

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
SCORE	30 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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>3</div></div>	<div><div></div><div>3</div></div>
SCORE	8 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+4</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 89 + TOTAL BONUS 16 =

Final Score 100

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
SCORE	30 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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>30</div></div>	<div><div></div><div>33</div></div>
SCORE	13 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	6 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 95 + TOTAL BONUS 6 =

Final Score 100

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	30 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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 48 + TOTAL BONUS 0 =

Final Score 48

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>3</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 21 + TOTAL BONUS 0 = Final Score 21
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 35 + TOTAL BONUS 0 = Final Score 35

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	55	55	55	55
Housing	55	55	55	55
Public Accommodations	55	55	55	55
SCORE	30 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			5	5
LGBTQ Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	33	00	33	33
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+2	+2
BONUS City provides services to LGBTQ youth			+0	+2
BONUS City provides services to LGBTQ homeless			+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

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.

	CITY	AVAILABLE
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 LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	4	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
SCORE	5 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 76 + TOTAL BONUS 6 = Final Score 82

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	15 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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS City provides services to LGBTQ youth			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS City provides services to the transgender community			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div>0</div></div>	<div><div>+4</div><div>4</div></div>

TOTAL SCORE 45 + TOTAL BONUS 0 = Final Score 45

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 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.

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

III. Municipal Services

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

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

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.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div>10</div><div>10</div></div>	<div><div>10</div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>4</div><div>4</div></div>	<div><div>5</div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	7 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div>+0</div></div>	<div><div>+4</div><div>+4</div></div>

TOTAL SCORE 93 + TOTAL BONUS 4 = Final Score 97
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>52</div></div>	<div><div></div><div>55</div></div>
SCORE	27 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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>2</div></div>	<div><div></div><div>3</div></div>
SCORE	8 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 96 + TOTAL BONUS 8 = Final Score 100
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

00

 PTS FOR GENDER IDENTITY

00

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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 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.

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

III. Municipal Services

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

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

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>0</div><div></div></div>	<div><div>3</div><div></div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div></div></div>	<div><div>+4</div><div></div></div>

TOTAL SCORE 59 + TOTAL BONUS 0 = Final Score 59

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>50</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>50</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>50</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	15 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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>4</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	5 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 49 + TOTAL BONUS 0 = Final Score 49

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	10 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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 34 + TOTAL BONUS 0 =

Final Score 34

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>1</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	13 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>

III. Municipal Services

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

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

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.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div>5</div><div>5</div></div>	<div><div>10</div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	17 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>4</div><div>4</div></div>	<div><div>5</div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>1</div><div>1</div></div>	<div><div>3</div><div>3</div></div>
SCORE	5 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div>+0</div></div>	<div><div>+4</div><div>+4</div></div>

TOTAL SCORE 76 + TOTAL BONUS 6 = Final Score 82

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	55	00	50	55
Housing	55	00	50	55
Public Accommodations	55	00	50	55
SCORE	30 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.

	CITY	AVAILABLE
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 Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			5	5
LGBTQ Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	33	00	00	33
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+2	+2
BONUS City provides services to LGBTQ youth			+0	+2
BONUS City provides services to LGBTQ homeless			+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

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.

	CITY	AVAILABLE
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 LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	5 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 64 + TOTAL BONUS 2 = Final Score 66

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 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.

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

III. Municipal Services

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

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

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>0</div><div></div></div>	<div><div>3</div><div></div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div></div></div>	<div><div>+4</div><div></div></div>

TOTAL SCORE 64 + TOTAL BONUS 2 =

Final Score 66

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	50	00	00	55
Housing	50	00	00	55
Public Accommodations	50	00	00	55
SCORE	15 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
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 Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			5	5
LGBTQ Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	33	00	30	33
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+0	+2
BONUS City provides services to LGBTQ youth			+0	+2
BONUS City provides services to LGBTQ homeless			+0	+2
BONUS City provides services to LGBTQ elderly			+0	+2
BONUS City provides services to people living with HIV/AIDS			+0	+2
BONUS City provides services to the transgender community			+0	+2

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.

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	4	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
SCORE	5 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 70 + TOTAL BONUS 0 =

Final Score 70

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>4</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	5 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+4</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 55 + TOTAL BONUS 14 = Final Score 69

CANNOT EXCEED 100