



AGENDA
AD HOC COMMITTEE ON DIVERSITY AND INCLUSION
Friday June 29, 2018 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Councilmember Carol Wood, Chair
Councilmember Brian Jackson, Vice Chair
Councilmember Patricia Spitzley

1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of Minutes
 - April 13, 2018
 - May 11, 2018 Accept and placed on file
5. Discussion
 - A.) Continue conversation on EMI Score – Mayor’s Office
 - B.) Discussion on Veteran Issues – HR Director
6. Other
 - Updates on Participants in the Committee
7. Adjourn

Pending Opioids information from Sparrow Hospital

DRAFT



MINUTES
AD HOC COMMITTEE ON DIVERSITY AND INCLUSION
Friday, April 13, 2018 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:33 a.m.

Committee Members

Council Member Carol Wood, Chair
Council Member Brian T. Jackson, Vice Chair
Council Member Patricia Spitzley

Others Present

LaSondra Crenshaw, Council Staff
Tammy Lemmer – TCOA – via phone
Dax Carpenter, Disability Network
Stacey Locke – Peckham
Marilyn Plummer – Mayor's Office
Elaine Womboldt – RSL
Travis Guerrero – Equality MI
Erin Knott – Equality MI
Guillermo Lopez
Chelsea Coffey – Mayor's Office

MINUTES

MOTION BY COUNCIL MEMBER JACKSON TO APPROVE THE MINUTES FROM March 23, 2018 AS PRESENTED. MOTION CARRIED 3 - 0

Discussion

Amended Diversity & Inclusion Council Executive Order

Council Member Wood advised the group that the Amended Executive Order was provided for their review.

Discussion

Erin Knott – Equality Michigan

Ms. Knott stated that she comes to us as a fellow colleague as she too is an elected official and sits on the Kalamazoo City Commission.

She explained her role with Equality MI which is a statewide advocacy, Non-profit organization that has focused on policy development. Her background is more field oriented, campaigns and elections and to hold elected officials responsible. She focuses on spending more time at the State Legislative level, rather than going out in the field. We need to put pressure on our elected office at the state legislative level.

In 2017 the index score for the City of Lansing was 65 out of 100. The Municipal Equality Index Score examines municipal laws, but they don't award the points the human rights campaign does this. There are ways to increase the score and she will provide examples.

Council Member Spitzley asked if last year's previous administration submitted the form. And she would hope that Council has input on the questions that are asked. Ms. Knott stated every city is provided the information, and HRC then gives the EMI scores to the administration.

Ms. Coffey asked what is the due date. Ms. Knott advised she will reach out to HRC and get back with Ms. Coffey. She also advised that the 2018 survey is online on the HRC website and there you will be able to review the criteria.

Ms. Knott advised of way to improve the EMI scores:

1. Transgender healthcare benefits: inclusive coverage to include procedures, hormone therapy, etc. This could raise the score 6 points.
2. Appoint a LGBTQ liaison to the Mayor's office. Add language to the existing job policy – there is no need to create a new position. This could raise the score 5 points.
3. Appoint a police liaison or task force, and publicize the information. This could raise the score 10 points.
4. LGBTQ Council Member or high level executive. This could raise the score 4 points.
5. New this year: Pass an ordinance on banning conversion therapy within the city limits of Lansing.

Council Member Spitzley asked if adding a rider to the current policy would be sufficient. Ms. Knott advised she would clarify and get back with Ms. Coffey. Council Member Wood added that anything to do with healthcare policies would have to be negotiated with the unions.

Council Member Wood asked do you go back to determine whether what was passed was useful and being utilized as intended. Ms. Knott stated she cannot speak for the past, but looking into for the future they would.

Discussion **Update on Cesar Chavez Memorial Celebration**

Council Member Wood advised the group that we received good feedback regarding the Cesar Chavez Memorial Celebration. People commented that they loved seeing the kids do the pledge of allegiance in English and Spanish. El Shabazz, and Johnny did great and Traci Ruiz was an excellent speaker. The two recipients were here to receive the scholarships, and the food was very good.

