

#### **ABERDEEN, SOUTH DAKOTA 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 SCORE **0** 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.

Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

					0	6
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ted Anti-Bullying School Policies	00	00	3 3	3 3
SCORE					<b>6</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### ABERDEEN, SOUTH DAKOTA 2/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 (12)
LGBTQ Police Liaison or Task Force	0 10

#### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality Leadership's Pro-Equality Legislative

or Policy Efforts 0 out of 8

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

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

CITY

**TOTAL SCORE 18 + TOTAL BONUS 0 =** 

Final Score 18

**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.

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#### **AKRON, OHIO 1/2** 2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COLINTY CITY AVAII ARI E

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.

II Laws	SIAIE	COUNTY	CITT	AVAILABLE
Employment	0 0	5 5	0 0	5 5
Housing	0 0	0 0	5 5	5 5
Public Accommodations	00	00	00	5 5
SCORE			<b>20</b> o	ut 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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	<b>18</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

					(6 6	(6 6
s,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>18</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### AKRON, OHIO 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD



**22** out of 22

CITY

AVAILABLE

AVAILABLE

#### 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.

GBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics to the FBI	10	

#### V. Relationship with the LGBTO Community

**SCORE** 

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **7** out of 8

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

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

**TOTAL SCORE 78 + TOTAL BONUS 4 =** 

Final Score 82

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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# **ALBANY, NEW YORK 1/2**

## **2016 MUNICIPAL EQUALITY INDEX SCORECARD**

**30** out of 30

AVAILABLE

hrc.org/mei

CITY

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5

SCORE

11	K /	100		
Ш.	Municipa	ality as	<b>Empl</b>	oyer

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.

Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	3 3
SCORE	<b>24</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2 +2

#### III. Municipal Service

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

					6	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	(5)
	LGBTQ L	iaison in the Mayor's Office			5	(5)
	Enumerat	ted Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

# **ALBANY, NEW YORK 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

#### 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.

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

**SCORE** 

## (10) 10 12

**22** out of 22

CITY

### V. Relationship with the LGBTO Community

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

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

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

CITY

7 out of 8

AVAILABLE

**TOTAL SCORE 99 + TOTAL BONUS 8 =** 

Final Score 100

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **ALBUQUERQUE, NEW MEXICO 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	00	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	00	00	5 5
public accommodations.	Public Accommodations	5 5	00	00	5 5
	SCORE			<b>30</b> °	ut 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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

5,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	30	00	3 3	3 3
	SCORE				<b>11</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ALBUQUERQUE, NEW MEXICO 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



**12** out of 22

CITY

AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 (12)
LGBTQ Police Liaison or Task Force	0 (10)

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality Leadership's Pro-Equality Legislative

or Policy Efforts

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

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

**TOTAL SCORE 68 + TOTAL BONUS 6 =** 

Final Score 74

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **ALEXANDRIA, LOUISIANA 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 SCORE **0** 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	10 33
SCORE	<b>13</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

#### III. Municipal Service

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

,	Transgend	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			10	3 3
	SCORE				<b>13</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				<b>10</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ALEXANDRIA, LOUISIANA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>0</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	0 (12
LGBTQ Police Liaison or Task Force	0 (10)

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

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

CITY

municipal leaders

6 out of 8



Final Score 37

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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#### **ALEXANDRIA, VIRGINIA 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 50 **15** out of 30 SCORE

#### 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	<b>15</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			30	3 3
	SCORE				<b>15</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ALEXANDRIA, VIRGINIA 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### 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.

