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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<th>STATE</th>
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- Employment
- Housing
- Public Accommodations

SCORE 0 out of 30

BONUS Municipality is a Welcoming Place to Work

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.

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

SCORE 0 out of 24

BONUS Municipality is a Welcoming Place to Work

III. Municipal Services

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

- Human Rights Commission
- LGBT Liaison in the Mayor’s Office
- Enumerated Anti-Bullying School Policies

SCORE 0 out of 16

BONUS Enforcement mechanism in Human Rights Commission

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.

- LGBT Police Liaison or Task Force
- Reported 2013 Hate Crimes Statistics to the FBI

SCORE 12 out of 22

BONUS Openly LGBT elected or appointed municipal leaders

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.

- Leadership’s Public Position on LGBT Equality
- Leadership’s Pro-Equality Legislative or Policy Efforts

SCORE 0 out of 8

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 12 + TOTAL BONUS 2 = Final Score 14

CANNOT EXCEED 100

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.