



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION

October 15, 2013

Office of Mayor Raymond C. Miller  
50 Park Place  
Brisbane, CA 94005

Dear Mayor Miller,

Enclosed please find your city's final scorecard for the 2013 Municipal Equality Index. As you know from our previous correspondence, the 2013 MEI is a nationwide evaluation of 291 cities on how inclusive the city's laws and policies are of lesbian, gay, bisexual and transgender people. The window to submit revisions to the 2013 scorecards is now closed.

Also enclosed is a copy of the revised scorecard being introduced for the MEI 2014. You will notice some important updates have been made to the scoring system; it may be that your city's score will go down in 2014 if you do not make corresponding updates to your laws or policies. Further, we will be tightening our standards for awarding points in many categories. For a detailed explanation of what will and will not receive credit in 2014 please visit [www.hrc.org/mei/standards](http://www.hrc.org/mei/standards).

Thank you for your participation in this project. The 2013 MEI will be released November 20, 2013 and the city's scorecard will be made public at that time. Please feel free to contact me at [cathryn.oakley@hrc.org](mailto:cathryn.oakley@hrc.org) with any questions.

We look forward to working with you again in 2014!

Sincerely,

Cathryn Oakley  
Legislative Counsel, State and Municipal Advocacy



2013 MEI Scorecard - Brisbane, California

Part I. Non-Discrimination Law	State		County		Municipal		Standard Points	Raw Score				
	SO	GI	SO	GI	SO	GI						
A. Employment	6	3/3	3	3	3/3	0	0	3/3	0	0	6	
B. Housing	6	3/3	3	3	3/3	0	0	3/3	0	0	6	
C. Public Accommodations	6	3/3	3	3	3/3	0	0	3/3	0	0	6	
<b>18</b>											Part I. Standard Points	<b>18</b>

Part II. Relationship Recognition	Standard Points	ME		CU	DP	DP Registry		DP Registry		Raw Score		
		SO	GI	SO	GI	SO	GI					
A. Statewide RR (ME, CU, DP)	12	12	0	12						12		
B. Municipal DP Registry	12				12	0	12	0	12	0		
BONUS: DP Registry Preempted by State	2				2	0	2	0	2	0		
<b>12</b>											Part II. Standard Points	<b>12</b>
<b>2</b>											Part II. Bonus Points	<b>0</b>

Part III. Municipality As Employer	Standard Points	SO		GI		SO		GI		Raw Score		
		SO	GI	SO	GI	SO	GI					
Non-Discrimination Policy												
A. City Employee ND Policy	10			5/5		5/5	5	0		5		
B. City Contractor ND Policy	4			2/2		2/2	0	0		0		
Benefits												
C. City Employee DP Benefits	4			4		4	4			4		
D. City Contractor EBO	4			4		4	0			0		
Family Leave												
E. Legal Dependent Benefits	2			2		2	2			2		
F. FMLA-like Leave	2			2		2	2			2		
BONUS: Trans-Inclusive Health Benefits	4			4		4	0			0		
BONUS: Grossing Up	3			3		3	0			0		
BONUS: Workplace Culture	2			2		2	2			2		
<b>26</b>											Part III. Standard Points	<b>13</b>
<b>9</b>											Part III. Bonus Points	<b>2</b>

Part IV. Municipality Services	Standard Points	SO		GI		SO		GI		Raw Score		
		SO	GI	SO	GI	SO	GI					
A. EEOC/HRC	7			7		7	0			0		
B. Mayoral LGBT Liaison/Office	5			5		5	0			0		
Schools												
C. Anti-Bullying Policies	6	3/3	3	3	3/3	0	0	3/3	0	0		
BONUS: Services for Vulnerable Populations	2			2		2	0			0		
<b>18</b>											Part IV. Standard Points	<b>6</b>
<b>2</b>											Part IV. Bonus Points	<b>0</b>