OTHER **Updates on Participants in the Committee**

Race for the cure – April 29th, downtown Adado Park

Speaker Series April 19th 10:30 – 11:45 a.m. **or** 2:00 – 3:15 p.m.

Older Michiganians Days May 16, 2018 10:30 a.m. – 1:00 p.m.

TCOA 5k (All Ages) May 19th Hawk Island Park at 9:00 a.m.

Cristo Rey Fiesta May 25th – May 27th

Elder Abuse Symposium Wed June 13th 1:30-4:30 at Hannah Community Center

Saturday Sept 8, 2018 at Benjamin Davis Park – Lansing Harmony Celebration

Mr. Carpenter suggested that we push the discussion on Veteran's off until May 2018 so we can focus on further discussing what we need to do in order to raise the EMI score. Council Member Wood agreed.

Adjourn

Adjourn at 12:39 p.m.

Submitted by,

LaSondra Crenshaw, Administrative Assistant

Approved _____

DRAFT



MINUTES
AD HOC COMMITTEE ON DIVERSITY AND INCLUSION
Friday, May 11, 2018 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:35 a.m.

Committee Members

Council Member Carol Wood, Chair
Council Member Brian T. Jackson, Vice Chair - excused
Council Member Patricia Spitzley - excused

Others Present

LaSondra Crenshaw, Council Staff
Tammy Lemmer – TCOA
Dax Carpenter, Disability Network
Stacey Locke – Peckham
Heather Sumner
Julie Rodocker—Consumers Energy
Matthew Boughton

MINUTES

No Quorum minutes will be held until the next meeting.

Discussion

Continue conversation on EMI Score

Council Member Wood informed the group that the Information pertaining to the EMI score is not due until July, looking for the Mayor's office to come to another meeting so we can discuss further.

We want to get the complete form from the Mayor's office then distribute to everyone. Detective Bryant was LGBT person who has worked with LGBT community, Council Member Wood asked Ms. Rodocker who recently was appointed to the Board of Police Commissioners if she check with the LPD and see if anyone else is doing that role. If not please find out if they are they actively seeking someone.

Ms. Locke asked if we can share the EMI form with the community once the report is complete. Council Member Wood advised that yes we could.

Discussion **Veteran Issues**

Mr. Carpenter explained the handout and PowerPoint regarding Veterans. Council Member Wood asked how you calculate those numbers. Mr. Carpenter advised that if you put on your census form that you are a veteran they use that information. This is 2016 census information so it may be a little off but as close to accurate as we can be right now

The Tri-County area has the 4th largest veteran population, which include Detroit, Ann Arbor, Grand Rapids, Lansing. Males 94.4% - Females 5.6% Veterans

A lot of skill trades jobs once occupied by veteran's are now opening back up, we are losing the WWII population rapidly.

The ability to retain is better in other states; the MVAA wasn't going to all the bases explaining what they have to offer. This is now making it difficult for them to play catch up.

ACAPS Army allows time for you to brush up on your skills. Counselors strictly look at military skills, not what you did previously.

Ratio of how many veterans we are hiring, retaining and what they have to offer determines if they are Bronze, Silver, or Gold level employer. The City Of Lansing is a bronze level employer. The problem is we have everything available but no way of getting the information out.

Ms. Locked asked if there is anything on the Lansing website that talks about the Ad Hoc Committee. Council Member Wood stated there are some ways to add that information, not sure about under Ad Hoc but under events or services where we can add a link about veteran's information.

Mr. Carpenter stated that Lansing has access to many gold level colleges, the student veteran programs will give you \$500 - \$1500 scholarships. Lansing Community College is the most active student veteran association.

The veteran government rate is higher than the national average. It's more than just PTSD the highest growing number is sexual trauma for females.

We need to do a better job of evaluating a person's skill level when leaving the military. Lansing is one of the only major municipalities in Michigan without a dedicated Veteran's Commission/Committee. Council Member Wood asked if there is one for Ingham County. Mr. Carpenter advised he was not sure.