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

**SCORE** 

# (10) 10 12

CITY

**22** out of 22

### V. Relationship with the LGBTO Community

SCORE

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

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

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

**TOTAL SCORE 76 + TOTAL BONUS 10 =** 

Final Score 86 **CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **ALLENTOWN, PENNSYLVANIA 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	5 5	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	0 0	0 0	5 5	5 5
public accommodations.	Public Accommodations	00	00	5 5	5 5
	SCORE			<b>30</b> °	ut 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	33 33
SCORE	<b>18</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

#### III. Municipal Service

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

	City Cont	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>18</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	30	00	00	3 3
	SCORE				<b>13</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ALLENTOWN, PENNSYLVANIA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

#### IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

**SCORE 22** out of 22

#### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

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



**TOTAL SCORE 87 + TOTAL BONUS 8 =** 

Final Score 95

CITY

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



+ PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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# **AMARILLO, TEXAS 1/2**

**2016 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.

Laws
Employment
Housing
Public Accommodations

Public Accommodations	

Public Accommodations	
-----------------------	--

SCORE		

## 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.

Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0
	00
SCORE	0 out o

BONUS	Municipality is a Welcoming
	Place to Work

## III. Municipal Services

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

Human	Rights	Commission	

LGBTQ Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies









#### SCORE **BONUS** Enforcement mechanism in Human Rights Commission **BONUS** City provides services to LGBTQ youth

**BONUS** City provides services to LGBTQ homeless **BONUS** City provides services to LGBTQ

elderly **BONUS** City provides services to people living with HIV/AIDS

**BONUS** City provides services to the transgender community

#### STATE COUNTY

#### CITY AVAILABLE







#### AVAILABLE











#### STATE COUNTY CITY AVAILABLE













# 11 out of 16













hrc.org/mei



#### **AMARILLO, TEXAS 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

### 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.

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

**SCORE** 

to the FBI

0 10 12

CITY

**12** out of 22

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**TOTAL SCORE 23 + TOTAL BONUS 0 =** 

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

CITY

AVAILABLE

0 out of 8



Final Score 23

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION —



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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# AMES, IOWA 1/2

AVAILABLE

hrc.org/mei

#### 2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
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.	Employment	5 5	00	5 5	5 5
	Housing	5 5	0 0	5 5	5 5
	Public Accommodations	5 5	00	5 5	5 5
	SCORE			<b>30</b> °	ut 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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

	Non-Disc	rimination in City Employment			6 6	6 6
	Transgen	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	red Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### AMES, IOWA 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### IV. Law Enforcement

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

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 12
LGBTQ Police Liaison or Task Force	0 (10)

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

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

CITY



**TOTAL SCORE 66 + TOTAL BONUS 2 =** 

Final Score 68

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





BONUS PTS for criteria not accessible to all cities at this time.

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#### **AMHERST, MASSACHUSETTS 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	0 0	5 5	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	00	5 5	5 5
public accommodations.	Public Accommodations	5 5	00	5 5	5 5
	SCORE			<b>30</b> •	ut 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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			(5)	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerate	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **AMHERST, MASSACHUSETTS 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### IV. Law Enforcement

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

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 (12)
LGBTQ Police Liaison or Task Force	0 (10)

#### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

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

CITY



**TOTAL SCORE 65 + TOTAL BONUS 2 =** 

Final Score 67

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





BONUS PTS for criteria not accessible to all cities at this time.

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#### **ANAHEIM, CALIFORNIA 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **30** out of 30 SCORE

#### 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.

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

#### III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
<b>e</b> s	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				<b>6</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ANAHEIM, CALIFORNIA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

#### 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.

LGBTQ Police Liaison or Task Force 10 Reported 2014 Hate Crimes Statistics 12 to the FBI **SCORE 12** out of 22

#### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

municipal leaders **BONUS** Cities are pro-equality despite restrictive state law

CITY



**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **ANCHORAGE, ALASKA 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5 **30** out of 30 SCORE

#### 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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

	rransgend	der-inclusive Healthcare Benefits			(0)	(6)
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				<b>13</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ANCHORAGE, ALASKA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



**12** out of 22

AVAILABLE

AVAILABLE

#### 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.

LGBTQ Police Liaison or Task Force  Reported 2014 Hate Crimes Statistics to the FBI	(12)	$\sim$

#### V. Relationship with the LGBTO Community

**SCORE** 

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

restrictive state law

8 out of 8

CITY

municipal leaders

**BONUS** Cities are pro-equality despite



**TOTAL SCORE 75 + TOTAL BONUS 4 =** 

Final Score 79

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **ANN ARBOR, MICHIGAN 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5 **30** out of 30 SCORE

