joint commission projects; all civic groups which has MOU with Commission.

3. Community Relations Committee/Budget/Personnel Committee

- a. PSPD LGBTQ Outreach Committee
- b. Master Calendar
- c. Main Street
- d. Finance
- e. Organized Neighborhoods of Palm Springs

Responsibility: To promote on-going communication and cooperation between the Commission, community and city departments, especially police and fire, promote diversity through the hiring practices of all city departments in insuring the city staff reflects the diversity proportionately of the inhabitants of the city, develop law enforcement police advisory sub-committee to advise the police chief and his administrators regarding the practices of police personnel in support of "community policing strategy", actively recruit candidates for the "citizens on patrol" and police academy programs, establish an annual budget for the Commission, secure support staff, develop and periodically review staff job/duties description and workplace requirements, work to secure funding, both public and private, to promote the work of the Commission, develop cost estimates for commissioner training and educational forums.

Sample of liaison groups: All city departments, especially police and fire, including but not limited to Palm Springs Police Officers Association, Mounted Police of Palm Springs, affected community focus groups and existing community organizations impacted by city services, and City Personnel Office.

Note: All committees numbered below 4-7 shall be responsible for producing an annual educational forum. These educational forums can be conducted in conjunction with community groups, other Commission Committees/Focus Groups or other City Commissions/Boards.

4. Youth/Education Affairs Committee

a. Student Representatives

Responsibilities: Recruit youth representative who is a resident of Palm Springs and attending a school in Palm Springs to serve as liaison to the commission (non-voting member), develop educational programs and forums concerning affected focus group, work closely with school district staff regarding civil/human rights issues on school campus, develop strong communications and liaison with school staff and administrators.

Sample of liaison groups: All civic groups working with youths, including but not limited to Palm Springs High School staff/administrators/PTA, Palm Springs Boys & Girls Club, Camp Fire Desert District group, Coachella Valley Gang Task Force, Childhelp USA, Family Service of Coachella Valley, Palm Springs High School District Board of Education and Superintendent, Junior AID of the Desert, Palm Springs Police Athletic League, Palm Springs Library, Palm Springs Teachers Association, Palm Springs Youth Center, Desert Highland Gateway Community Center, Gay Associated Youth, and Girl Scouts & Boys Scouts of America, etc.

5. Cultural Affairs Committee

a. Community Service Awards

b. Desert Highland Gateway Estates Community Association

Responsibilities: Subject to the needs and interests of local cultural organizations to include but not limited to Latino/Native American, African American, Asian American and Pacific Islander community in the desert, and LGBTQ and Women's Affairs.

Develop liaison and collect data regarding focus groups and services available to their community interests, maintain list of services available to community members, produce educational forums on topics of interest, Collect and maintain data concerning communities of interest.

Sample of liaison groups: All civic groups working on focus group issues, including but not limited to Desert Highland Gateway Estates Association, African American Advisory Committee of Palm Springs High School, National

Association for the Advancement of Colored People (NAACP) Coachella Valley District, Negro Academic Scholarship Fund, African American Chamber of Commerce.

All civic groups working on focus group issues, including but not limited to Filipino-American Association, Bayanihan Desert, Coachella Valley Mexican-American Chamber of Commerce, United Farm Workers of America, MAYA Club, California Rural Legal Assistance, Coachella Valley Immigration Services & Associates, Coachella Valley Housing Coalition, Agua Caliente Tribal Council, Friends of the Indian Canyons, Riverside/San Bernardino Counties Indian Health Service, Torres Martinez Tribal Office, and Cabazon Band of Mission Indians.

All civic groups working with focus groups, including but not limited to Desert Business Association, Desert AIDS Project, Gay & Lesbian Alliance of the Desert, AIDS Assistance Program, Desert Rodeo Association, National Organization of Women (NOW), Parents & Friends of Lesbians & Gays (P-FLAG), Palm Springs Lesbian & Gay Pride, Gay Associated Youth, Gay, Lesbian, Bi-Veterans, Desert Women's Network, Log Cabin Republicans, Democratic Club of the Coachella Valley, American Association of University Women, and League of Women Voters.

