

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	0 0	5 5	5 5	5 5
Housing	0 0	5 5	5 5	5 5
Public Accommodations	0 0	5 5	5 5	5 5
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	6 6	6 6
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	3 0	3 3
SCORE	21 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	0 0	0 0	3 3	3 3
SCORE	16 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	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	1	5
Leadership's Pro-Equality Legislative or Policy Efforts	2	3
SCORE	3 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 92 + TOTAL BONUS 6 = 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.

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	13 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	3 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 57 + TOTAL BONUS 2 = Final Score 59
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 39 + TOTAL BONUS 0 = Final Score 39
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

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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				
Housing				
Public Accommodations				
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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 59 + TOTAL BONUS 2 = Final Score 61
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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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				
Housing				
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.

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

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				
LGBTQ Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBTQ youth				
BONUS City provides services to LGBTQ homeless				
BONUS City provides services to LGBTQ elderly				
BONUS City provides services to people living with HIV/AIDS				
BONUS City provides services to the transgender community				

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	2 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 20 + TOTAL BONUS 2 = Final Score 22
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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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 17 + TOTAL BONUS 2 **Final Score 19**
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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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

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				
LGBTQ Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	3 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBTQ youth				
BONUS City provides services to LGBTQ homeless				
BONUS City provides services to LGBTQ elderly				
BONUS City provides services to people living with HIV/AIDS				
BONUS City provides services to the transgender community				

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 15 + TOTAL BONUS 0 = Final Score 15
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	6 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 51 + TOTAL BONUS 4 = Final Score 55
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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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	9 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 62 + TOTAL BONUS 0 = Final Score 62
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	6 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 55 + TOTAL BONUS 0 = Final Score 55
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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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				
Housing				
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.

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

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	1 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 19 + TOTAL BONUS 0 = Final Score 19
 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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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				
Housing				
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.

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

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 12 + TOTAL BONUS 0 = Final Score 12
 CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI. 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	0/0	0/0	5/5	5/5
Housing	0/0	0/0	5/5	5/5
Public Accommodations	0/0	0/0	5/5	5/5
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	6/6	6/6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	3/3	3/3
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	+2	+2

III. Municipal 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	0/0	0/0	0/0	3/3
SCORE	5 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	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 70 + TOTAL BONUS 6 = Final Score 76
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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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				
Housing				
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.

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 12 + TOTAL BONUS 0 = Final Score 12
 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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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				
Housing				
Public Accommodations				
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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	1 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 40 + TOTAL BONUS 0 = Final Score 40
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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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				
Housing				
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 64 + TOTAL BONUS 16 = Final Score 80
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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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				
Housing				
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.

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

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 20 + TOTAL BONUS 2 = Final Score 22
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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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				
Housing				
Public Accommodations				
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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 36 + TOTAL BONUS 0 = Final Score 36
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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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	AVAILABLE
Employment			
Housing			
Public Accommodations			
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.

	COUNTY	AVAILABLE
Non-Discrimination in City Employment		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	21 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

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

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.

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

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

TOTAL SCORE 92 + TOTAL BONUS 10 = Final Score 100
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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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				
Housing				
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.

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

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

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		
Reported 2014 Hate Crimes Statistics to the FBI		
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		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	2 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 14 + TOTAL BONUS 2 = Final Score 16
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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