#### 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	<b>24</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2 +2

#### III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			<b>6</b>	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				<b>10</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ANN ARBOR, MICHIGAN 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

10

AVAILABLE

CITY

(10)

12

CITY

**22** out of 22

#### 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.

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics

**SCORE** 

## V. Relationship with the LGBTO Community

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE 8 out of 8

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

**TOTAL SCORE 94 + TOTAL BONUS 8 =** 

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

Final Score 100

**CANNOT EXCEED 100** 



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **ANNAPOLIS, MARYLAND 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **30** out of 30

SCORE

#### 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.

Non-Discrimination in City Employment	6 0 6 6
Transgender-Inclusive Healthcare Benefits	(o) (6)
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

,	Iransgen	der-Inclusive Healthcare Benefits			(0)	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ANNAPOLIS, MARYLAND 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 12
LGBTQ Police Liaison or Task Force	0 (10)

### V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Cities are pro-equality despite

SCORE **2** out of 8

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

restrictive state law

CITY



**TOTAL SCORE 61 + TOTAL BONUS 4 =** 

Final Score 65

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **APPLETON, WISCONSIN 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5 **30** out of 30 SCORE

### 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

#### III. Municipal Service

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

					0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
25	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>6</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+2	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **APPLETON, WISCONSIN 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 12
LGBTQ Police Liaison or Task Force	0 (10)

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

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

CITY

8 out of 8

**TOTAL SCORE 68 + TOTAL BONUS 10 =** 

Final Score 78

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **ARLINGTON COUNTY, VIRGINIA 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations **15** out of 30 SCORE

II. Municipality as Er	nployer	COUNTY	AVAILABLE
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.	Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0	6 6 3 3
	SCORE		<b>12</b> out of 24
	BONUS Municipality is a Welcoming	+2	+2

	SCORE				<b>12</b> out of 24
	BONUS	Municipality is a Welcoming Place to Work		+2	+2
III. Municipal Service	S		STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBTQ constituents are included	Human R	Rights Commission		5	(5)
in city services and programs.	LGBTQ L	Liaison in the Mayor's Office		5	(5)
	Enumera	ted Anti-Bullying School Policies	00	3 3	3 3
	SCORE				<b>16</b> out of 16
	BONUS	Enforcement mechanism in Human Rights Commission		+2	+2
	BONUS	City provides services to LGBTQ youth		+0	+2
	BONUS	City provides services to LGBTQ homeless		+2	+2
	BONUS	City provides services to LGBTQ elderly		+0	+2
	BONUS	City provides services to people			

living with HIV/AIDS

transgender community

**BONUS** City provides services to the

#### **ARLINGTON COUNTY, VIRGINIA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

#### 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.

LGBTQ Police Liaison or Task Force	(10)
Reported 2014 Hate Crimes Statistics to the FBI	(12)

10

SCORE **22** out of 22

V. Relationship with the LGBTQ Community
--

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

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

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

COUNTY

(5)

COUNTY

AVAILABLE

**TOTAL SCORE 73 + TOTAL BONUS 14 =** 

Final Score 87

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





BONUS PTS for criteria not accessible to all cities at this time.

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hrc.org/mei hrc.org/mei



#### **ARLINGTON, MASSACHUSETTS 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5 **30** out of 30 SCORE

## 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.

Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

					(6)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ARLINGTON, MASSACHUSETTS 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

#### 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.

LGBTQ Police Liaison or Task Force

to the FBI

Reported 2014 Hate Crimes Statistics

10 12

**12** out of 22

CITY

CITY

### V. Relationship with the LGBTO Community

**SCORE** 

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

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

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

AVAILABLE

**TOTAL SCORE 73 + TOTAL BONUS 8 =** 

Final Score 81

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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# **ARLINGTON, TEXAS 1/2**

#### 2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 SCORE **0** 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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

#### III. Municipal Service

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

	a.iogoiii				( 0 )	(6)
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>6</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ARLINGTON, TEXAS 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



