

## Memorandum

**TO:** Members of the Arlington County, Virginia Board  
**FROM:** Kiley Tibbetts, Human Rights Commissioner and Chair, Equality Task Force  
**DATE:** April 25, 2018  
**SUBJECT:** Equality Task Force Interim Progress Report

### Purpose:

To present the County Board Members with the Arlington County Human Rights Commission Equality Task Force interim progress report.

### Background:

The objectives of the Equality Task Force are to align Arlington County services with the needs of all citizens and prepare the county for a perfect score on the national Human Rights Campaign 2018 Municipal Equality Index (MEI) survey. (See Attachment 1 for the 2017 Report card) The MEI examines how inclusive the County laws, policies, and services are of LGBTQ people who live and work in Arlington County. Our County will be rated based on non-discrimination laws, the municipality as an employer, municipal services, law enforcement and the County leadership's public position on equality. The 2018 MEI survey will be sent to the Office of Human Rights by May 2018 and completed by July 2018.

### Discussion:

The Task Force met with County Government Office Leaders, employees, citizens, and numerous LGBTQ community advocacy leaders to establish an understanding on what services, policies, and ordinances are or are not available to our citizens. Our findings and accomplishments are summarized below:

- **Established two new web pages on our County's Web Site.** The first website provides Arlingtonians with a quick access to Government, Local, Commonwealth, and National LGBTQ resources. The second website provides a landing page for the Equality Task Force reports.
- **Recommended three new or modified LGBTQ Inclusive policies or ordinances to the Board.**

Our continued outreach will ensure all Arlington's LGBTQ citizens are aware of the services offered in the Government and within the community. Additionally, we will assist County departments prepare and submit artifacts for the 2018 HRC MEI Survey, and if not available, be aware of any gaps.

We appreciate your interest in supporting the Human Rights Commission. For any questions about the Task Force, please feel free to contact me at 202-203-9290, or [Kiley.Tibbetts@gmail.com](mailto:Kiley.Tibbetts@gmail.com).

Kiley Tibbetts, Chair  
Equality Task Force



Attachment: 2017 HRC MEI