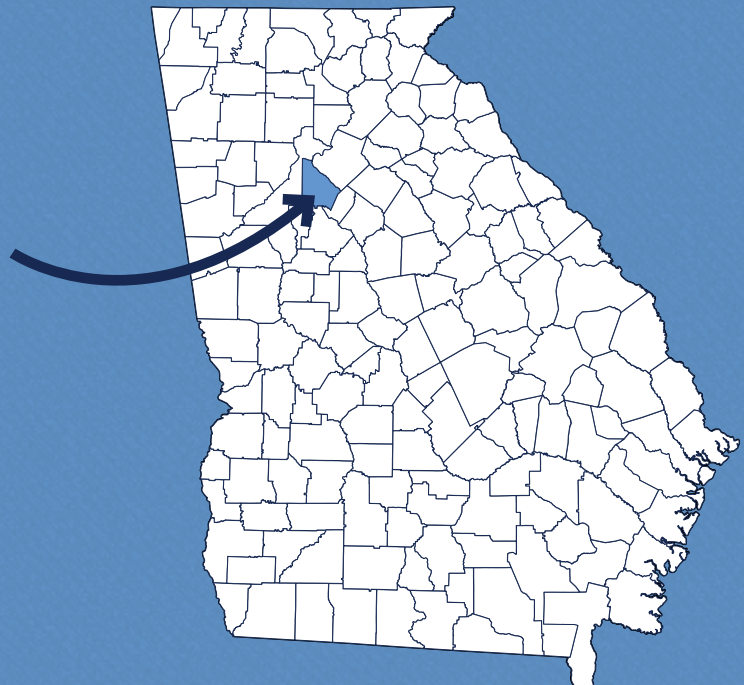


EQUALITY PROGRESS REPORT DEKALB COUNTY

UPDATED MAY 2023

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Introduction

Georgia Equality works to ensure equality for all citizens and visitors to Georgia through changes in public policy, citizen advocacy, candidate endorsement and voter participation.

Georgia, long known as the home of the Civil Rights Movement, is one of three states in the US that has NO comprehensive civil rights protections covering any of the federally protected classes (race, color, national origin, religion, sex, age, disability) plus sexual orientation and gender identity on a statewide level. Twelve cities and two counties (Athens-Clarke County and Augusta-Richmond County) have adopted comprehensive non-discrimination ordinances (NDO) in recent years that include these categories in local protections for employment, housing and public accommodations. Furthermore, because the recently passed Georgia Hate Crime law has yet to be fully implemented across the state, we encourage local municipalities to ensure that their public safety officials are reporting statistics to the federal Uniform Crime Report.

Our goal in producing an Equality Progress Report for cities and counties in Georgia is to encourage elected officials and advocates to examine policies and laws that address equality for all and provide sensible, local remedies to community conflict. This Equality Progress Report can serve as a road map for discovering how to create a more inclusive and welcoming local community where you live.

Georgia Equality has worked with many of the cities and counties that have adopted the recommended policies and we are able to share sample ordinances to tailor to your local needs. Other organizations such as the Human Rights Campaign Municipal Equality Index and the Movement Advancement Project have ranked and rated many jurisdictions around the country. We recommend you review those as well to see comparisons to peer cities, counties and states. You'll find links to those documents in the Sources section at the end of this report.