**17** out of 22

AVAILABLE

AVAILABLE

#### 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.

Reported 2014 Hate Crimes Statistics to the FBI

#### V. Relationship with the LGBTO Community

**SCORE** 

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

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

CITY

5 out of 8

municipal leaders

**TOTAL SCORE 40 + TOTAL BONUS 4 =** 

Final Score 44

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



+ PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **ASBURY PARK, NEW JERSEY 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **30** out of 30 SCORE

#### 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.

Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	3 3
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	(5)
	LGBTQ L	iaison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **ASBURY PARK, NEW JERSEY 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



**22** out of 22

AVAILABLE

10

AVAILABLE

CITY

CITY

#### 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.

LGBTQ Police Liaison or Task Force (10) Reported 2014 Hate Crimes Statistics 12 to the FBI

V. Relationship with the LGBTO Community

**SCORE** 

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite

SCORE

restrictive state law

**TOTAL SCORE 79 + TOTAL BONUS 4 =** 

Final Score 83

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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# **ASHLAND, OREGON 1/2**

#### 2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 2 **30** out of 30 SCORE

#### 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.

Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	6 0 6 6 0 6 0 0 3 3
SCORE	<b>6</b> out of 24
BONUS Municipality is a Welcoming	+0 +2

#### III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance				
					00	(3 3)
	SCORE				<b>6</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				<b>6</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

## **ASHLAND, OREGON 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

CITY

#### 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.

LGBTQ Police Liaison or Task Force 10 Reported 2014 Hate Crimes Statistics to the FBI **SCORE** 

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

0 out of 8

CITY

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



**TOTAL SCORE 42 + TOTAL BONUS 2 =** 

Final Score 44

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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# **ASPEN, COLORADO 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **30** out of 30 SCORE

#### 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

,	Transgend	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				<b>6</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

## ASPEN, COLORADO 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

LGBTQ Police Liaison or Task Force	0 (10)
Reported 2014 Hate Crimes Statistics to the FBI	12 12
SCORE	<b>12</b> out of 22

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

municipal leaders **BONUS** Cities are pro-equality despite restrictive state law

0 out of 8

CITY

**TOTAL SCORE 60 + TOTAL BONUS 2 =** 

Final Score 62

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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## **ATHENS-CLARKE, GEORGIA 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	00	00	5 5
public accommodations.	Public Accommodations	00	00	5 5
	SCORE			<b>0</b> out of 30

II. Municipality as En	COUNTY	AVAILABLE	
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.	Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0	6 6 3 3
	SCORE		<b>12</b> out of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service	STATE	COUNTY	
This section assesses the efforts of the city to ensure LGBTQ constituents are included	Human Rights Commission		0
in city services and programs.	LGBTQ Liaison in the Mayor's Office		<u>o</u>
	Enumerated Anti-Bullying School Policies	00	3 3

Enumerat	ed Anti-Bullying School Policies	00	3 3	3 3
SCORE				<b>6</b> out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+2
BONUS	City provides services to LGBTQ youth		+0	+2
BONUS	City provides services to LGBTQ homeless		+0	+2
BONUS	City provides services to LGBTQ elderly		+0	+2
BONUS	City provides services to people living with HIV/AIDS		+0	+2
BONUS	City provides services to the transgender community		+0	+2

## ATHENS-CLARKE, GEORGIA 2/2

SCORE

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

COUNTY

#### IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	0
Reported 2014 Hate Crimes Statistics to the FBI	0

V. Relationship with	the LGBTQ Community	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	1	3
	SCORE		<b>3</b> out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 21 + TOTAL BONUS 0 =	Final Score 21
----------------------------------	----------------

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





BONUS PTS for criteria not accessible to all cities at this time.

