

BAKERSFIELD, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	5 5	00	00	5 5
SCORE			30 •	ut of 30

BAKERSFIELD, CALIFORN

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V.

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

TS	FOR	SEXUAL	ORIENTATION	\leftarrow	-

- PTS FOR GENDER IDENTITY

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.

II. Municipality as Em	ployer
By offering equivalent benefits and protections to LGBTQ employees, and by	Non-Discrimination
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Transgender-Inclus
LGBTQ employees equally.	City Contractor Nor

m	ployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	60	66
,	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance	00	33
	SCORE	6 οι	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

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			(5)	(5)
LGBTQ Liaison in the Mayor's Office					5
Enumerat	ed Anti-Bullying School Policies	33	00	30	33
SCORE				11 out	t 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

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	CITY	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 60 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BALTIMORE, MARYLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

BALTIMORE, MARYLAND 2/2

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.

on Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	00	5 5	55
Housing	5 5	00	5 5	5 5
Public Accommodations	5 5	00	55	55
SCORE			30 o	ut of 30

II. Municipality as

By offering equivalent benefits and protections to LGBTQ employees, and awarding contracts to fair-minded busin municipalities commit themselves to trea LGBTO employees equally.

s Em	ploye	r	СІТҮ	AVAILABLE
by	Non-Discrir	nination in City Employment	66	66
inesses, reating	Transgende	r-Inclusive Healthcare Benefits		6
	City Contra	ctor Non-Discrimination Ordinance	33	33
	SCORE		18 οι	it of 24
		Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

5		OTATE		0.111	AVAILABLE
Human R	ights Commission			(5)	5
LGBTQ L	iaison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				0 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			+2	+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			+0	+2

STATE

COUNTY

CITY

AVAILABLE

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. Relat

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

PTS FOR SEXUAL ORIENTATION

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	CITY	AVAILABLE
ison or Task Force	(10)	(10)
ate Crimes Statistics	(12)	12
	22 or	ut of 22

TOTAL SCORE 94 + TOTAL BONUS 12 =



CANNOT EXCEED 100



BANGOR, MAINE 1/2

CITY

CITY

AVAILABLE

AVAILABLE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

BANGOR, MAINE 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. R

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TS	FOR S	EXUAL	ORIENT	ATION -	$\left(\right)$		PTS	FO
00	MODE		MAATION	ADOUT	CITY	CEL	ECTI	0.1

OR GENDER IDENTITY

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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.

I LUVIS	-		-	
Employment	5 5	00	50	55
Housing	5 5	00	50	5 5
Public Accommodations	55	00	50	55
SCORE			30 ou	it of 30

STATE

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 LGBTO employees equally.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	60	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	0	33
SCORE	6 or	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

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
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				6 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

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	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 59 + TOTAL BONUS 0 =



CANNOT EXCEED 100



LGBTQ employees equally.

BARRE, VERMONT 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

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CITY

AVAILABLE

AVAILABLE

66

AVAILABLE

BARRE, VERMONT 2/2 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.

Employment	5 5	00	00	55
Housing	5 5	00	00	55
Public Accommodations	55	•	•	55
SCORE			30 οι	ut of 30

STATE

IV. Law Enforcement

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

Reported 2014 Hat to the FBI

SCORE

V.F

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

II. Municipality as Em	ployer
By offering equivalent benefits and protections to LGBTQ employees, and by	Non-Discrimination in City Employment
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Transgender-Inclusive Healthcare Benefits

0 6 City Contractor Non-Discrimination Ordinance 33 SCORE **0** out of 24 **BONUS** Municipality is a Welcoming +0 +2 Place to Work

STATE

COUNTY

III. Municipal Services

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

)					
Human Ri	ights Commission			0	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	0	33
SCORE				6 ou	t 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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	•	12
	0 or	ut of 22

TOTAL SCORE 36 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BATON ROUGE, LOUISIANA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

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.

Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	00	00	00	55
SCORE			0 o	ut of 30

II. Municipality as

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

s Em	ployer	CITY	AVAILABLE
by	Non-Discrimination in City Employment	66	66
nesses, eating	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance		33
	SCORE	14 οι	it of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

>		STATE	000111	onn	AVAILADLE
Human R	ights Commission			0	5
LGBTQ L	iaison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	30	33
SCORE				3 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

STATE

COUNTY

CITY

AVAILABLE

BATON ROUGE, LOUISIAN

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. Rela

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

PTS FOR SEXUAL ORIENTATION

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A	2/2



	CITY	AVAILABLE
ison or Task Force	(10)	(10)
ate Crimes Statistics	0	12
	10 or	ut of 22

TOTAL SCORE 30 + TOTAL BONUS 2 =



CANNOT EXCEED 100



BAY ST. LOUIS, MISSISSIPPI 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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55