If we partner with VFW or any veteran organizations, we need to keep everyone advised. We need to be a veteran friendly community, assist people transitioning and figure out what they need, and make sure they are aware of all VA entitlements. It's important we empower not enable veterans

Ms. Locke asked how they are connected to rehabilitation counselors. Mr. Carpenter advised they have to reach out to the VA.

Council Member Wood advised the group that the Police Department is requesting that we hire a Social Worker as part of the Police Department. This may be a good opportunity to start this discussion.

Mr. Carpenter stated that veterans go to school tuition free in Florida, Texas, California and Georgia. We should lower tuition rates to attract more veterans. There has been a drop on the west side and Mid-Michigan regarding the number of people joining the military.

Ms. Sumner stated that the VA building is not safe, in a good part of town or secured, and next to liquor store. Mr. Carpenter agreed and added that the best social workers, and doctors in the state are in Lansing.

Invest Vets is looking to expand, currently 6000 active job seekers, first employer summit took place a week ago they are trying to close the cultural gap. There are good things going on and we want to make sure everyone is aware.

Council Member Wood advised the group that she wants to ask our Human Resources Director to attend one of our meetings, after the budget process. Since Human Resources will be doing the hiring we can talk about our concerns. Look at putting information on our website, follow up with Ingham County to see if there is a Commission there and if not if they have a desire to do something there.

OTHER
Updates on Participants in the Committee

Older Michiganians Days at Capitol May 16, 2018 10:30 a.m. – 1:00 p.m.

TCOA 5k (All Ages) May 19th Hawk Island Park at 9:00 a.m.

Cristo Rey Fiesta May 25th – May 27th

Elder Abuse Symposium Wed June 13th 1:30-4:30 at Hannah Community Center

Saturday Sept 8, 2018 at Benjamin Davis Park – Lansing Harmony Celebration

Sparrow Volunteers- if over 55 go through VIP office

Adjourn

Adjourn at 12:47 p.m.

Submitted by,

LaSondra Crenshaw, Administrative Assistant

Approved _____

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	CITY	AVAILABLE
Employment	0/0	0/0	5/5	5/5
Housing	0/0	0/0	5/5	5/5
Public Accommodations	0/0	0/0	5/5	5/5
SCORE	30 out of 30			

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	6/0	6/6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	0/0	3/3
SCORE	6 out of 24	
BONUS Inclusive Workplace	+0	+2

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission		0	5	5
LGBTQ Liaison in City Executive's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE	11 out of 16			
BONUS Enforcement Mechanism in Human Rights Commission		+0	+2	+2
BONUS City Provides Services to LGBTQ Youth			+0	+2
BONUS City Provides Services to LGBTQ Homeless			+0	+2
BONUS City Provides Services to LGBTQ Elders			+0	+2
BONUS City Provides Services to people Living with HIV/AIDS			+0	+2
BONUS 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.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	0	10
Reported 2015 Hate Crimes Statistics to the FBI	12	12
SCORE	12 out of 22	

V. Relationship with the LGBTQ Community

This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	4	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	4 out of 8	
BONUS Openly LGBTQ Elected or Appointed Municipal Leaders	+0	+2
BONUS City Tests Limits of Restrictive State Law	+0	+4

TOTAL SCORE 63 + TOTAL BONUS 2 = Final Score 65
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.



2018 MEI STANDARDS FOR CREDIT

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The following details what qualifies for credit in each section of the MEI scorecard. Please note that this year's scorecard includes a number of revisions and new categories, as detailed in the 2017 MEI.

