

CAMBRIDGE, MASSACHUSETTS 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

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

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				24 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	5
	LGBTQ L	iaison in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				16 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

CAMBRIDGE, MASSACHUSETTS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

SCORE 22 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 100 + TOTAL BONUS 14 =

BONUS Cities are pro-equality despite restrictive state law

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI.

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CAPE CORAL, FLORIDA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

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

CAPE CORAL, FLORIDA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

municipal leaders

restrictive state law



1 out of 8

TOTAL SCORE 25 + TOTAL BONUS 0 =

Final Score 25

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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CORAL GABLES, FLORIDA 1/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	5 5	0 0	5 5
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	5 5	0 0	5 5
areas of employment, housing, and public accommodations.	Public Accommodations	00	5 5	00	5 5
	SCORE			30 o	ut of 30
II. Municipality as En	nployer			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBTQ employees, and by	Non-Discrimination in City Employment			6 0	6 6
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Transgender-Inclusive Healthcare Benefits			0	6
LGBTQ employees equally.	City Contractor Non-Discrimination Ordinance	9		00	3 3
	SCORE			6 o	ut of 24
	BONUS Municipality is a Welcoming Place to Work			+0	+2
III. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city	Human Rights Commission			5	(5)
to ensure LGBTQ constituents are included in city services and programs.	LGBTQ Liaison in the Mayor's Office			(0)	5
	Enumerated Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE			11 °	ut of 16
	BONUS Enforcement mechanism in Human Rights Commission	n		+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

BONUS City provides services to the transgender community

CORAL GABLES, FLORIDA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Law Enforcement

CITY

AVAILABLE

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

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics





to the FBI

SCORE

12 out of 22

V. Relationship with the 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

SCORE

0 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law



TOTAL SCORE 59 + TOTAL BONUS 2 =

Final Score 61

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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CAPE GIRARDEAU, MISSOURI 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	Transgen	der inclusive riealtificate Defierts			(0)	(6)
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				3 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

CAPE GIRARDEAU, MISSOURI 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

CITY

0 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 15 + TOTAL BONUS 0 =

Final Score 15

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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CARBONDALE, ILLINOIS 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

	managem	der inclusive riealineare benefits			(0)	(6)
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	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

CARBONDALE, ILLINOIS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

AVAILABLE

0 out of 8



TOTAL SCORE 47 + TOTAL BONUS 0 =

Final Score 47

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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CARLISLE, PENNSYLVANIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

0 out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

	a.iogoiii				(0)	(6)
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	30	00	00	3 3
	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			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

CARLISLE, PENNSYLVANIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

Reported 2014 Hate Crimes Statistics to the FBI	12	12
LGBTQ Police Liaison or Task Force	0	10

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

5 out of 8

CITY

municipal leaders



AVAILABLE

TOTAL SCORE 26 + TOTAL BONUS 0 =

Final Score 26

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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CARRBORO, NORTH CAROLINA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

					0	6
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ted Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				16 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

CARRBORO, NORTH CAROLINA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

municipal leaders



0 out of 8

TOTAL SCORE 47 + TOTAL BONUS 10 =

Final Score 57

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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CARSON CITY, NEVADA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

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

III. Municipal Service

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

	Only Comm				3 3	3 3
	SCORE				18 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
93	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				6 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			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

CARSON CITY, NEVADA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

municipal leaders



TOTAL SCORE 66 + TOTAL BONUS 2 =

Final Score 68

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CARY, NORTH CAROLINA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
25	3		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	3 3	00	33	3 3
	SCORE				6 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

CARY, NORTH CAROLINA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

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

CITY

0 out of 8



TOTAL SCORE 18 + TOTAL BONUS 0 =

Final Score 18

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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areas of employment, housing, and

public accommodations.

CASPER, WYOMING 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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

Public Accommodations

00 00

SCORE 0 out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance SCORE **0** out of 24

BONUS Municipality is a Welcoming Place to Work

CITY

AVAILABLE

AVAILABLE

III. Municipal Services

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

Human Rights Commission

LGBTQ Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY





3 out of 16

SCORE		
BONUS	Enforcement mechanism in Human Rights Commission	

BONUS City provides services to LGBTQ youth **BONUS** City provides services to LGBTQ

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

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

transgender community



hrc.org/mei

CASPER, WYOMING 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

restrictive state law

CITY

0 out of 8

municipal leaders

BONUS Cities are pro-equality despite

AVAILABLE

TOTAL SCORE 3 + TOTAL BONUS 0 =

Final Score 3

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CASTLETON, VERMONT 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				0 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
25	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	5
Enumerated Anti-Bullying School Policies		ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				6 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