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AVAILABLE

AVAILABLE

CITY

CITY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 00 55 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 55 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 55 **30** out of 30 SCORE

BAY ST. LOUIS, MISSISSIF

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. F

V. Relationship with t	CITY	AVAILABLE	
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTO Equality	3	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts		3
	SCORE		out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

00	00	33
	0 ou	t of 16
	+0	+2
	+0	+2
	+0	+2
	+0	+2

PTS FOR SEXUAL ORIENTATION – PTS FOR GENDER IDENTITY

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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 LGBTO employees equally.

proye			
Non-Discr	imination in City Employment	00	66
Transgend	ler-Inclusive Healthcare Benefits	0	6
City Contr	actor Non-Discrimination Ordinance	0	33
SCORE		0 ou	t of 24
BONUS	Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

III. Municipal Services

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

·					
Human Ri	ights Commission			0	5
LGBTQ Li	aison in the Mayor's Office			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	00	00	0	33
SCORE				0 ou	t 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

PPI	2/2
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	CITY	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	0	12
	0 or	ut of 22

TOTAL SCORE 34 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BELLEVUE, NEBRASKA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

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AVAILABLE

BELLEVUE, NEBRASKA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. R

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



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l.	Non-Discrimination	Laws
This	category evaluates whether	Employment

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	00	00	00	55
Housing	00	00	00	55
Public Accommodations	00		00	55
SCORE			0 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 LGBTO employees equally.

прюует	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	0 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

III. Municipal Services

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

·					
Human Ri	ights Commission			0	(5)
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	33	33
SCORE				6 ou	t 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

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	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 18 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BELLEVUE, WASHINGTON 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

BELLEVUE, WASHINGTON

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.

 Lano				
Employment	5 5	5 5	00	55
Housing	5 5	5 5	5 5	5 5
Public Accommodations	55	55	00	55
SCORE			30 ou	t of 30

IV. Law Enforcement

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

Reported 2014 Ha

SCORE

V. I

V. Relationship with	he LGBTQ Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	3	5
community and to advocate for full equality.		3	
	4	out of 8	
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION -

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II. Municipality as Em	ployer	CITY 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	6666
	Transgender-Inclusive Healthcare Benefits	6 6
	City Contractor Non-Discrimination Ordinance	33 33
	SCORE	24 out of 24
	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.

S		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	33	00	33	33
SCORE				16 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



2/2	HUMAN RIGHTS CAMPAIGN FOUNDATION		
	CITY AVAILABLE		
ison or Task Force	(10) (10)		
ate Crimes Statistics	12 12		
	22 out of 22		

TOTAL SCORE 96 + TOTAL BONUS 4 =



CANNOT EXCEED 100



BELLINGHAM, WASHINGTON 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

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.

Employment	55	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55		•	55
SCORE			30 ou	it of 30

II. Municipality a

By offering equivalent benefits and protections to LGBTQ employees, and awarding contracts to fair-minded busing municipalities commit themselves to tre LGBTO employees equally.

ployer	CITY AVAILABLE	
Non-Discrimination in City Employment	6 6 6 6	
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	+0 +2	
	Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance SCORE BONUS Municipality is a Welcoming	Non-Discrimination in City Employment6666Transgender-Inclusive Healthcare Benefits06City Contractor Non-Discrimination Ordinance0033SCORE12 out of 24BONUS Municipality is a Welcoming+0+2

III. Municipal Services

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

5		STATE	COUNTY	CITY	AVAILABLE
Human R	ights Commission			0	5
LGBTQ L	iaison in the Mayor's Office			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				6 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

BELLINGHAM, WASHINGT

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. Re

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

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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0	Ν	2/2



	CITY	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 60 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BEND, OREGON 1/2

CITY

CITY

CITY

AVAILABLE

AVAILABLE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

BEND, OREGON 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

Reported 2014 Hat to the FBI

SCORE

V. F

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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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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.

	• · · · · -			
Employment	5 5	00	5 5	55
Housing	5 5	00	5 5	5 5
Public Accommodations	55	00	55	55
SCORE			30 o	ut of 30

STATE

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 LGBTO employees equally.

ipioyei	CITY AVAILABLE	-
Non-Discrimination in City Employment	66666	
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	+0 +2	

STATE

COUNTY

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			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	33	00	30	33
SCORE				6 out	t 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

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	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 61 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BEREA, KENTUCKY 1/2

AVAILABLE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

BEREA, KENTUCKY 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V.

