



To: Mayor and City Council

From: Casandra Eames, Diversity, Equity, and Inclusion Coordinator

Date: November 27, 2024

Subject: Municipal Equality Index

The Human Rights Campaign (HRC) is the nation's largest LGBTQ+ civil rights organization, dedicated to making equality, equity and liberation a reality for all lesbian, gay, bisexual, transgender and queer people.

Every year, the HRC gauges cities regarding how inclusive municipal laws, policies, and services are for LGBTQ+ community members through the Municipal Equality Index (MEI). The MEI rates cities based on non-discrimination laws, the municipality as an employer, municipal services, law enforcement and leadership on LGBTQ+ equality.

The City of Ames' 2024 MEI score is 96. The detailed report is also attached and available online. Last year, the City also received the score of 96. Each year, the MEI can choose to enhance the criteria for scoring. The City's "draft" score this year was 101 (with flex points). The HRC amended it down to 96 due to the statewide ban on gender-affirming care. The continuous work the City has done enabled the score to remain at 96 despite the loss of 5 points.

The following are line items on the MEI where the City of Ames has not attained any points. Moving forward these are areas to work on:

- Youth Bullying Prevention Policy for City Services
- Services to LGBTQ+ people experiencing homelessness
- Services to LGBTQ+ Older Adults
- Protecting Youth From Conversion Therapy
- All-Gender Single Occupancy Facilities
- Leadership's Pro-Equality Legislative or Policy Efforts
- City Tests Limits of Restrictive State Law

Past and Current Scores for the City of Ames:

Year	Score
2015	70
2016	68
2017	84
2018	82
2019	87
2020	87
2021	94
2022	89
2023	96
2024	96

ATTACHMENT(S):

[Ames MEI Score 2024.pdf](#)