6. Seniors/People with Disabilities & Veterans Affairs Committee

a. Veteran issues

Responsibilities: Develop liaison and collect data regarding focus groups, maintain list of services available to community, search issues and services available for seniors and disabled (i.e. health concerns, housing, retirement, transportation, legal services, etc.), and veteran related issues

Sample of liaison groups: All civic groups addressing focus group issues, including but not limited to Sun Line Transit, Mizell Senior Citizens Center, Desert Council on Aging, Retired Senior Volunteer Program, Stroke Activity Center, American Association of Retired Persons (AARP), United Way of the Desert, American Lung Association, American Heart Association, Arthritis Foundation, Braille Institute of the Desert Center, Desert Blind & Handicapped Association, Disabled American Veterans, and Guide Dogs of the Desert,

7. Religious/Business/Homeless/Health/Housing/Employment Affairs Committee

a. Homelessness Task Force / Affordable Housing

Responsibilities: Develop liaison with religious community affiliated organizations and maintain list of services offered community, maintain statistics regarding status of homeless individuals in our city, maintain communication and

representation with local food kitchen, collection of information and data regarding focus areas, list of resources available to community members, participate in civic groups focusing on health/housing/employment issues as Commission representative, work closely with representatives of the business community around specific issues which pertain to their groups and issues.

Sample of liaison groups: All civic groups addressing focus group issues, including but not limited to Well of the Desert, Bahai World Faith, Unity of Palm Springs, St. Teresa's Catholic Church, Catholic Charities, American Legion, Disabled American Veterans, Veterans Services, Desert area Meals on Wheels, Desert Community Outreach Food Pantry, Food in Need of Distribution (FIND), HADASSAH, Palm Springs Chapter, Jewish Federation of Palm Springs, Jewish Community Center /Temple Isaiah, Our Lady of Soledad Catholic Church, Palms Springs Clergy Association, all civic and government groups addressing focus group concerns, including but not limited to California Department of Fair Employment and Housing, Equal Employment Opportunity Commission(EEOC), Riverside County Housing Authority, Coachella Valley Housing Coalition, U.S. Department of Housing and Urban Development(HUD), Workers' Compensation Board, U.S. Department of Labor, Cal/OSHA, California Department of Insurance, Health Care Service Plan Regulation, California State Department of Social Services, Labor Market Information Division, U.S. Department of Justice, and Office of Civil Rights.

8. Ad-hoc committees as needed

Revised November 18, 2019

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.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	0/0	0/0	0/0	5/5
Housing	0/0	0/0	0/0	5/5
Public Accommodations	0/0	0/0	0/0	5/5
SCORE	0 out of 30			
FLEX Single-Occupancy All-Gender Facilities	+0	+0	+0	+2
FLEX Protects Youth from Conversion Therapy	+0	+0	+0	+2

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.

	COUNTY	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment		0/0	7/7
Transgender-Inclusive Healthcare Benefits		0	6
City Contractor Non-Discrimination Ordinance		0/0	3/3
Inclusive Workplace		0	2
SCORE	0 out of 28		
FLEX City Employee Domestic Partner Benefits		+0	+1

III. Municipal Services

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

	COUNTY	MUNICIPAL	AVAILABLE
Human Rights Commission	0	0	5
NDO Enforcement by Human Rights Commission	0	0	2
LGBTQ Liaison in City Executive's Office		0	5
SCORE	0 out of 12		
FLEX Youth Bullying Prevention Policy for City Services		+0/+0	+1/+1
FLEX City Provides Services to LGBTQ Youth		+0	+2
FLEX City Provides Services to LGBTQ People Experiencing Homelessness		+0	+2
FLEX City Provides Services to LGBTQ Older Adults		+0	+2
FLEX City Provides Services to People Living with HIV or AIDS		+0	+2
FLEX City Provides Services to the Transgender Community		+0	+2

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.

	MUNICIPAL	AVAILABLE
LGBTQ Liaison/Task Force in Police Department	0	10
Reported 2018 Hate Crimes Statistics to the FBI	0	12
SCORE	0 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.

	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
FLEX Openly LGBTQ Elected or Appointed Leaders	+0	+2
FLEX City Tests Limits of Restrictive State Law	+0	+3

TOTAL SCORE 0 + TOTAL FLEX 0 = Final Score 0
CANNOT EXCEED 100

** On June 15, 2020, the U.S. Supreme Court ruled in *Bostock v. Clayton County, Georgia* that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBTQ-inclusive comprehensive non-discrimination laws since it will likely take additional litigation for *Bostock* to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. **For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.**

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY FLEX 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](https://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.