

## HAGERSTOWN, MARYLAND 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

## I. Non-Discrimination Laws

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

 Lans				
Employment	5 5	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55		0	55
SCORE			<b>30</b> ou	t of 30

## II. Municipality as E

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

=m	ploye	er	CITY	AVAILABLE
	Non-Disci	rimination in City Employment	00	66
ies, Ig	Transgeno	der-Inclusive Healthcare Benefits	0	6
	City Contr	ractor Non-Discrimination Ordinance		33
	SCORE		<b>0</b> ot	ut of 24
	BONUS	Municipality is a Welcoming Place to Work	+0	+2

### III. Municipal Services

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

5		•		•	
Human R	ights Commission			0	5
LGBTQ L	iaison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	33	0	33
SCORE				<b>6</b> o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

STATE

COUNTY

CITY

AVAILABLE

#### **HAGERSTOWN, MARYLAN**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

## V. Rel

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

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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

ND 2/2	=	HUMAN RIGHTS CAMPAIGN
	CITY	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	$\overset{\smile}{}$	12
	0	out of 22

TOTAL SCORE 36 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## HAMMOND, INDIANA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

## HAMMOND, INDIANA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

## V. R

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

PTS FOR SEXUAL ORIENTATION		P
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PTS FOR GENDER IDENTITY

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	Non-Discrimination	Laws
This	category evaluates whether	Employment

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

Lano				
Employment	00	00	5 5	55
Housing	00	00	55	5 5
Public Accommodations	0	00	55	55
SCORE			<b>30</b> ou	it of 30

## II. Municipality as Employer

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

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

STATE

COUNTY

### III. Municipal Services

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

-					
Human Ri	ghts Commission			(5)	(5)
LGBTQ Li	aison in the Mayor's Office			$\bigcirc$	5
Enumerated Anti-Bullying School Policies		00	00	•	33
SCORE				<b>5</b> out	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2



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

TOTAL SCORE 67 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



## HAMPTON, VIRGINIA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

55

55

55

**0** out of 30

CITY

AVAILABLE

#### HAMPTON, VIRGINIA 2/2 **2016 MUNICIPAL EQUALITY INDEX SCORECARD**

#### **IV.** Law Enforcement

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

Reported 2014 Hat to the FBI

SCORE

## V. R

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

PTS FOR SEXUAL ORIENTATION	+	PT

TS FOR GENDER IDENTITY

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Non-Discrimination	Laws

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



## II. Municipality as Employer

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

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

STATE

COUNTY

### III. Municipal Services

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

Human Ri	ghts Commission			(5)	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	0	33
SCORE				<b>5</b> ou	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

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

TOTAL SCORE 19 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## HARRISBURG, PENNSYLVANIA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

## I. Non-Discrimination Laws

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

Employment	00	00	55	55
Housing		00	5 5	5 5
Public Accommodations		00	55	55
SCORE			<b>30</b> ou	it of 30

#### HARRISBURG, PENNSYLVANIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

## V.

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

PTS	FOR	SEXUAL	ORIENTATION	$\leftarrow$	_

PTS FOR GENDER IDENTITY

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# II. Municipality as Employer

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

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

STATE

COUNTY

### III. Municipal Services

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

Human Ri	ghts Commission			0	(5)
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	30	00	0	33
SCORE				<b>3</b> ou	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

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

TOTAL SCORE 66 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



## HARTFORD, CONNECTICUT 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

## HARTFORD, CONNECTICU

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## I. Non-Discrimination Laws

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

			••••	
Employment	5 5	00	5 5	55
Housing	5 5	00	55	5 5
Public Accommodations	55	00	00	55
SCORE			<b>30</b> o	ut of 30

## II. Municipality as

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

s Em	ployer	CITY	AVAILABLE
ογ	Non-Discrimination in City Employment	66	66
iesses, ating	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	<b>18</b> οι	ıt 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	000111	onn	AVAILADEL
Human Ri	ights Commission			5	5
LGBTQ L	iaison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				<b>16</b> o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+2	+2
BONUS	City provides services to the transgender community			+0	+2