CASTLETON, VERMONT 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders

CITY



AVAILABLE

TOTAL SCORE 48 + TOTAL BONUS 0 =

Final Score 48

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CATHEDRAL CITY, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

Non-Discrimination in City Employment	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	+2 +2

III. Municipal Service

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

	Transgen	der inclusive rieatificale beliefits			(6)	(6)
	City Cont	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				24 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	33	00	3 3
	SCORE				11 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			+2	+2
	BONUS	City provides services to LGBTQ elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

CATHEDRAL CITY, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

(10)

CITY

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

SCORE 22 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law



TOTAL SCORE 95 + TOTAL BONUS 10 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CEDAR RAPIDS, IOWA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Conti	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				24 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	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			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

CEDAR RAPIDS, IOWA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



(10)

12

CITY

AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

SCORE 22 out of 22

V. Relationship with the LGBTO Community

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **7** out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 99 + TOTAL BONUS 4 =

BONUS Cities are pro-equality despite restrictive state law

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CHAMPAIGN, ILLINOIS 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

CITY

5 2

30 out of 30

AVAILABLE

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws

II. Municipality as Employer

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Lavvo
Employment
Housing
Public Accommodations

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	6066
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	9 out of 24
BONUS Municipality is a Welcoming	10

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			30	3 3
	SCORE				9 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				16 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

CHAMPAIGN, ILLINOIS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

6 out of 8



TOTAL SCORE 73 + TOTAL BONUS 4 =

Final Score 77

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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CHANDLER, ARIZONA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

00

AVAILABLE

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Lavvo
Employment
Housing
Public Accommodations

SCORE		

CORE	0 out of 30

STATE

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	3 3	3 3
SCORE	18 out o	of 24
BONUS Municipality is a Welcoming	+2	+2

III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	(5)
	LGBT Liai	ison in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				13 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

CHANDLER, ARIZONA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed

municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

2 out of 8

TOTAL SCORE 55 + TOTAL BONUS 6 =

Final Score 6

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



+ PTS FOR GENDER IDENTITY



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

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LGBTQ employees equally.

CHAPEL HILL, NORTH CAROLINA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as 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

Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	11 3
SCORE	14 out of 24

		11	3 3
SCORE		14 out o	of 24
BONUS	Municipality is a Welcoming Place to Work	+2	+2

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

LGBTQ employees equally.	City Cont	ractor Non-Discrimination Ordinance			11	3 3
	SCORE				14。	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
III. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBTQ constituents are included	Human R	ights Commission			0	(5)
in city services and programs.	LGBTQ L	iaison in the Mayor's Office			(0)	5
	Enumera	ted Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				11 °	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+2	+2
	BONUS	City provides services to LGBTQ elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+2	+2

CHAPEL HILL, NORTH CAROLINA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	(5)
Reported 2014 Hate Crimes Statistics to the FBI	12

SCORE	17	out of 22
SCURE	17	out of 2

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

8 out of 8

Final Score 68 **TOTAL SCORE 50 + TOTAL BONUS 18 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CHARLES TOWN, WEST VIRGINIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

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

III. Municipal Service

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

						(0)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	5
	LGBTQ Li	iaison in the Mayor's Office			(0)	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				6 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

CHARLES TOWN, WEST VIRGINIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

SCORE

municipal leaders

restrictive state law

CITY



TOTAL SCORE 50 + TOTAL BONUS 0 =

Final Score 50

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CHARLESTON, SOUTH CAROLINA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5 **20** out of 30 SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			0	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				6 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

CHARLESTON, SOUTH CAROLINA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

12

CITY

IV. Law Enforcement

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

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

SCORE 12 out of 22

V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative

SCORE

BONUS Openly LGBTQ elected or appointed municipal leaders

restrictive state law

or Policy Efforts

4 out of 8

BONUS Cities are pro-equality despite



TOTAL SCORE 42 + TOTAL BONUS 0 =

Final Score 42

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CHARLESTON, WEST VIRGINIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

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

III. Municipal Service

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

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

CHARLESTON, WEST VIRGINIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY



AVAILABLE

TOTAL SCORE 65 + TOTAL BONUS 2 =

Final Score 67

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CHARLOTTE, NORTH CAROLINA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	Transgend	der-Inclusive Healthcare Benefits			(0)	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
25	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

