



C I T Y O F
RENO
Memorandum

DATE: December 19, 2024
TO: Mayor and City Council
THROUGH: Jackie Bryant, City Manager
FROM: Cynthia Esparza, Chief Equity & Community Relations Officer
DEPT: Equity & Community Relations - City Manager's Office
SUBJECT: 2024 Human Rights Campaign Municipal Equity Index

The Human Rights Campaign (HRC) released the 2024 Municipal Equity Index scorecards, and the City of Reno received a perfect score for the seventh consecutive year. Reno is one of 506 participating cities nationwide.

The annual assessment examines how inclusive municipal laws, policies, and services are for members of the LGBTQ+ community. The scorecard assesses internal and external efforts including non-discrimination laws, the organization as an employer, leadership, and practices.

The raw score includes a core score and a flex score. The City's score is 107, but the reported score cannot exceed 100. Due to the combined score, Reno is among 25% of cities that received more than a score of 100.

The City of Reno remains committed to creating an inclusive community and participating in this annual HRC process.

Attached:

- *City of Reno 2024 HRC Municipal Equity 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.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	4/4	0/0	0/0	5/5
Housing	5/5	0/0	0/0	5/5
Public Accommodations	5/5	0/0	0/0	5/5
SCORE	28 out of 30			
FLEX Single-Occupancy All-Gender Facilities	+2	+0	+1	+2
FLEX Protects Youth from Conversion Therapy	+2	+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		7/7	7/7
Transgender-Inclusive Healthcare Benefits***		6	6
City Contractor Non-Discrimination Ordinance		3/3	3/3
Inclusive Workplace		2	2
SCORE	28 out of 28		
FLEX City Employee Domestic Partner Benefits		+1	+1

III. Municipal Services

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

	COUNTY	MUNICIPAL	AVAILABLE
Human Rights Commission	0	5	5
NDO Enforcement by Human Rights Commission	0	0	2
LGBTQ+ Liaison in City Executive's Office		5	5
SCORE	10 out of 12		
FLEX Youth Bullying Prevention Policy for City Services		+1/+1	+1/+1
FLEX City Provides Services to LGBTQ+ Youth		+2	+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	10	10
Reported 2022 Hate Crimes Statistics to the FBI	12	12
SCORE	22 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	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
FLEX Openly LGBTQ+ Elected or Appointed Leaders	+2	+2
FLEX City Tests Limits of Restrictive State Law	+0	+3

TOTAL SCORE 96 + TOTAL FLEX SCORE 11 = Final Score 100
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.**

*** Unfortunately, many of the anti-LGBTQ+ state laws enacted in recent years has negated or overrode positive efforts several cities have made over the years, especially in regard to cities offering inclusive health care policies for transgender employees or transgender family members of employees. **For this reason, many cities are only awarded partial credit as their ability to provide such benefits are no longer enforceable.**

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.