V. Relationship with	he LGBTQ Community	CITY	AVAILABLE
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	2 1	5
SCORE		3	out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION	- PTS FOR GENDER IDENTITY
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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	STATE	COUNTY	CITY	AVAILABI
Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	00	00	00	5 5
SCORE			0 •	ut of 30

II. Municipality as Em

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance		33
SCORE	12 or	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

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			5	(5)
LGBTQ Li	aison in the Mayor's Office			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	00	00	0	33
SCORE				5 out	t 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

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	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 32 + TOTAL BONUS 0 =



CANNOT EXCEED 100



This category evaluates whether

orientation and gender identity is

areas of employment, housing, and

public accommodations.

discrimination on the basis of sexual

prohibited by the city, county, or state in

BERKELEY, CALIFORNIA 1/2

STATE

55

55

55

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

50

50

50

CITY

CITY

30 out of 30

AVAILABLE

55

55

55

AVAILABLE

+2

AVAILABLE

BERKELEY, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

Reported 2014 Ha

SCORE

V. F

V. Relationship with t	he LGBTQ Community	СІТҮ	AVAILABLE
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	5	5
	SCORE		out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

d by	Non-Discrimination in City Employment	66	66
sinesses, reating	Transgender-Inclusive Healthcare Benefits	6	6
	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	24 ou	t of 24
	BONUS Municipality is a Welcoming		+2

III. Municipal Services

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

2		•		••••	
Human Ri	ights Commission			(5)	5
LGBTQ Li	aison in the Mayor's Office				5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				11 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			+2	+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			+0	+2

STATE

COUNTY

PTS FOR SEXUAL ORIENTATION

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II. Municipality as Employer

I. Non-Discrimination Laws

Employment

Public Accommodations

Non-Discrimination in City Employment

Place to Work

Housing

SCORE

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





	CITY	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 οι	ut of 22

TOTAL SCORE 85 + TOTAL BONUS 10 =



CANNOT EXCEED 100



BETHANY BEACH, DELAWARE 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

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.

Lano				
Employment	5 5	00	00	55
Housing	5 5	5 5	00	55
Public Accommodations	55	00	00	55
SCORE			30 ou	t of 30

II. Municipality a

By offering equivalent benefits and protections to LGBTQ employees, and awarding contracts to fair-minded busi municipalities commit themselves to tr LGBTO employees equally.

<u>as Em</u>	ployer	CITY	AVAILABLE
nd by isinesses, treating	Non-Discrimination in City Employment	60	66
	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	0	33
	SCORE	6 οι	ıt of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

2		UNAL		0.111	ATALADEL
Human Ri	ights Commission			0	5
LGBTQ L	iaison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				6 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

STATE

COUNTY

CITY

AVAILABLE

BETHANY BEACH, DELAWARE 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. Re

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

PTS FOR SEXUAL ORIENTATION _ _

- PTS FOR GENDER IDENTITY

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	СІТҮ	AVAILABLE	
ison or Task Force	0	(10)	
ate Crimes Statistics	12	12	
	12 out of 22		

TOTAL SCORE 54 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BILLINGS, MONTANA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

BILLINGS, MONTANA 2/2 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.

Employment	00	00	00	55
Housing		00	00	55
Public Accommodations	•		•	55
SCORE			0 ou	it of 30

STATE

II. Municipality as E

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

Em	ploye	er	CITY	AVAILABLE
	Non-Disc	rimination in City Employment	00	66
es, g	Transgen	der-Inclusive Healthcare Benefits	0	6
	City Cont	ractor Non-Discrimination Ordinance	•	33
	SCORE		0 οι	It of 24
	BONUS	Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

)				-	
Human Ri	ights Commission			5	5
LGBTQ Li	iaison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	00	33
SCORE				5 ou	t 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

STATE

COUNTY

CITY

AVAILABLE

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. Rela

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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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	CITY	AVAILABLE		
son or Task Force	0	(10)		
ate Crimes Statistics	12	12		
	12 or	2 out of 22		

TOTAL SCORE 18 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BILOXI, MISSISSIPPI 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

BILOXI, MISSISSIPPI 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. R

V. Relationship with	he LGBTQ Community	CITY	AVAILABLE
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	3	5
	or Policy Efforts SCORE	4 •	ut of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION	
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S FOR GENDER IDENTITY

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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	STATE	COUNTY	CITY	AVAILAB
Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	00	00	00	5 5
SCORE			0 0	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 LGBTO employees equally.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	0 0	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

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 Liaison in the Mayor's Office				0	5
Enumerat	ed Anti-Bullying School Policies	00	00		33
SCORE				0 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			+2	+2
BONUS	City provides services to the transgender community			+0	+2





	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 16 + TOTAL BONUS 2 =



CANNOT EXCEED 100



BIRMINGHAM, ALABAMA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

BIRMINGHAM, ALABAMA

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.

Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	•••	00	00	55
SCORE			0 οι	it of 30

IV. Law Enforcement COUNTY CITY AVAILABLE

AVAILABLE

6 6

AVAILABLE

CITY

(0 0

CITY

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V.

V. Relationship with	CITY	AVAILABLE	
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	3 1	5
	SCORE		out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

	SEXIIAI	ORIENTATION		
FISFOR	SEXUAL	ORIENTATION	\mathcal{T}	

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- PTS FOR GENDER IDENTITY

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II. Municipality as Em	ployer
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Transgender-Inclusive Healthcare Benefits
LGBT employees equally.	City Contractor Non-Discrimination Ordinance

0	actor Non-Discrimination Ordinance	() ()	6 3 3
SCORE		0 ou	t of 24
BONUS	Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

III. Municipal Services

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

ghts Commission			0	5
ison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies		00	33	33
			6 ou	t of 16
Enforcement mechanism in Human Rights Commission			+0	+2
City provides services to LGBT youth			+0	+2
City provides services to LGBT homeless			+0	+2
City provides services to LGBT elderly			+0	+2
City provides services to people living with HIV/AIDS			+2	+2
City provides services to the transgender community			+0	+2
	son in the Mayor's Office ed Anti-Bullying School Policies Enforcement mechanism in Human Rights Commission City provides services to LGBT youth City provides services to LGBT homeless City provides services to LGBT elderly City provides services to people living with HIV/AIDS City provides services to the	son in the Mayor's Office ed Anti-Bullying School Policies Enforcement mechanism in Human Rights Commission City provides services to LGBT youth City provides services to LGBT homeless City provides services to LGBT elderly City provides services to people living with HIV/AIDS City provides services to the	son in the Mayor's Office ed Anti-Bullying School Policies Enforcement mechanism in Human Rights Commission City provides services to LGBT youth City provides services to LGBT homeless City provides services to LGBT elderly City provides services to people living with HIV/AIDS City provides services to the	o o son in the Mayor's Office o ed Anti-Bullying School Policies o o o

<u> </u>
ZIZ



	СІТҮ	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	0	12
	0 or	ut of 22

TOTAL SCORE 10 + TOTAL BONUS 2 =



CANNOT EXCEED 100



BISMARCK, NORTH DAKOTA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	00	00		5 5
SCORE			0 o	ut of 30

BISMARCK, NORTH DAKO

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. F

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

US O m	BONUS
US C	BONUS

PTS	FOR	SEXUAL	ORIENTATION	$\left(\right)$	_

PTS FOR GENDER IDENTITY

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II. Municipality as Employer				CITY	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 0 0	6 6 6 3 3
	SCORE BONUS Municipality is a Welcoming				out of 24
III. Municipal Service	Place to Work	STATE	COUNTY	CITY	
i		STATE	COUNTY	CITY	AVAILABLE
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			5	5

Human Ri	ghts Commission			5	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	0	33
SCORE				5 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

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hrc.org/mei

	2/2
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	СІТҮ	AVAILABLE
ison or Task Force		(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 17 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BLOOMINGTON, ILLINOIS 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

AVAILABLE

AVAILABLE

BLOOMINGTON, ILLINOIS

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.

Employment	5 5	00	50	55
Housing	5 5	00	5 0	55
Public Accommodations	5 5	00	50	55
SCORE		-	30 ou	t of 30

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. F

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

PTS FOR SEXUAL ORIENTATION -

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١١.	Munici	pality	as	Em	ploy	/er	
		•					

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

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

STATE

COUNTY

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			(5)	(5)
LGBTQ Li	aison in the Mayor's Office				(5)
Enumerat	ed Anti-Bullying School Policies	33	00	•	33
SCORE				11 out	t 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

hrc.org/mei

_		
9	12	
_	-	



	CITY	AVAILABLE
ison or Task Force	5	(10)
ate Crimes Statistics	12	12
	17 or	ut of 22

TOTAL SCORE 66 + TOTAL BONUS 2 =



CANNOT EXCEED 100



BLOOMINGTON, INDIANA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

BLOOMINGTON, INDIANA

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.

Employ	ment	00	5 5	5 5	55
Housing	g	00	5 5	5 5	5 5
Public A	Accommodations	•	55	55	55
SCOR	E			30 ou	t of 30

II. Municipality as

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

<u>Em</u>	ployer	СІТҮ	AVAILABLE
γ	Non-Discrimination in City Employment	66	66
esses, ating	Transgender-Inclusive Healthcare Benefits	6	6
	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	24 or	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+2	+2

III. Municipal Services

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

5		•		••••	
Human R	ights Commission			(5)	5
LGBTQ L	iaison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	00	33	33
SCORE				16 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

STATE

COUNTY

CITY

AVAILABLE

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. Rela

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

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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.