CHARLOTTE, NORTH CAROLINA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

(10)

12

CITY

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

SCORE 22 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 59 + TOTAL BONUS 14 =

Final Score 73

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CHARLOTTESVILLE, VIRGINIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

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

III. Municipal Service

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

,	Iransgen	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	8		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				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

CHARLOTTESVILLE, VIRGINIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

1 out of 8

CITY

municipal leaders

TOTAL SCORE 72 + TOTAL BONUS 0 =

Final Score 72

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CHATTANOOGA, TENNESSEE 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

,	Transgend	der-Inclusive Healthcare Benefits			(0)	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	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	00	00	00	3 3
	SCORE				0 0	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

CHATTANOOGA, TENNESSEE 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

ce Liaison or Task Force	12	\sim

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

8 out of 8

municipal leaders



TOTAL SCORE 32 + TOTAL BONUS 2 =

Final Score 34

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CHESAPEAKE, VIRGINIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

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

CHESAPEAKE, VIRGINIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

TOTAL SCORE 18 + TOTAL BONUS 0 =

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

0 out of 8

CITY

Final Score 18

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CHEYENNE, WYOMING 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

00

CITY

0 out of 30

AVAILABLE

hrc.org/mei

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.

Lavvo
Employment
Housing
Public Accommodations

CODE			

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	6 out of 24

III. Municipal Service

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

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

CHEYENNE, WYOMING 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite

Leadership's Pro-Equality Legislative

restrictive state law

CITY



5 out of 8

AVAILABLE

TOTAL SCORE 11 + TOTAL BONUS 0 =

Final Score 11

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CHICAGO, ILLINOIS 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

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

CHICAGO, ILLINOIS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

(10)

12

CITY

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

SCORE 22 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 100 + TOTAL BONUS 8 =

BONUS Cities are pro-equality despite restrictive state law

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CHULA VISTA, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	0 0	0 0	5 5
orientation and gender identity is prohibited by the city, county, or state in	Housing	5 5	0 0	00	5 5
areas of employment, housing, and public accommodations.	Public Accommodations	5 5	00	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 LGBTQ employees equally.

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

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				6 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

CHULA VISTA, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

CITY

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	0	(
Reported 2014 Hate Crimes Statistics to the FBI	12	(

V. Relationship with the LGBTO Community

SCORE

SCORE

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

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

BONUS	Openly LGBTQ elected or appointed municipal leaders
BONUS	Cities are pro-equality despite

restrictive state law



1 out of 8

Final Score 55 **TOTAL SCORE 55 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI.

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CINCINNATI, OHIO 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	Iransgen	der-Inclusive Healthcare Benefits			6	6
	City Cont	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				24 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	eed Anti-Bullying School Policies	00	00	3 3	3 3
	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			+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

CINCINNATI, OHIO 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

8 out of 8

CITY

(10)

12

CITY

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

SCORE 22 out of 22

V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite

restrictive state law

TOTAL SCORE 100 + TOTAL BONUS 12 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CLARKSVILLE, TENNESSEE 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

0 out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

	···ai.iogoiii				(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				5 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

CLARKSVILLE, TENNESSEE 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

CITY

0 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 17 + TOTAL BONUS 0 =

Final Score 17

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CLEMSON, SOUTH CAROLINA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

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

CLEMSON, SOUTH CAROLINA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

or Policy Efforts

SCORE

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

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

0 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

TOTAL SCORE 0 + TOTAL BONUS 0 =

Final Score 0

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CLEVELAND, OHIO 1/2

CITY

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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

П	Municipality	20	Emn	lovor
н.	Municipanty	as		loyer

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

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

III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 οι	ıt of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	5
	LGBTQ L	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				5 ou	ıt 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

CLEVELAND, OHIO 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

CITY

8 out of 8

municipal leaders

restrictive state law



TOTAL SCORE 73 + TOTAL BONUS 8 =

Final Score 81

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



+ PTS FOR GENDER IDENTITY



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

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COEUR D'ALENE, IDAHO 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Conti	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	red Anti-Bullying School Policies	00	00	30	3 3
	SCORE				8 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

COEUR D'ALENE, IDAHO 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

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

CITY

0 out of 8



TOTAL SCORE 62 + TOTAL BONUS 0 =

Final Score 62

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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COLLEGE PARK, MARYLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	5 0	5 5	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	5 5	5 0	5 5	5 5
	Public Accommodations	5 5	5 0	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 LGBTQ employees equally.