SECTION I. NON-DISCRIMINATION LAWS

- **Non-Discrimination in Private Employment, Housing, and Public Accommodations** (Up to 30 points). This category evaluates whether a city has an *enforceable* non-discrimination ordinance that *expressly* covers sexual orientation and gender identity and applies to private employment, housing, and public accommodations citywide. In each category (private employment, housing, and public accommodations), cities receive 5 points for explicitly prohibiting discrimination on the basis of sexual orientation and 5 points for expressly prohibiting discrimination on the basis of gender identity. A 3-point deduction is applied for protections that contain carve-outs prohibiting individuals from using facilities consistent with their gender identity. Up to six points will be deducted for religious exemptions that single out sexual orientation and/or gender identity.
 - **Required Documentation:** Copy of relevant municipal code provision(s).
- **BONUS: All-Gender Single-Occupancy Facilities** (2 bonus points). Cities that require all single-user sex-segregated facilities within the city like bathrooms and changing rooms to be all-gender will receive two bonus points. Cities that designate all single-occupancy facilities within its own buildings as all-gender will receive half credit. For more information on the importance of equal access to single-occupancy facilities, see our issue brief entitled *Equal Access to Sex-Segregated Facilities* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Copy of relevant municipal code provision(s).
- **BONUS: Protects Youth from Conversion Therapy** (2 bonus points). Cities that enact laws to protect youth from the harmful and discredited practice of so-called “conversion therapy”—any effort to change an individual’s sexual orientation or gender identity—will garner two bonus points. To learn more about this dangerous practice, see our issue brief entitled *Protecting Youth from Harmful “Conversion Therapy”* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Copy of relevant municipal code provision(s).

SECTION II. MUNICIPALITY AS EMPLOYER

- **Non-Discrimination in City Employment** (7 points for sexual orientation/7 points for gender identity). Whereas Section I assesses private employment citywide, this section evaluates non-discrimination protections for *city* employees (public employment). To qualify for credit, the city must have an enforceable non-discrimination ordinance or policy that *expressly* applies to all municipal employees and *explicitly* includes sexual orientation and gender identity.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or city equal employment opportunity policy.
- **Transgender-Inclusive Healthcare Benefits** (6 points). To obtain credit in this category, the city must offer at least one municipal employee health insurance plan that *expressly* covers transgender healthcare needs, including gender-affirming procedures, hormone therapy, mental health care and other gender-affirming

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care. The lack of express exclusions for these services is not sufficient for credit because this care is routinely not covered. For more information on extending transgender-inclusive healthcare benefits to city employees, read our issue brief [here](#) or at www.hrc.org/mei.

- **Required Documentation:** Copy of city employee health insurance plan benefits booklet.
- **City Contractor Non-Discrimination Ordinance or Policy** (3 points for sexual orientation/3 points for gender identity). This refers to a city law or policy that requires all businesses the city contracts with for goods or services to have an employee non-discrimination policy that *expressly* covers sexual orientation and gender identity. Partial credit may be awarded in instances where the city has no qualifying ordinance or policy but consistently includes a contractor non-discrimination provision in all contracts with businesses, or when a city gives a bidding preference to businesses with a qualifying employee non-discrimination policy.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or city policy.
- **Inclusive Workplace** (2 points). This section assesses whether a municipality has LGBTQ-specific programming to attract LGBTQ applicants and promote diversity in the workplace. Cities will receive credit if they have any one of the following: an LGBTQ employee pride alliance or resource group, LGBTQ-inclusive diversity training for *all* city staff, *or* a recruitment program that actively advertises available positions to the LGBTQ community.
 - **Required Documentation:** Confirmation from city human resources department of an LGBTQ employee pride alliance or resource group; copy of LGBTQ-inclusive all-staff diversity training; *or* documentation of recruitment efforts directed to the LGBTQ community.
- **BONUS: City Employee Domestic Partner Benefits** (1 bonus point). Cities will receive credit for offering equal benefits to both same- and different-sex domestic partners of city employees and their legal dependents. Even after nationwide marriage equality, it is important to respect the diverse family forms that exist by expanding domestic partner benefits to include all families. For more information on this topic, see our issue brief entitled *The Case for Retaining Domestic Partnership Laws and Policies* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or city policy.

SECTION III. MUNICIPAL SERVICES

- **Human Rights Commission** (5 points). Credit is awarded in this section if the city has a community-facing body tasked with eliminating discrimination and educating the public on issues of diversity and inclusion. To these ends, the commission can hold community discussions, screen movies, present panels, take public comment, advise city leaders and develop policies and strategies to make the city more inclusive. The commission must be active and meet regularly.