_	
9	12
_	_



	СІТҮ	AVAILABLE
ison or Task Force	(10)	(10)
ate Crimes Statistics	12	12
	22 or	ut of 22

TOTAL SCORE 100 + TOTAL BONUS 8 =



CANNOT EXCEED 100



BLOOMINGTON, MINNESOTA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

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.

Employment	5 5	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55	0	00	55
SCORE			30 οι	it of 30

BLOOMINGTON, MINNESOTA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

Reported 2014 Ha to the FBI

SCORE

V. F

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

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 LGBTO employees equally.

pioyer	CITY	AVAILABLE
Non-Discrimination in City Employment	60	66
Transgender-Inclusive Healthcare Benefits		6
City Contractor Non-Discrimination Ordinance		33
SCORE	6 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

III. Municipal Services

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

Human Ri	Human Rights Commission					
LGBTQ Liaison in the Mayor's Office						
Enumerat	ed Anti-Bullying School Policies	33	00	33	33	
SCORE				11 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	

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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	СІТҮ	AVAILABLE
ison or Task Force		(10)
ate Crimes Statistics	(12)	(12)
	12 or	ut of 22

TOTAL SCORE 59 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BLOOMINGTON, MINNESTOA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

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.

Employment	55	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55		•	55
SCORE			30 ou	it of 30

II. Municipality a

By offering equivalent benefits and protections to LGBTQ employees, and awarding contracts to fair-minded busing municipalities commit themselves to tre LGBTO employees equally.

<u>is Em</u>	ployer	CITY	AVAILABLE
d by sinesses, treating	Non-Discrimination in City Employment	60	66
	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	0	33
	SCORE	6 οι	ıt of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

5		STATE	COUNTY	CITY	AVAILABLE
Human R	ights Commission			(5)	5
LGBTQ L	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				11 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

BLOOMINGTON, MINNESTOA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. Rela

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

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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	СІТҮ	AVAILABLE
ison or Task Force		(10)
ate Crimes Statistics	(12)	(12)
	12 or	ut of 22

TOTAL SCORE 59 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BOISE, IDAHO 1/2

AVAILABLE

CITY

AVAILABLE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

BOISE, IDAHO 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

Reported 2014 Hat to the FBI

SCORE

V. R

V. Relationship with	the LGBTQ Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	2	3
SCORE		7	out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS	FOR	SEXUAL	ORIENTATION	\leftarrow	P

PTS FOR GENDER IDENTITY

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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	STATE	COUNTY	CITY	AVAILAB
Employment	00	00	5 5	55
Housing	00	00	5 5	55
Public Accommodations	00	00	5 5	5 5
SCORE			30 •	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 LGBTO employees equally.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits		6
City Contractor Non-Discrimination Ordinance	0	33
SCORE	12 。	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

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
Enumerat	ed Anti-Bullying School Policies	00	00	•	33
SCORE				0 ou	t 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

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	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 61 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BOSTON, MASSACHUSETTS 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

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.

	V.5				
Employr	ment	5 5	00	5 5	55
Housing	9	5 5	00	5 5	55
Public A	Accommodations	55	00	55	55
SCOR	E			30 out	of 30

BOSTON, MASSACHUSET

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V.

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

II. Municipality as Employer By offering equivalent benefits and Ν

protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTO 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	24 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

STATE

COUNTY

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			(5)	(5)
LGBTQ Li	aison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				16 out	t 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			+2	+2
BONUS	City provides services to people living with HIV/AIDS			+2	+2
BONUS	City provides services to the transgender community			+0	+2

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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TS	2/2
15	2/2



	CITY	AVAILABLE
ison or Task Force	(10)	(10)
ate Crimes Statistics	(12)	12
	22 or	ut of 22

TOTAL SCORE 100 + TOTAL BONUS 10 =



CANNOT EXCEED 100



BOULDER, COLORADO 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

AVAILABLE

BOULDER, COLORADO 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. F

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

Т	0	Т	Α	L	S	С	0	R	E	7

PTS FOR SEXUAL ORIENTATION	РТ
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TS FOR GENDER IDENTITY

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Ι.	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.

Employment	5 5	00	50	55
Housing	5 5	00	5 5	5 5
Public Accommodations	55	00	55	55
SCORE			30 ou	it 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 LGBTO employees equally.

ipioyei	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	36	33
SCORE	18 or	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

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			5	5
LGBTQ Liaison in the Mayor's Office					5
Enumerat	ed Anti-Bullying School Policies	33	00	•	33
SCORE				11 ou	t 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



	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

72 + TOTAL BONUS 2 =



CANNOT EXCEED 100



BOWIE, MARYLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

STATE

BOWIE, MARYLAND 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

Reported 2014 Hat to the FBI

SCORE

V. R

V. Relationship with t	he LGBTQ Community	СІТҮ	AVAILABLE
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	() ()	5
	SCORE	0	out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS	FOR	SEXUAL	ORIENTATION	\leftarrow	PT

TS FOR GENDER IDENTITY

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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.

