HUMAN RIGHTS CAMPAIGN FOUNDATION

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2015 MUNICIPAL EQUALITY INDEX SCORECARD

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	0 0	0 0	5 5
Housing	5 5	0 0	0 0	5 5
Public Accommodations	5 5	0 0	0 0	5 5
SCORE			**30** out of 30	

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	0 0	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	0 0	3 3
SCORE	**0** out of 24	
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			5	5
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3 3	0 0	3 3	3 3
SCORE			**11** out of 16	
BONUS Enforcement mechanism in Human Rights Commission			+0	+3
BONUS City provides services to LGBT youth			+0	+2
BONUS City provides services to LGBT homeless			+0	+2
BONUS City provides services to LGBT elderly			+0	+2
BONUS City provides services to people living with HIV/AIDS			+2	+2

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IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	10
Reported 2013 Hate Crimes Statistics to the FBI	12	12
SCORE	**12** out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	**0** out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 53 + TOTAL BONUS 2 = Final Score **55**

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 **mei@hrc.org**.