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- **Required Documentation:** Copy of relevant municipal code provision(s) or link to city human rights commission website.
- **Enforcement of Non-Discrimination Ordinance by Human Rights Commission (2 points).** Where, in addition to the functions listed above, a Human Rights Commission has the authority to conciliate, issue a right to sue letter, or otherwise enforce citywide non-discrimination protections, that commission will earn two additional points.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or link to city human rights commission website.
- **LGBTQ Liaison to City Executive (5 points).** To earn credit in this category, the city must have an officially designated liaison to the LGBTQ community who reports to the city executive *and* whose designation as LGBTQ liaison and contact information is posted on the city website. An LGBTQ liaison serves as an accessible and friendly ear to the city's LGBTQ community and elevates LGBTQ-related concerns to the city executive and other city officials. LGBTQ persons who work in the city executive's office do not qualify for credit in this category unless they serve as the official LGBTQ liaison and meet the above criteria. This role may be assigned to existing city staff. Additionally, the LGBTQ liaison to the city executive cannot double for credit as an LGBTQ police liaison (which is rated in Part IV), given the unique function of each of these divisions of city government.
 - **Required Documentation:** A link to the city website displaying the LGBTQ liaison's title and contact information.
- **BONUS: Youth Bullying Prevention Policy for City Services (1 bonus point for sexual orientation/1 bonus point for gender identity).** This category awards cities up to two bonus points for implementing policies that prohibit bullying on the express basis of sexual orientation and gender identity in all youth-facing city facilities and services. These policies should cover, for example, the city's parks and recreation department, library programs, and any other department or service that incorporate young people. For more on this topic, see our issue brief entitled *Inclusive and Innovative Approaches to Citywide Bullying Prevention* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Copy of relevant municipal code provision(s) or city policy.
- **BONUS: City Provides Services to/Supports LGBTQ Youth (2 bonus points).** Cities should offer services designed to address the unique needs of LGBTQ youth, who often face higher rates of bullying, harassment and rejection after coming out. Cities can earn credit here by (1) directly providing services targeted to LGBTQ youth, (2) funding organizations that provide these services, **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services designed for LGBTQ youth. For LGBTQ youth resources, visit <http://www.hrc.org/resources/topic/children-youth>.



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- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to LGBTQ youth).
- **BONUS: City Provides Services to/Supports LGBTQ Homeless Individuals** (2 bonus points). LGBTQ individuals – particularly youth – are disproportionately impacted by homelessness. Cities can earn credit in this section by (1) directly providing services targeted to LGBTQ homeless individuals, (2) funding organizations that provide these services, **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to LGBTQ homeless individuals. For more LGBTQ homelessness resources, visit <http://www.hrc.org/resources/lgbt-youth-homelessness>.
- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to LGBTQ homeless individuals).
- **BONUS: City Provides Services to/Supports LGBTQ Elders** (2 bonus points). As LGBTQ individuals age, they encounter unique health, social and cultural challenges. Cities can earn credit in this section by (1) directly providing services targeted to LGBTQ elders, (2) funding organizations that provide these services, **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to LGBTQ elders.
- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service targeted to LGBTQ elders).
- **BONUS: City Provides Services to/Supports People Living with HIV or AIDS** (2 bonus points). HIV continues to disproportionately impact segments of the LGBTQ community. Cities can earn credit in this section by (1) directly providing services for people living with HIV or AIDS, (2) funding organizations that provide these services, **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to individuals living with HIV or AIDS. For resources on HIV and AIDS, visit <http://www.hrc.org/resources/topic/hiv-aids>.
- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service targeted to people living with HIV or AIDS).

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- **BONUS: City Provides Services to/Supports Transgender-Specific Programming** (2 bonus points). Transgender individuals face disproportionate levels of discrimination, stigma and systemic inequality. Cities can earn credit in this section by (1) directly providing services targeted to transgender residents such as employment programs, post-incarceration reentry programs, and violence prevention programs; (2) funding organizations that provide these services; **OR** (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to the transgender community. For resources on the transgender community, please visit <http://www.hrc.org/resources/topic/transgender> and review the 2015 MEI issue brief entitled *Anti-Transgender Violence: What Cities Can Do* available [here](#) or at www.hrc.org/mei.
- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) **AND** (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to transgender residents).