			••••	
Employment	5 5	5 0	00	55
Housing	5 5	50	00	5 5
Public Accommodations	55	50	00	55
SCORE			30 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 LGBTO employees equally.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	60	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	6 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

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				5
LGBTQ Li	aison in the Mayor's Office			0	(5)
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				6 ou	t 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

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	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 54 + TOTAL BONUS 2 =



CANNOT EXCEED 100



BOWLING GREEN, KENTUCKY 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

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.

Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations		00	0	55
SCORE			0 o	ut of 30

II. Municipality as

By offering equivalent benefits and protections to LGBTQ employees, and awarding contracts to fair-minded busir municipalities commit themselves to tre LGBTO employees equally.

s Em	ployer	CITY	AVAILABLE
d by sinesses, reating	Non-Discrimination in City Employment	00	66
	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance	•	33
	SCORE	0 0	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

>		STATE	000111	onn	AVAILADLE
Human Ri	ights Commission			(5)	5
LGBTQ L	iaison in the Mayor's Office				5
Enumerat	ed Anti-Bullying School Policies	00	00	00	33
SCORE				5 。	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

STATE

COUNTY

CITY

AVAILABLE

BOWLING GREEN, KENTUCKY 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. Rela

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

PTS FOR SEXUAL ORIENTATION _

- PTS FOR GENDER IDENTITY

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	СІТҮ	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 17 + TOTAL BONUS 0 =



CANNOT EXCEED 100



areas of employment, housing, and

public accommodations.

BOZEMAN, MONTANA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

BOZEMAN, MONTANA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. R

the LGBTQ Community	CITY AVAILABLE	
Leadership's Public Position on LGBTQ Equality	(4) (5)	
Leadership's Pro-Equality Legislative or Policy Efforts	$ \begin{array}{c} \bullet \\ \bullet \\ \bullet \\ \end{array} $	
SCORE		
BONUS Openly LGBTO elected or appointed municipal leaders	+0 +2	
BONUS Cities are pro-equality despite restrictive state law	+4 +4	
	Leadership's Pro-Equality Legislative or Policy Efforts SCORE BONUS Openly LGBTO elected or appointed municipal leaders BONUS Cities are pro-equality despite	

TS FOR SEXUAL ORIENTATION	PTS	
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FOR GENDER IDENTITY

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I. Non-Discriminatio	n Laws
This category evaluates whether discrimination on the basis of sexual	Employment
orientation and gender identity is prohibited by the city, county, or state in	Housing

00 55 00 55 00 00 55 Housing 55 Public Accommodations 00 00 55 55 **30** out of 30 SCORE

STATE

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 LGBTO employees equally.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	33	33
SCORE	18 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

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
Enumerat	ed Anti-Bullying School Policies	00	00		33
SCORE				0 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



	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	•	12
	0 οι	ut of 22

TOTAL SCORE 54 + TOTAL BONUS 4 =



CANNOT EXCEED 100



BRATTLEBORO, VERMONT 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

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.

Employment	5 5	00	00	55
Housing	55	00	00	55
Public Accommodations	55	00	00	55
SCORE			30 ou	t of 30

II. Municipality a

By offering equivalent benefits and protections to LGBTQ employees, and awarding contracts to fair-minded busi municipalities commit themselves to the LGBTO employees equally.

<u>as Em</u>	ployer	CITY	AVAILABLE
nd by Isinesses, treating	Non-Discrimination in City Employment	60	66
	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance	00	33
	SCORE	6 οι	ıt of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

5		STATE	COUNTY	CITY	AVAILABLE
Human Ri	ights Commission			0	5
LGBTQ Li	aison in the Mayor's Office			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				6 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

BRATTLEBORO, VERMONT

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way.

to the FBI

SCORE

V. Rela

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

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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.

T 2/2			
	CITY	AVAILABLE	
ison or Task Force	0	(10)	
ate Crimes Statistics		12	
	12	out of 22	

TOTAL SCORE 54 + TOTAL BONUS 0 =



CANNOT EXCEED 100



prohibited by the city, county, or state in

areas of employment, housing, and

public accommodations.

BRIDGEPORT, CONNECTICUT 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

55

55

55

AVAILABLE

66

6

3 3

0 out of 24

I. Non-Discrimination Laws STATE This category evaluates whether Employment 55 discrimination on the basis of sexual orientation and gender identity is

SCORE

00 00 Housing 55 00 00 Public Accommodations 55 00 00 **30** out of 30 SCORE

BRIDGEPORT, CONNECTICUT 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V.

