

# Municipal Equality Index

Possible Actions to improve services to  
LGBTQ+ community





# Summary



## What is the Municipal Equality Index?

- Evaluation of inclusivity of municipal laws, policies & services
  - Sexual Orientation
  - Gender Identity
- Published by the Human Rights Campaign (HRC)
- 506 municipalities
  - 11 in Arizona



# Summary



## Contents of Scorecard

- 100 points is max score
  - Additional 22 “Flex Points”
- 5 Categories
  - Non-discrimination Laws
  - Municipality as Employer
  - Municipal Services
  - Law Enforcement
  - Leadership on LGBTQ+ Equality



# Flagstaff 2021 Scorecard

## Overall Score

- 88/100
- Same score since 2018

CATEGORY	SCORE	FLEX PTS
Non-discrimination Laws	20/30	+0
Municipality as Employer	22/28	+1
Municipal Services	10/12	+4
Law Enforcement	22/22	N/A
Leadership on LGBTQ+ Equality	7/8	+2
<b>TOTALS</b>	<b>81/100</b>	<b>+7</b>

# Where we lose points

- Housing Non-Discrimination Ordinance (NDO)
- Transgender-inclusive healthcare benefits
- Enforcement of NDO
- Leadership's pro-equality policy efforts
- All-gender facilities
- Conversion Therapy
- Youth bullying prevention policy
- Services to unhoused LGBTQ+ people
- Services to LGBTQ+ older adults
- Services to the transgender community
- Testing limits of restrictive state law(s)





# Flagstaff 2021 Scorecard

## Housing Non-Discrimination Laws

- Points Received: 0/10
- City NDO covers “Public Accommodations” but not “Housing”
- Only Phoenix, Tucson, Tempe received full points in AZ
- Possible preemption from adding housing to NDO ([A.R.S. § 9-500.09](#))
  - Allows municipalities over 350k to adopt fair housing ordinance
- City stance: LGBTQ+ is included as federally protected class (sex)

### Possible Action:

Research legality of including housing in NDO and if legal pass amendment to city’s NDO to include Housing



# Flagstaff 2021 Scorecard

## City provides Transgender-Inclusive Healthcare Benefits

- Points Received: 0/6
- Benefits set in coordination with healthcare provider
- Working with BCBS to include coverage options inclusive to transgender employees

### **Possible Action:**

Continue working with provider to include transgender-inclusive coverage to City employees



# Flagstaff 2021 Scorecard

## Non-Discrimination Ordinance is enforced by CODA

- Points Received: 0/2
- NDO is enforced by City Manager's Office
- Existence of Commission on Diversity Awareness (CODA) satisfies separate area of scorecard
  - Commissions are primarily advisory and educational

### Possible Action 1:

Revise mission of the CODA to include enforcing the NDO

### Possible Action 2:

Actively seek points from HRC for current procedures



# Flagstaff 2021 Scorecard

## Leadership's Pro-Equality Legislative or Policy Efforts

- Points Received: 2/3
- Based on policy efforts and public stances of elected officials
- Subjective criteria

### Possible Action:

None Identified



# Flagstaff 2021 Scorecard

## Single-Occupancy All-Gender Facilities

- Points Received: 0/2
- CODA work to make city-owned facilities gender-neutral
- 2 Points for ordinance requiring all gender facilities citywide
- Gender-neutral restrooms included in 2021 update of International Building Code (IBC)

### Possible Action 1:

Adopt updated version of IBC

### Possible Action 2:

Ordinance requiring gender-neutral facilities in all buildings in city



# Flagstaff 2021 Scorecard

## City Protects Youth from Conversion Therapy

- Points Received: 0/2
- Conversion therapy not banned at State level
  - No pre-emption on localities passing ban
  - Pima County is only jurisdiction to ban Conversion Therapy

### Possible Action:

Ordinance banning conversion therapy for individuals under the age of 18.



# Flagstaff 2021 Scorecard

## Youth Bullying Prevention Policy for City Services

- Points Received: 0/2
- 1 point each for sexual orientation and gender identity
- Anti-bullying provisions currently done by each program
  - Language likely to vary

### **Possible Action 1:**

Collect and evaluate anti-bullying rules of individual programs

### **Possible Action 2:**

Ordinance prohibiting bullying in its youth programs on the basis of sexual orientation and gender identity



# Flagstaff 2021 Scorecard

## City Provides Services to LGBTQ+ People Experiencing Homelessness

- Points Received: 0/2
- Services provided through Northland Family Help Center
  - 24-hour crisis line, Domestic Violence and Sexual Assault shelter
  - Respectful of self-identified gender and sexual orientation
  - Assigns transgender youth to rooms within self-identified gender.
  - Provides transit for LGBTQ+ youth to attend the one•n•ten

### Possible Action:

Document services provided by Northland Family Help Center



# Flagstaff 2021 Scorecard

## City Provides Services to LGBTQ+ Older Adults

- Points Received: 0/2
- Must be programs that target LGBTQ+ community directly
- No city programs identified that specifically target adult LGBTQ+ community

### Possible Action 1:

Evaluate non-city programs to ensure community needs being met

### Possible Action 2:

Begin offering city programs for the adult LGBTQ+ community



# Flagstaff 2021 Scorecard

## City Provides Services to the Transgender Community

- Points Received: 0/2
- Programs must target transgender community directly
- No city programs identified that specifically target transgender community

### Possible Action 1:

Evaluate non-city programs to ensure community needs being met

### Possible Action 2:

Begin offering city programs for the transgender community



# Flagstaff 2021 Scorecard

## City Tests Limits of Restrictive State Law

- Points Received: 0/3
- Designed as incentive for municipalities to push back on state laws that hinder LGBTQ+ inclusivity

### Possible Action:

N/A