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

III. Municipal Service

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

	aogo				(0)	(6)
	City Contr	actor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	8		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	(5)
	LGBTQ Li	aison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

COLLEGE PARK, MARYLAND 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	0
Reported 2014 Hate Crimes Statistics to the FBI	12

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

CITY

municipal leaders



TOTAL SCORE 79 + TOTAL BONUS 8 =

Final Score 87

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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COLLEGE STATION, TEXAS 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
98	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				6 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

COLLEGE STATION, TEXAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

or Policy Efforts

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

SCORE 0 out of 8

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

BONUS Openly LGBTQ elected or appointed

CITY

Final Score 6 **TOTAL SCORE 6 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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COLORADO SPRINGS, COLORADO 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

						(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				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

COLORADO SPRINGS, COLORADO 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBTQ elected or appointed

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

CITY



0 out of 8

TOTAL SCORE 53 + TOTAL BONUS 0 =

Final Score 53

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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COLUMBIA,* MARYLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Municipality as Er	mployer	COUNTY	AVAILABLE
By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0	6 6 3 3
	SCORE		0 out of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

	SCORE			0 out of 24
	BONUS Municipality is a Welcoming Place to Work		+0	+2
III. Municipal Service	S	STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.	Human Rights Commission		5	(5)
	LGBTQ Liaison in the Mayor's Office		0	(5)
	Enumerated Anti-Bullying School Policies	3 3	00	3 3
	SCORE			11 out of 16
	BONUS Enforcement mechanism in Human Rights Commission		+0	+3
	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

COLUMBIA,* MARYLAND 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

COUNTY

IV. Law Enforcement

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

SCORE	1	2 out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12	12
LGBTQ Police Liaison or Task Force	0	(10)

V. Relationship with	the LGBTQ Community	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTO community and to advocate for full equality.	Leadership's Public Position on LGBTQ Equality	0	5
	Leadership's Pro-Equality Legislative or Policy Efforts	•	3
	SCORE		0 out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite	40	14

restrictive state law

TOTAL SCORE 53 + TOTAL BONUS 0 = Final S	Score 53
--	-----------------

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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COLUMBIA,* MARYLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Municipality as Er	COUNTY	AVAILABLE	
By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0	6 6 3 3
	SCORE		0 out of 24
	BONUS Municipality is a Welcoming	+0	+2

	DOMOG	Place to Work		+0	+2
III. Municipal Service	es		STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBTQ constituents are included	Human R	ights Commission		5	5
in city services and programs.	LGBTQ L	iaison in the Mayor's Office		(0)	(5)
Enumerated Anti-Bullying Sch		ted Anti-Bullying School Policies	3 3	00	3 3
	SCORE				11 out of 16
	BONUS	Enforcement mechanism in Human Rights Commission		+0	+3
	BONUS	City provides services to LGBTQ youth		+0	+2
	BONUS	City provides services to LGBTQ homeless		+0	+2

BONUS City provides services to LGBTQ

BONUS City provides services to people living with HIV/AIDS

transgender community

BONUS City provides services to the

elderly

COLUMBIA,* MARYLAND 2/2

SCORE

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

COUNTY

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	0
Reported 2014 Hate Crimes Statistics to the FBI	12

V. Relationship with the LGBTQ Community COUNTY			
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	+3

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 53 + TOTAL BONUS 0 =	Final Score 53
----------------------------------	-----------------------

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

hrc.org/mei





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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI.

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COLUMBIA, MISSOURI 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	66 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	11 33
SCORE	14 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance				3 3
	SCORE				14 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				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			+2	+2

COLUMBIA, MISSOURI 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

SCORE

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

6 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

4TOTAL SCORE 86 + TOTAL BONUS 6 =

Final Score 92

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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COLUMBIA, SOUTH CAROLINA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	00	00	5 5	5 5
public accommodations.	Public Accommodations	00	5 5	5 5	5 5
	SCORE			20 o	ut of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	30	3 3
SCORE	15 out o	f 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

	rransgend	der-inclusive Healthcare Benefits			(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			30	3 3
	SCORE				15 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	8		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	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

COLUMBIA, SOUTH CAROLINA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



22 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Cities are pro-equality despite

7 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

restrictive state law

CITY



TOTAL SCORE 75 + TOTAL BONUS 0 =

Final Score 75

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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COLUMBUS, GEORGIA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Laws
Employment
Housing
Public Accommodations

