

EAST LANSING, MICHIGAN 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	666
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.

	City Contr	ractor Non-Discrimination Ordinance				
	Oity Conti	actor 11011 Blockminiation Gramanico			3 3	(3 3
	SCORE				18 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+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	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

EAST LANSING, MICHIGAN 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

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 93 + TOTAL BONUS 10 =

BONUS Cities are pro-equality despite restrictive state law

Final Score 100

CANNOT EXCEED 100



PTS FOR GENDER IDENTITY



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

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EAST PROVIDENCE, RHODE ISLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	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 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
93	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	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

EAST PROVIDENCE, RHODE ISLAND 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics

SCORE

to the FBI

0 10

CITY

12

CITY

12 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

0 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 60 + TOTAL BONUS 0 =

Final Score 60

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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EDEN PRAIRIE, MINNESTOA 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	0 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	9 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			(0)	(6)
	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	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 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

EDEN PRAIRIE, MINNESTOA 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.

12
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

municipal leaders

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



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EDMOND, OKLAHOMA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE This category evaluates whether discrimination on the basis of sexual

orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment	0 0
Housing	0 0
Public Accommodations	00

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	(o) (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.

	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
e s	3		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 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

EDMOND, OKLAHOMA 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

0 out of 8

CITY





CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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EL PASO, TEXAS 1/2

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 **10** 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	666
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.

					66	66
,	Transgeno	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	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	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			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

EL PASO, TEXAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

AVAILABLE

TOTAL SCORE 49 + TOTAL BONUS 8 =

Final Score 57

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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ELDORADO AT SANTA FE,* NEW MEXICO 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

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

SCORE

II. Municipality as Em	nployer	COUNTY	AVAILABLE
By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0	6 6 3 3
	SCORE		0 out of 24
	BONUS Municipality is a Welcoming		12

Place to Work

BONUS City provides services to the

transgender community

<u>III.</u>	Municipal Service	S	
This se	ection assesses the efforts of the city	Human Pights Commission	

to ensure LGBTQ constituents are included in city services and programs.

Human R	ights Commission		0	5
LGBTQ L	iaison in the Mayor's Office		(o)	5
Enumera	ted Anti-Bullying School Policies	30	00	33
SCORE				3 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

STATE

COUNTY

ELDORADO AT SANTA FE,* NEW MEXICO 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

COUNTY

V. Relationship with	the LGBTQ Community	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	(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	+0	+4

restrictive state law

TOTAL SCORE 33 + TOTAL BONUS 0 =	Final Score 33
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CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

hrc.org/mei





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AVAILABLE



ELIZABETH, NEW JERSEY 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 Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 0 6 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.

	City Contr	ractor Non-Discrimination Ordinance			3 3	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	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			+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

ELIZABETH, NEW JERSEY 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

CITY

0 out of 8

municipal leaders

restrictive state law



AVAILABLE

TOTAL SCORE 59 + TOTAL BONUS 2 =

Final Score 6

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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ELK GROVE, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	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.

	a.iogo.ii				(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			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	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			+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

ELK GROVE, 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.

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

TOTAL SCORE 77 + TOTAL BONUS 0 =

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8

municipal leaders

Final Score 77

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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ELKO, NEVADA 1/2

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 6
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.

,	Transgend	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 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	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

ELKO, NEVADA 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.

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 restrictive state law

municipal leaders

CITY

0 out of 8



AVAILABLE

TOTAL SCORE 54 + TOTAL BONUS 0 =

Final Score 54

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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areas of employment, housing, and

public accommodations.

EMPORIA, KANSAS 1/2

AVAILABLE

AVAILABLE

CITY

00

CITY

2016 MUNICIPAL EQUALITY INDEX SCORECARD

00

I. Non-Discrimination Laws STATE COUNTY 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

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	

III. Municipal Service

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

ο,	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 R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	red Anti-Bullying School Policies	00	00	33	3 3
	SCORE				11 °	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
						hrc.org/mei

EMPORIA, KANSAS 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

0 out of 8

TOTAL SCORE 23 + TOTAL BONUS 0 =

Final Score 23

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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ENTERPRISE,* NEVADA 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 00 **30** out of 30 SCORE

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

	. 1866 to 116111			
III. Municipal Service	es	STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBTQ constituents are included	Human Rights Commission		0	(5)
in city services and programs.	LGBTQ Liaison in the Mayor's Office		5	5
	Enumerated Anti-Bullying School Policies	3 3	3 3	3 3
	SCORE			11 out of 16
	BONUS Enforcement mechanism in Human Rights Commission		+0	+2
	BONUS City provides services to LGBTQ youth		+0	+2
	BONUS City provides services to LGBTQ			

homeless

elderly

BONUS City provides services to LGBTQ

BONUS City provides services to people living with HIV/AIDS

transgender community

BONUS City provides services to the

ENTERPRISE,* 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.

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

SCORE	22 out of 22
-------	---------------------

V. Relationship with the LGBTO Community

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

7 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

COUNTY

(5)

(2)

COUNTY

TOTAL SCORE 94 + TOTAL BONUS 6 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

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

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ERIE, PENNSYLVANIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

00

27 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.

Lavvo
Employment
Housing
Public Accommodations

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.

	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	3		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 0	00	00	3 3
	SCORE				8 0	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

ERIE, PENNSYLVANIA 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	(O) (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



2 out of 8

TOTAL SCORE 37 + TOTAL BONUS 2 =

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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ESCONDIDO, 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	60 66
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
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	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

ESCONDIDO, CALIFORNIA 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

CITY

municipal leaders



AVAILABLE

TOTAL SCORE 60 + TOTAL BONUS 0 =

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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ESSEX, VERMONT 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

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

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 0	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	3 3
SCORE	6 ou	it 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.

	Ü				(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 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			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

ESSEX, VERMONT 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

CITY

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

SCORE	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

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

TOTAL SCORE 54 + TOTAL BONUS 0 =

Final Score 54

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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EUGENE, OREGON 1/2

AVAILABLE

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY 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
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	+2 +2

III. Municipal Service

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

	rransgen	der-inclusive Healthcare Benefits			(6)	(6)
	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	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	3 3	00	30	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

EUGENE, OREGON 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 Reported 2014 Hate Crimes Statistics

SCORE

(10) 10 12 **22** out of 22

V. Relationship with the LGBTO Community

SCORE

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

7 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 94 + TOTAL BONUS 4 =

Final Score 98

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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EUREKA SPRINGS, ARKANSAS 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	666
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	33 33
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.

	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
95	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	3 3	00	00	3 3
	SCORE				6 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

EUREKA SPRINGS, ARKANSAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	(
Reported 2014 Hate Crimes Statistics 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



TOTAL SCORE 62 + TOTAL BONUS 2 =

Final Score 64

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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EVANSVILLE, INDIANA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

15 out of 30

AVAILABLE

hrc.org/mei

CITY

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

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
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	33 33
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.

	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	5		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	00	3 3
	SCORE				5 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

EVANSVILLE, INDIANA 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.

)

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

7 out of 8



TOTAL SCORE 50 + TOTAL BONUS 4 =

Final Score 54

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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