

CONFIDENTIAL

Municipal Equality Index (MEI)

Enclosed, please find your city's final scorecard for the 2022 Municipal Equality Index (MEI). As you know from our previous correspondence, the 2022 MEI is a nationwide evaluation of 506 cities on how inclusive cities' laws, policies, and services are of lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people. The window to submit revisions to the 2022 scorecards is now closed.

As a reminder, we ask that you keep this scorecard strictly confidential. We believe that communicating fully and honestly with the cities being rated is a critical part of the project's success, and when cities compromise the confidence of the project, they do so at the expense of the other cities being rated.

Throughout the year, we will have many resources available to help you improve your city's score in 2023, including sample policy language, issue briefs, and regular webinars.

Thank you for your participation in this project. The 2022 MEI will be released on November 17 and we will make scorecards public at that time on hrc.org/mei. All press-related questions should be directed to press@hrc.org and any questions related to the MEI scorecard should be sent to mei@hrc.org.

We look forward to working with you again in 2023!

Sincerely,
The MEI Team

CONFIDENTIAL

2022 Final MEI Scorecard: Erie, PA

Standard Points Total	96
Flex Points Total	4
Total Raw Score	100
FINAL SCORE	100

Key SO = Sexual Orientation GI = Gender Identity	Part I. Non-Discrimination Laws**							Earned Pts.
	Max Pts.	State		County		Municipal		
		SO	GI	SO	GI	SO	GI	
A. Employment	10 (5/5)	5	5	4	4	0	0	10
B. Housing	10 (5/5)	5	5	5	5	0	0	10
C. Public Accommodations	10 (5/5)	5	5	5	5	0	0	10
Flex: All-Gender Single Occupancy Facilities	2	0		0		0		0
Flex: Protects Youth From Conversion Therapy	2	2		2		2		2
	30 (15/15)	Part I. Standard Points						30
	4	Part I. Flex Points						2

** 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. Credit may be awarded on the state level if a state has definitively applied Bostock’s reasoning to include LGBTQ+ people under state sex non-discrimination protections.

Key SO = Sexual Orientation GI = Gender Identity	Part II. Municipality as an Employer			
	Max Pts. (SO/GI)	Municipal		Earned Pts.
		SO	GI	
A. Non-Discrimination in City Employment	14 (7/7)	7	7	14
B. Transgender-Inclusive Healthcare Benefits	6	6		6
C. City Contractor Non-Discrimination Ordinance	6 (3/3)	2	2	4
D. Inclusive Workplace	2	2		2
Flex: City Employee Domestic Partner Benefits	1	0		0
	28	Part II. Standard Points		26
	1	Part II. Flex Points		0

Key SO = Sexual Orientation GI = Gender Identity	Part III. Municipal Services					
	Max Pts. (SO/GI)	County		Municipal		Earned Pts.
		SO	GI	SO	GI	
A. Human Rights Commission	5	5		0		5
B. Enforcement Mechanism in HRC	2	2		0		2
C. LGBTQ+ Liaison in City Executive's Office	5			5		5
Flex: Youth Bullying Prevention Policy for City Services	2 (1/1)			1	1	2
Flex: City Provides Services to LGBTQ+ Youth	2			0		0
Flex: City Provides Services to LGBTQ+ People Experiencing Homelessness	2			0		0
Flex: City Provides Services to LGBTQ+ Older Adults	2			0		0
Flex: City Provides Services to People Living with HIV or AIDS	2			0		0
Flex: City Provides Services to the Transgender Community	2			0		0
	12			Part III. Standard Points		
	12	Part III. Flex Points				2

Key SO = Sexual Orientation GI = Gender Identity	Part IV. Law Enforcement		
	Max Pts. (SO/GI)	Municipal	Earned Pts.
A. LGBTQ+ Police Liaison or Task Force	10	10	10
B. Reported 2020 Hate Crimes Statistics to the FBI	12	12	12
	22	Part IV. Standard Points	22

Key SO = Sexual Orientation GI = Gender Identity	Part V. Leadership on LGBTQ+ Equality		
	Max Pts. (SO/GI)	Municipal	Earned Pts.
A. Leadership’s Public Position LGBTQ+ Equality	0 - 5	5	5
B. Leadership’s Pro-Equality Legislative or Policy Efforts	0 - 3	1	1
Flex: Openly LGBTQ+ Elected or Appointed Municipal Leaders	2	0	0
Flex: City Test Limits of Restrictive State Law	3	0	0
	8	Part V. Standard Points	6
	5	Part V. Flex Points	0