Public Accommodations

SCORE







CITY

AVAILABLE

AVAILABLE

0 out of 30

II. Municipality as Employer

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

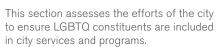
SCORE	12 ou	(3)
Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0	6
Non-Discrimination in City Employment	66	6

BONUS Municipality is a Welcoming Place to Work









III. Municipal Services

Human Rights Commission







CITY





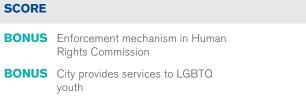
LGBTQ Liaison in the Mayor's Office



STATE







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

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

BONUS City provides services to the transgender community







10 out of 16















hrc.org/mei



COLUMBUS, GEORGIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

12

CITY

2

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics

SCORE 12 out of 22

V. Relationship with the LGBTO Community

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative

SCORE **BONUS** Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

or Policy Efforts

2 out of 8

municipal leaders

TOTAL SCORE 36 + TOTAL BONUS 2 =





Final Score 38

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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COLUMBUS, OHIO 1/2 **2016 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

CITY

30 out of 30

AVAILABLE

AVAILABLE

hrc.org/mei

STATE

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Laws
Employment
Housing
Public Accommodations

SCOPE	

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				24 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	(5)
	LGBTQ Li	aison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	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			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

COLUMBUS, OHIO 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



(10)

12

CITY

AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

SCORE 22 out of 22

V. Relationship with the LGBTO Community

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

restrictive state law

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite

TOTAL SCORE 100 + TOTAL BONUS 4 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CONCORD, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

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

CONCORD, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 53 + TOTAL BONUS 8 =

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8



CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CONCORD, NEW HAMPSHIRE 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 0	0 0	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 0	0 0	00	5 5
public accommodations.	Public Accommodations	50	00	00	5 5
	SCORE			15 °	ut of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	5
	LGBTQ L	iaison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				6 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

CONCORD, NEW HAMPSHIRE 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

CITY

municipal leaders

restrictive state law



TOTAL SCORE 39 + TOTAL BONUS 0 =

Final Score 39

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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CONWAY, ARKANSAS 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

00

0 out of 30

AVAILABLE

hrc.org/mei

AVAILABLE

STATE

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Lavvo
Employment
Housing
Public Accommodations

Public Accommodations

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	3 3
SCORE	12 out	of 24
BONUS Municipality is a Welcoming	+0	+2

III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				12 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			0	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies		3 3	00	3 3	3 3
	SCORE				6 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

CONWAY, ARKANSAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	0	(1
Reported 2014 Hate Crimes Statistics to the FBI	12	

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY



Final Score 34 **TOTAL SCORE 34 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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CORAL GABLES, FLORIDA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	33	3 3	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

CORAL GABLES, FLORIDA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

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

TOTAL SCORE 59 + TOTAL BONUS 2 =

CITY

AVAILABLE

0 out of 8

Final Score 6

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CORONA, CALIFORINA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	5
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	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

CORONA, CALIFORINA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8



Final Score 60

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CORPUS CHRISTI, TEXAS 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	aogo				(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			(5)	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				11 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

CORPUS CHRISTI, TEXAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

10

AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

Leadership's Pro-Equality Legislative or Policy Efforts

municipal leaders

restrictive state law

CITY



3 out of 8

Final Score 42 **TOTAL SCORE 38 + TOTAL BONUS 4 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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CORVALLIS, OREGON 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance				
	City Conti	actor non-biscrimination Ordinance			00	3 3
	SCORE				6 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	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

CORVALLIS, OREGON 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

TOTAL SCORE 54 + TOTAL BONUS 0 =

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

CITY

0 out of 8





CANNOT EXCEED 100

Final Score 54

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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COVINGTON, KENTUCKY 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 2 **27** out of 30 SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

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

COVINGTON, KENTUCKY 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

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

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

or Policy Efforts SCORE 1 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

Final Score 63

CANNOT EXCEED 100

TOTAL SCORE 61 + TOTAL BONUS 2 =

PTS FOR SEXUAL ORIENTATION





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

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CRANSTON, RHODE ISLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	managem	der inclusive Healthcare Deficits			(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	eed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				6 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

CRANSTON, RHODE ISLAND 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

CITY

0 out of 8

municipal leaders

restrictive state law



AVAILABLE

TOTAL SCORE 36 + TOTAL BONUS 0 =

Final Score 36

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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