CONTENTS

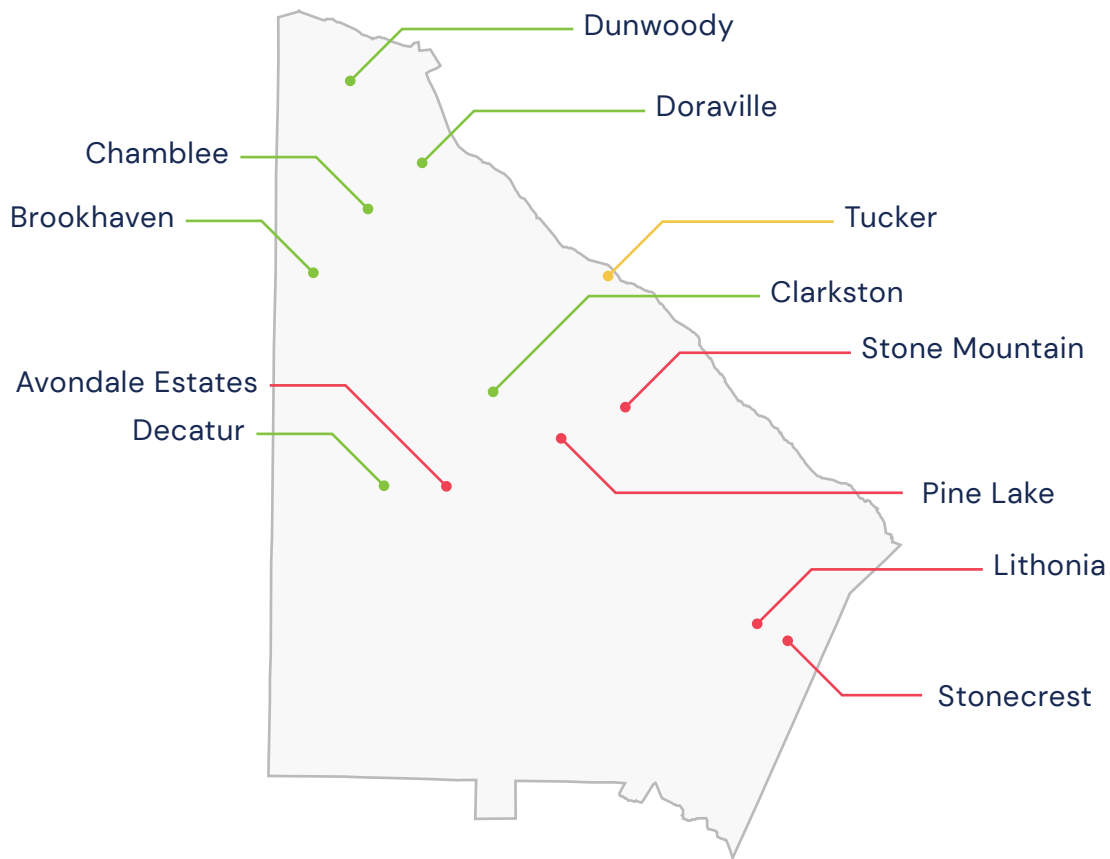
MAP

RECOMMENDATIONS

AT A GLANCE

DEEP DIVE

DEKALB COUNTY PROGRESS REPORT MAP



Cities in Dekalb County **with** an NDO:

Atlanta/Dekalb
Brookhaven
Chamblee
Clarkston
Decatur
Doraville
Dunwoody

Cities in Dekalb County **without** an NDO:

Avondale Estates
Lithonia
Pine Lake
Stonecrest
Stone Mountain
Tucker*

**NDO is currently under review*

DEKALB COUNTY PROGRESS REPORT

AT A GLANCE



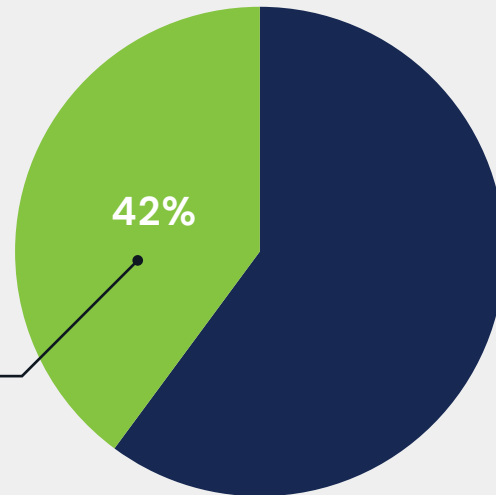
Dekalb County Summary:

764,382

Dekalb County population
(2020 Census)

306,945

Number of people currently
covered by an NDO



Top Recommendations for Dekalb County:



Add gender identity to the EEO statement. There are two and one doesn't match the other.



Require County Contractors to have employee and customer non-discrimination policies that match county policy.



Adopt comprehensive Non-Discrimination Ordinance for private employment, housing and public accommodations.



Require hate crimes identification training for law enforcement and ensure compliance with FBI UCR annually.

DEKALB COUNTY PROGRESS REPORT

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DEKALB COUNTY EMPLOYEE Non-Discrimination Policy

YES

Sexual Orientation

PARTIAL

Gender Identity

Notes:

Ensure all HR employment policies and job announcements have consistent language re: employee non-discrimination policies.

DEKALB COUNTY COMPREHENSIVE Non-Discrimination Law for Employment Housing and Public Accommodations

NO

Sexual Orientation

NO

Gender Identity

Notes:

A comprehensive NDO should cover all federally protected classes as well as sexual orientation and gender identity.

DEKALB COUNTY CONTRACTOR Non-Discrimination Policy for employees and customers

NO

Sexual Orientation

NO

Gender Identity

DEKALB COUNTY PROGRESS REPORT

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HATE CRIME REPORTING

While not explicitly listed under the state Hate Crime Law, legal experts agree that Gender Identity is included under the listing of "real or perceived gender" and therefore statistics on bias related crimes due to gender identity should be included in the municipal reporting ordinance.

NO

Sexual Orientation

NO

Gender Identity

Notes:

Dekalb County reported one hate crime in a 2021 UCR Hate Crime updated report.

LGBTQ POLICE LIASON POSITION

NO

Sexual Orientation

NO

Gender Identity

SOURCES

1. The Human Rights Campaign Municipal Equality Index (MEI) rates cities based on non-discrimination laws, the municipality as an employer, municipal services, public safety and leadership on LGBTQ+ Equality. A comparison rating for Dekalb County is scored in the Druid Hills statistical metropolitan area ranking. <https://www.hrc.org/resources/municipal-equality-index>
2. The Movement Advancement Project (MAP) tracks over 50 different LGBTQ+ state-level laws and policies. https://www.lgbtmap.org/equality_maps/profile_state/GA
3. FBI Uniform Crime Report (UCR) collects data on bias-motivated incidents by jurisdiction. Federal Law mandates annual reporting of the incidents to the FBI UCR but participation and training to identify hate crimes is not consistent or non-existent in Dekalb and other jurisdictions. Georgia has a law defining hate crimes and enhanced penalties for conviction. <https://ucr.fbi.gov/hate-crime/2019/topic-pages/jurisdiction>