SECTION IV. LAW ENFORCEMENT

- **LGBTQ Police Liaison or Task Force** (10 points). To get credit in this category, the city must have an officially designated liaison from the police department to the LGBTQ community (or a police task force charged with addressing LGBTQ issues) whose designation as LGBTQ liaison and contact information is posted on the police department's website. An LGBTQ police liaison serves as an accessible and friendly ear to the city's LGBTQ community and elevates LGBTQ-related concerns to the police chief and other city officials. LGBTQ police officers, including high-ranking officers, do not qualify for credit in this category unless their service as liaison is part of their official job and the required information is published online. Partial credit will be awarded if the entire police force was recently trained on LGBTQ issues.
- **Required Documentation:** A link to the police department website displaying the LGBTQ police liaison's title and contact information.
- **Reported 2016 Hate Crimes Statistics to the FBI** (12 points). To qualify for points in this section, the city must report hate crimes statistics to the FBI in all categories, including sexual orientation and gender identity, **and** either:
 - Report a positive number of hate crimes in any protected category in 2016 (i.e. report more than "0" for hate crimes reported in any one or more of the protected categories), **OR**
 - Report zero hate crimes in 2016 **AND** have reported a positive number of hate crimes in any one or more of the protected categories some year in the past five years of published reports. This second prong is to recognize that while statistically it is possible that no hate crimes of any kind occurred in a small city one year, it is highly improbable that no hate crimes of any kind occurred in a city in the past five years of a published FBI hate crimes reports.

SECTION V. RELATIONSHIP WITH THE LGBTQ COMMUNITY

- **Leadership's Public Position on LGBTQ Equality** (0-5 points). This section grades, on a sliding scale from zero to five points, how pro-equality the city leadership is in its public statements. City leadership includes the city executive, city council, and other government officials. These statements may include joining a pro-equality association such as Mayors Against LGBT Discrimination, coming out publicly in favor of LGBTQ rights, supporting LGBTQ community organizations publicly, attending a pride parade, speaking out against anti-LGBTQ legislation, partnering with LGBTQ groups to create solutions to city problems, etc. It also includes comments made during city council meetings or at other public events.
 - **Required Documentation:** Links to recent news articles, photographs of city leadership at LGBTQ events, op-eds, Facebook posts, tweets, etc.
- **Leadership's Pro-Equality Legislative or Policy Efforts** (0-3 points). This section grades, on a sliding scale from zero to three points, how actively the city has been pursuing pro-equality legislation and policies. This includes ordinances introduced (whether passed or not), city policies, and pro-equality city council resolutions and proclamations.
 - **Required Documentation:** Links to news articles, copies of ordinances and policies, or a written summary from city officials demonstrating recent pro-equality legislative and policy efforts.
- **BONUS: Openly LGBTQ Elected or Appointed Municipal Officials** (2 bonus points). Appointed or elected city officials who are openly LGBTQ will qualify the city for two bonus points in this category. While the city should seek to employ LGBTQ persons at all levels of government, this criterion specifically addresses city officials who are well-known in the public eye like the mayor, vice mayor, city manager, vice city manager, and members of the city council. A state or federal elected representative from the city does not qualify.
 - **Required Documentation:** Links to relevant news articles, for example.
- **BONUS: City Tests Limits of Restrictive State Law** (3 bonus points). This category only applies to cities located in states with statewide laws that restricts cities' authority to pass LGBTQ-inclusive ordinances. Such cities that take distinct actions to push back against state limits to their ability to pass pro-equality laws will qualify for four bonus points in this section. Cities can advocate against restrictive state law through council resolutions or declarations and engagement with state legislators. For more information on preemption laws, please see the 2016 MEI issue brief entitled *Power Struggles and Preemption* [here](#) or at www.hrc.org/mei.
 - **Required Documentation:** Links to relevant news articles, copies of council resolutions or declarations, summaries of state-level advocacy by city officials, etc.