




Thomas A. Golden, Jr.
City Manager

Doreen Burgess
Assistant To The City Manager

MEMORANDUM

TO: Thomas A. Golden, Jr., City Manager 

FROM: Ineabelle Dominguez, Chief Diversity, Equity, and Inclusion (DEI) Officer

CC: Shawn Machado, Assistant City Manager; Conor Baldwin, Chief Financial Officer; Doreen Burgess, Assistant to the City Manager; Melissa Desroches, Executive Assistant to the City Manager

DATE: November 21, 2023

SUBJECT: Informational: Improvement of Municipal Equality Index (MEI) Scorecard Through the Human Rights Campaign (HRC)

The Municipal Equality Index (MEI) is a nationwide evaluation of municipal law employed by the HRC to evaluate the inclusivity of municipal laws, policies, and services in support of the Lesbian, Gay, Bisexual, Transgender, Queer plus (LGBTQ+) community residing and working in the city. Lowell has scored 91 points out of a possible 100, marking a significant leap from its 2022 MEI score of 50. The November 14, 2023 nationwide announcement reflects the City's ongoing commitment to supporting and advancing the rights of the LGBTQ+ community. Access the scorecard here: www.hrc.org/MEI

Responding to the City Council's recommendation, the City Manager's Office has worked in conjunction with the Chief DEI Officer, Human Relations Office, Office of Procurement, the Lowell School Department, Lowell Police Department (LPD) and the Law Department to reassess existing policies in place across City departments. A pivotal initiative involved revising the Human Relations packet for all new hires to include gender-neutral language, an updated non-discrimination policy, and LGBTQ+-friendly definitions.

The 2023 MEI, in its twelfth annual edition, evaluates 506 cities from every state in the nation on 49 different criteria. The five largest cities in each state are evaluated, which puts Lowell in a position to be reviewed annually. Municipalities are evaluated in five key areas: non-discrimination laws, municipal employment practices, delivery of municipal services, law enforcement policies, and leadership in promoting LGBTQ+ equality. This is a vital step for protecting and assisting LGBTQ+ residents, visitors and employees within the City of Lowell.



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City's Score**

HRC.ORG/MEI



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