Part V. Law Enforcement	Standard Points	SO		GI		SO		GI		Raw Score		
		SO	GI	SO	GI	SO	GI					
A. LGBT Liaison/Task Force in Police Dept	8			8		8	0			0		
B. Hate Crimes Reporting (2011)	10			10		10	10			10		
<b>18</b>											Part V. Standard Points	<b>10</b>

Part VI. Leadership on LGBT Equality	Standard Points	SO		GI		SO		GI		Raw Score		
		SO	GI	SO	GI	SO	GI					
A. Leadership's Public Position on Equality	0.5			0.5		0.5	0			0		
B. Recent Local Legislative Efforts	0.3			0.3		0.3	0			0		
BONUS: LGBT Visibility	3			3		3	0			0		
BONUS: Engagement w/LGBT Community	2			2		2	0			0		
BONUS: Resisting Dillon's Rule	2			2		2	0			0		
<b>8</b>											Part VI. Standard Points	<b>0</b>
<b>7</b>											Part VI. Bonus Points	<b>0</b>

6A: There has not been significant engagement by city leadership with matters of equality, and no efforts have been made to make law or policy more inclusive.

Standard Points Total	59
Bonus Point Total	2
Total Raw Score	61
Final Score	61

### 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	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	3
Housing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	3
Public Accommodations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	3
<b>SCORE</b>	<b>X</b> out of 18			

### II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	12
Municipal Domestic Partner Registry		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	12
<b>SCORE</b>	<b>X</b> out of 12			

### III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<input checked="" type="checkbox"/>	5
Domestic Partner Health Benefits	<input checked="" type="checkbox"/>	4
Transgender-Inclusive Healthcare Benefits	<input checked="" type="checkbox"/>	4
Legal Dependent Benefits	<input checked="" type="checkbox"/>	2
Equivalent Family Leave	<input checked="" type="checkbox"/>	2
City Contractor Non-Discrimination Ordinance	<input checked="" type="checkbox"/>	2
City Contractor Equal Benefits Ordinance	<input checked="" type="checkbox"/>	2
<b>SCORE</b>	<b>X</b> out of 29	
<b>BONUS</b> Grossing Up of Employee Benefits	<input checked="" type="checkbox"/>	+2
<b>BONUS</b> Municipality is a Welcoming Place to Work	<input checked="" type="checkbox"/>	+2

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<input checked="" type="checkbox"/>	4
LGBT Liaison in the Mayor's Office			<input checked="" type="checkbox"/>	5
Enumerated Anti-Bullying School Policies	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	3
<b>SCORE</b>	<b>X</b> out of 15			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission			<input checked="" type="checkbox"/>	+3
<b>BONUS</b> City provides services to LGBT youth			<input checked="" type="checkbox"/>	+2
<b>BONUS</b> City provides services to LGBT homeless			<input checked="" type="checkbox"/>	+2
<b>BONUS</b> City provides services to LGBT elderly			<input checked="" type="checkbox"/>	+2
<b>BONUS</b> City provides services to people living with HIV/AIDS			<input checked="" type="checkbox"/>	+2

### V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<input checked="" type="checkbox"/>	8
Reported 2011 Hate Crimes Statistics to the FBI	<input checked="" type="checkbox"/>	10
<b>SCORE</b>	<b>X</b> out of 18	

### VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<input checked="" type="checkbox"/>	5
Leadership's Pro-Equality Legislative or Policy Efforts	<input checked="" type="checkbox"/>	3
<b>SCORE</b>	<b>X</b> out of 8	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	<input checked="" type="checkbox"/>	+3
<b>BONUS</b> Cities are pro-equality despite restrictive state law	<input checked="" type="checkbox"/>	+2

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 REFER TO PAGE # OR VISIT HRC.ORG/MEI. All cities listed 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

**TOTAL SCORE XXX + TOTAL BONUS XX = Final Score XXX**

CANNOT EXCEED 100