**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.

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- Employment
- Housing
- Public Accommodations

**SCORE** 30 out of 30

**II. Municipality as Employer**

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

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- Non-Discrimination in City Employment
- Transgender-Inclusive Healthcare Benefits
- City Contractor Non-Discrimination Ordinance

**SCORE** 6 out of 24

**BONUS** Municipality is a Welcoming Place to Work +2

**III. Municipal Services**

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

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- Human Rights Commission
- LGBTQ Liaison in the Mayor's Office
- Enumerated Anti-Bullying School Policies

**SCORE** 6 out of 16

**BONUS** Enforcement mechanism in Human Rights Commission +2

**IV. Law Enforcement**

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

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- LGBTQ Police Liaison or Task Force
- Reported 2014 Hate Crimes Statistics to the FBI

**SCORE** 12 out of 22

**V. Relationship with the LGBTQ Community**

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

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- Leadership's Public Position on LGBTQ Equality
- Leadership's Pro-Equality Legislative or Policy Efforts

**SCORE** 0 out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders +2

**BONUS** Cities are pro-equality despite restrictive state law +2

**TOTAL SCORE 54 + TOTAL BONUS 0 = Final Score 54**

**CANNOT EXCEED 100**

**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 visit hrc.org/mei. All cities rated 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 mail@hrc.org.