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# ATLANTA, GEORGIA 1/2

#### **2016 MUNICIPAL EQUALITY INDEX SCORECARD**

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5 **30** out of 30 SCORE

### 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.

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

#### III. Municipal Service

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

					(6)	(6)
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	8		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>16</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

## ATLANTA, GEORGIA 2/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

10

AVAILABLE

CITY

(10)

12

CITY

#### 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.

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

**SCORE 22** out of 22

## V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

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

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



**TOTAL SCORE 100 + TOTAL BONUS 4 =** 

Final Score 104

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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# **AUBURN, ALABAMA 1/2**

#### **2016 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

00

CITY

00

CITY

**0** out of 30

AVAILABLE

hrc.org/mei

AVAILABLE

STATE

## 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.

Laws
Employment
Housing
Public Accommodations

	SCORE				
1	Public Acc	commodat	ons		

# 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.

Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	(o) (6)
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance				
	·				00	3 3
	SCORE				<b>0</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			0	(5)
	LGBTQ Li	aison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
SCORE					0 0	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **AUBURN, ALABAMA 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>0</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	0 12
LGBTQ Police Liaison or Task Force	0 (10)

#### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

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

CITY

0 out of 8



**TOTAL SCORE 0 + TOTAL BONUS 0 =** 

Final Score 0

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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### **AUBURN, MAINE 1/2**

CITY

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **30** out of 30 SCORE

#### 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.

Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

,	Transgend	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	S		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				<b>6</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **AUBURN, MAINE 2/2** 2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 12
LGBTQ Police Liaison or Task Force	0 (10)

### V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBTQ elected or appointed

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

0 out of 8

municipal leaders

CITY

**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.

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### **AUGUSTA, MAINE 1/2**

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **30** out of 30 SCORE

#### 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.

Non-Discrimination in City Employment	6 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> out of 24
BONUS Municipality is a Welcoming  Place to Work	+0 +2

#### III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>6</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

# **AUGUSTA, MAINE 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

#### 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.

LGBTQ Police Liaison or Task Force	
Reported 2014 Hate Crimes Statistics	

**SCORE** 

0	(10)
(12)	(12)

**12** out of 22

CITY

#### V. Relationship with the LGBTO Community

SCORE

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

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

municipal leaders

CITY

AVAILABLE

3 out of 8



**TOTAL SCORE 57 + TOTAL BONUS 0 =** 

Final Score 57

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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## **AUGUSTA-RICHMOND, GEORGIA 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

I. Non-Discrimination	on Laws	STATE	COUNTY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	0 0	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	00	00	5 5
public accommodations.	Public Accommodations	00	00	5 5
	SCORE			<b>0</b> out of 30

<u>II. Municipality as En</u>	nployer	COUNTY	AVAILABLE
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.	Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	<ul><li>0</li><li>0</li><li>0</li></ul>	6 6 6 3 3
	SCORE		<b>0</b> out of 24
	BONUS Municipality is a Welcoming		

Place to Work

**BONUS** City provides services to the

transgender community

## III. Municipal Services

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

Human Ri	ghts Commission		0	(5)
LGBTQ Li	aison in the Mayor's Office		0	5
Enumerated Anti-Bullying School Policies		00	00	3 3
SCORE				<b>0</b> out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+2
BONUS	City provides services to LGBTQ youth		+0	+2
BONUS	City provides services to LGBTQ homeless		+0	+2
BONUS	City provides services to LGBTQ elderly		+0	+2
BONUS	City provides services to people living with HIV/AIDS		+0	+2

STATE

COUNTY

AVAILABLE

hrc.org/mei

## **AUGUSTA-RICHMOND, GEORGIA 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

COUNTY

#### IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	(10)
Reported 2014 Hate Crimes Statistics o the FBI	0

CORE 1	0	out of 22
ORE	U	out of 22

V. Relationship with	the LGBTQ Community	COUNTY	AVAILAB
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	2	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE		<b>2</b> out of 8

SCORE			<b>2</b> out of 8
BONUS	Openly LGBTQ elected or appointed municipal leaders	+0	+2
BONUS	Cities are pro-equality despite restrictive state law	+0	+4

Final Score 12 **TOTAL SCORE 12 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





BONUS PTS for criteria not accessible to all cities at this time.