V. Relationship with	the LGBTQ Community	CITY	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	0	3
	SCORE	2	out of 8
	BONUS Openly LGBTO elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

II. Municipality as Em	nployer	CITY
By offering equivalent benefits and protections to LGBTO employees, and by	Non-Discrimination in City Employment	00
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.	Transgender-Inclusive Healthcare Benefits	0
Labra employees equally.	City Contractor Non-Discrimination Ordinance	

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.

5		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	33	00	33	33
SCORE				6 οι	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

PTS FOR SEXUAL ORIENTATION

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	СІТҮ	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 50 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BRISBANE, CALIFORNIA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

BRISBANE, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. R

V. Relationship with	he LGBTQ Community	CITY AVAILABLE	:
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 (5) 0 (3)	
	SCORE	0 out of 8	
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0 +2	
	BONUS Cities are pro-equality despite restrictive state law	+0 +4	

PTS FOR	SEXUAL	ORIENTATION	+	– PT

TS FOR GENDER IDENTITY

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Ι.	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.

Employment	5 5	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55	0	0	55
SCORE			30 ou	it 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 LGBTO employees equally.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	60	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	0	33
SCORE	6 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

III. Municipal Services

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

ights Commission			0	5
iaison in the Mayor's Office			0	5
ed Anti-Bullying School Policies	33	00	0	33
			6 ou	t of 16
Enforcement mechanism in Human Rights Commission			+0	+2
City provides services to LGBTQ youth			+0	+2
City provides services to LGBTQ homeless			+0	+2
City provides services to LGBTQ elderly			+0	+2
City provides services to people living with HIV/AIDS			+0	+2
City provides services to the transgender community			+0	+2
	iaison in the Mayor's Office ed Anti-Bullying School Policies Enforcement mechanism in Human Rights Commission City provides services to LGBTQ youth City provides services to LGBTQ homeless City provides services to LGBTQ elderly City provides services to people living with HIV/AIDS City provides services to the	aison in the Mayor's Office ed Anti-Bullying School Policies Enforcement mechanism in Human Rights Commission City provides services to LGBTQ youth City provides services to LGBTQ homeless City provides services to LGBTQ elderly City provides services to people living with HIV/AIDS City provides services to the	aison in the Mayor's Office ed Anti-Bullying School Policies Enforcement mechanism in Human Rights Commission City provides services to LGBTQ youth City provides services to LGBTQ homeless City provides services to LGBTQ elderly City provides services to people living with HIV/AIDS City provides services to the	 aison in the Mayor's Office ed Anti-Bullying School Policies 3 3 0 0 0 Enforcement mechanism in Human Rights Commission 40 City provides services to LGBTQ youth City provides services to LGBTQ +0 City provides services to people living with HIV/AIDS City provides services to the

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	СІТҮ	AVAILABLE	
ison or Task Force		(10)	
ate Crimes Statistics	•	12	
	0 or	0 out of 22	

TOTAL SCORE 42 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BROKEN ARROW, OKLAHOMA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

00

00

+0

CITY

AVAILABLE

55

55

55

AVAILABLE

0 out of 30

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

SCORE

BROKEN ARROW, OKLAHOMA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way.

to the FBI

SCORE

V.

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

II. Municipality as Employer			AVAILABLE
By offering equivalent benefits and protections to LGBTQ employees, and by	Non-Discrimination in City Employment	00	66
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance	00	33
	SCORE	0 o	ut of 24

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.

		STATE	000111	onn	AVAILADEL
Human Ri	ghts Commission			0	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies		00	00	00	33
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

STATE

COUNTY

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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	СІТҮ	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 out of 22	

TOTAL SCORE 12 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BROOKHAVEN, NEW YORK 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

AVAILABLE

AVAILABLE

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.

	Employment	5 5	5 5	00	55
	Housing	5 5	5 5	00	5 5
	Public Accommodations	55	5 2		55
:	SCORE			30 o	ut of 30

BROOKHAVEN, NEW YOR

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

Reported 2014 Hat to the FBI

SCORE

V. |

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

II. Municipality as Employer By offering equivalent benefits and Ν

protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTO employees equally.

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits	60 0 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	9 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

STATE

COUNTY

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			(5)	(5)
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	00	33
SCORE				11 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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics		12
	12 .	out of 22

TOTAL SCORE 62 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BROOKINGS, SOUTH DAKOTA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

BROOKINGS, SOUTH DAKOTA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. Re

V. Relationship with t	he LGBTQ Community	СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	3	3
	8	out of 8	
	BONUS Openly LGBTQ elected or appointed municipal leaders	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION -

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.

I. Non-Discrimination	on Laws	STATE	COUNTY	СІТҮ	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 Housing		0 0 0 0		55
	Public Accommodations	•	00	00	55
	SCORE			0 0	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 LGBTO employees equally.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	0	33
SCORE	12 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

III. Municipal Services

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

·					
Human Ri	ights Commission			5	5
LGBTQ Li	aison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	00	33	33
SCORE				16 ou	t 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







	CITY	AVAILABLE
ison or Task Force	(10)	(10)
ate Crimes Statistics	0	12
	10 or	ut of 22

TOTAL SCORE 46 + TOTAL BONUS 4 =



CANNOT EXCEED 100



BROWNSVILLE, TEXAS 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

00

00

AVAILABLE

55

55

55

0 out of 30

BROWNSVILLE, TEXAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. R

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



II. Municipality as Empl

I. Non-Discrimination Laws

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

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	12 。	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

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
Enumerat	ed Anti-Bullying School Policies	00	00	33	33
SCORE				6 out	t 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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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	СІТҮ	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	•	12
	ο οι	ut of 22

TOTAL SCORE 19 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BRUNSWICK, MAINE 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

ΔVΔΙΙΔΒΙ Ε

AVAILABLE

STATE

BRUNSWICK, MAINE 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. R

V. Relationship with t	he LGBTQ Community	СІТҮ	AVAILABLE
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	5
	SCORE	0	out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION	-{		F
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PTS FOR GENDER IDENTITY

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Ι.	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.

Lavis			••••	
Employment	5 5	00	00	55
Housing	5 5	00	00	55
Public Accommodations	55	00	00	55
SCORE			30 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 LGBTO employees equally.

трюует	CIT	AVAILABLE
Non-Discrimination in City Employment	60	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	6 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

III. Municipal Services

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

Human Ri	ights Commission			0	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				6 out	t 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

hrc.org/mei



	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	•	12
	0 οι	ut of 22

TOTAL SCORE 42 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BUFFALO, NEW YORK 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

BUFFALO, NEW YORK 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hat thoughtful and respectful way. to the FBI

SCORE

V. R

V. Relationship with t	he LGBTQ Community	СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE		8	out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

TS	FOR	SEXUAL	ORIENTATION	(PT

TS FOR GENDER IDENTITY

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.

Ι.	Non-Discrimination I	_aws

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	55
Housing	5 5	00	5 5	5 5
Public Accommodations	55	00	55	55
SCORE			30 οι	it 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 LGBTO employees equally.

CITY	AVAILABLE
66	66
6	6
33	33
24 οι	It of 24
+2	+2
	66 6 3 3 24 or

STATE

COUNTY

CITY

AVAILABLE

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			(5)	(5)
LGBTQ Li	aison in the Mayor's Office			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				11 out	t 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			+2	+2
BONUS	City provides services to the transgender community			+0	+2



	СІТҮ	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 85 + TOTAL BONUS 10 =



CANNOT EXCEED 100



BURLINGTON, VERMONT 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

BURLINGTON, VERMONT 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. R

V. Relationship with t	he LGBTQ Community	СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE	4	out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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.

Ι.	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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	00	00	55
Housing	5 5	00	50	5 5
Public Accommodations	5 5	00		5 5
SCORE			30 。	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 LGBTO employees equally.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	33	33
SCORE	24 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

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			5	(5)
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				11 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

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	СІТҮ	AVAILABLE
ison or Task Force		(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 81 + TOTAL BONUS 0 =



CANNOT EXCEED 100



BUTTE-SILVER BOW, MONTANA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

CITY

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 55 55 dis or 55 pr ar рι (5 5 (5 5 **30** out of 30

BUTTE-SILVER BOW, MONTANA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBTQ Police Liais responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Ha thoughtful and respectful way. to the FBI

SCORE

V. Re

V. Relationship with t	he LGBTQ Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE	0	out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION

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.

discrimination on the basis of sexual prientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	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 LGBTO employees equally.

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

STATE

COUNTY

III. Municipal Services

This section assesses the efforts to ensure LGBTQ constituents an in city services and programs.

Human Rights Commission				0	(5)	
LGBTQ Liaison in the Mayor's Office				0	5	
Enumerated Anti-Bullying School Policies		00	00	33	33	
SCORE				6 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	

s of the city are included	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			
	PONUE	City provides convises to LCPTO			

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	СІТҮ	AVAILABLE	
ison or Task Force	0	(10)	
ate Crimes Statistics	•	12	
	0 or	0 out of 22	

TOTAL SCORE 42 + TOTAL BONUS 0 =



CANNOT EXCEED 100