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### **AURORA, COLORADO 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

**30** out of 30

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00

SCORE

#### 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.

Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

	rransgen	der-inclusive Healthcare Benefits			(0)	(6)
	City Conti	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **AURORA, COLORADO 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 (12)
LGBTQ Police Liaison or Task Force	0 10

#### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

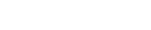
Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

municipal leaders **BONUS** Cities are pro-equality despite restrictive state law

CITY

0 out of 8



**TOTAL SCORE 59 + TOTAL BONUS 0 =** 

Final Score 59

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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# **AURORA, ILLINOIS 1/2**

**30** out of 30

AVAILABLE

hrc.org/mei

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00

SCORE

### 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

					66	66
,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				<b>11</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

## **AURORA, ILLINOIS 2/2**

#### **2016 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

10

AVAILABLE

CITY

#### 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.

LGBTQ Police Liaison or Task Force	10
Reported 2014 Hate Crimes Statistics to the FBI	12

**SCORE 22** out of 22

#### V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

municipal leaders

**TOTAL SCORE 75 + TOTAL BONUS 4 =** 

0 out of 8

CITY

**BONUS** Openly LGBTQ elected or appointed

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



Final Score 79

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





BONUS PTS for criteria not accessible to all cities at this time.

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# **AUSTIN, TEXAS 1/2**

CITY

AVAILABLE

hrc.org/mei

#### 2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	0 0	5 5	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	00	00	5 5	5 5
public accommodations.	Public Accommodations	00	00	5 5	5 5
	SCORE			<b>30</b> °	ut 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	33 33
SCORE	<b>24</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

#### III. Municipal Service

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

	Iransgen	der-Inclusive Healthcare Benefits			<b>6</b>	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
25	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+2	+2

#### **AUSTIN, TEXAS 2/2** 2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

#### 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.

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

SCORE

to the FBI

CITY

**22** out of 22

### V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

CITY

SCORE

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

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

**TOTAL SCORE 100 + TOTAL BONUS 12 =** 

Final Score 100

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



+ PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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#### **AVONDALE ESTATES, GEORGIA 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws			COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	0 0	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	00	00	00	5 5
public accommodations.	Public Accommodations	00	00	00	5 5
	SCORE			<b>0</b> o	ut 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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

	rransgend	der-inclusive Healthcare Benefits			(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	8		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **AVONDALE ESTATES, GEORGIA 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

CITY

#### IV. Law Enforcement

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

SCORE	10 out of 22
Reported 2014 Hate Crimes Statistics to the FBI	0 (12)
LGBTQ Police Liaison or Task Force	10 (10)

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

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

CITY

AVAILABLE

**TOTAL SCORE 39 + TOTAL BONUS 2 =** 

Final Score 41

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



+ PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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## **AVONDALE, ARIZONA 1/2**

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

CITY

00

CITY

**0** out of 30

AVAILABLE

hrc.org/mei

# 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.

Lavvo
Employment
Housing
Public Accommodations

SCORE		

## 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.

Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits	0 6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> out of 24
BONUS Municipality is a Welcoming	+0 +2

#### III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			00	3 3	
	SCORE				<b>0</b> out of 24		
	BONUS	Municipality is a Welcoming Place to Work			+0	+2	
es	6		STATE	COUNTY	CITY	AVAILABLE	
	Human Ri	ights Commission			0	(5)	
	LGBTQ Liaison in the Mayor's Office  Enumerated Anti-Bullying School Policies  SCORE				0	5	
			00	00	30	3 3	
					<b>3</b> out of 16		
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2	
	BONUS	City provides services to LGBTQ youth			+0	+2	
	BONUS	City provides services to LGBTQ homeless			+0	+2	
	BONUS	City provides services to LGBTQ elderly			+0	+2	
	BONUS	City provides services to people living with HIV/AIDS			+0	+2	
	BONUS	City provides services to the transgender community			+0	+2	

#### **AVONDALE, ARIZONA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 12
LGBTQ Police Liaison or Task Force	0 (10

#### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

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

CITY

**12** out of 22

0 out of 8





**TOTAL SCORE 15 + TOTAL BONUS 0 =** 

Final Score 15

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



+ PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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