STATE

COUNTY

CITY

AVAILABLE

### **IV.** Law Enforcement

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

SCORE

## V. Relat

V. Relationship with	the LGBTQ Community	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	(4) (5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	$ \begin{array}{c} \bullet \\ \bullet $
	SCORE	<b>6</b> out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0 +2
	<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0 +4

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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<b>JT</b> 2/2	=	HUMAN RIGHTS CAMPAIGN FOUNDATION		
	CITY	AVAILABLE		
son or Task Force	0	(10)		
ate Crimes Statistics	$\overset{\smile}{}$	12		
	0	out of 22		

TOTAL SCORE 70 + TOTAL BONUS 4 =



**CANNOT EXCEED 100** 



## HATTIESBURG, MISSISSIPPI 1/2

STATE

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

CITY

CITY

CITY

AVAILABLE

ΔVΔΙΙΔΒΙΕ

AVAILABLE

## I. Non-Discrimination Laws

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

			••••	
Employment	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations		00	0	55
SCORE			<b>0</b> o	ut of 30

#### HATTIESBURG, MISSISSIF

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

## V.

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

	PTS FO	R SEXUAL	ORIENTATION	$\leftarrow$		1
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PTS FOR GENDER IDENTITY

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П.	Municipality as Employer	•

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

ipioyei	CITT	AVAILADLL
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	•••	33
SCORE	0 01	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

### III. Municipal Services

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

·					
Human R	ights Commission			0	5
LGBTQ L	iaison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	0	33
SCORE				<b>0</b> ou	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

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

TOTAL SCORE 4 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## HAWAII COUNTY, HAWAII 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE This category evaluates whether Employment 55 00 55 discrimination on the basis of sexual 55 (5 5 out of 30

#### HAWAII COUNTY, HAWAII 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

## V. Re

V. Relationship with	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	•	3
	SCORE		<b>0</b> out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+4

OR GENDER IDENTITY

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orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing Public Accommodations	5 5 5 5		
	SCORE			<b>30</b> o
II. Municipality as E	mployer		COUNTY	
By offering equivalent benefits and	Non-Discrimination in City Employment			

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

	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	30	33
SCORE		<b>15</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

### III. Municipal Services

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

)		-		
Human Ri	ights Commission		0	(5)
LGBTQ Li	iaison in the Mayor's Office		0	5
Enumerat	ed Anti-Bullying School Policies	33	33	33
SCORE				<b>6</b> out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+2
BONUS	City provides services to LGBTQ youth		+0	+2
BONUS	City provides services to LGBTQ homeless		+0	+2
BONUS	City provides services to LGBTQ elderly		+0	+2
BONUS	City provides services to people living with HIV/AIDS		+0	+2
BONUS	City provides services to the transgender community		+0	+2

AVAILABLE

AVAILABLE

hrc.org/mei





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

TOTAL SCORE 51 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## HAYWARD, CALIFORNIA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

#### HAYWARD, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

Reported 2014 Ha to the FBI

SCORE

## V. R

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



SCORE	
BONUS Op	

# I. Non-Discrimination Laws

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

Employment	5 5	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55	00	00	55
SCORE			<b>30</b> ou	t of 30

## II. Municipality as Employer

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

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	30	33
SCORE	<b>3</b> o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

AVAILABLE

### III. Municipal Services

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

Human Ri	ghts Commission			5	5
LGBTQ Li	aison in the Mayor's Office			$\bigcirc$	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				<b>11</b> out	of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

PTS FOR SEXUAL ORIENTATION

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

TOTAL SCORE 57 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



## HELENA, MONTANA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

STATE

#### HELENA, MONTANA 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

#### **IV.** Law Enforcement

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

SCORE

## V. R

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

PTS	FOR	SEXUAL	ORIENTATION	+	1

PTS FOR GENDER IDENTITY

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Ι.	Non-Discrimination	Laws
This	category evaluates whether	Employment

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

I LUND				
Employment	00	00	5 5	55
Housing	00	00	5 5	55
Public Accommodations	00		22	55
SCORE			<b>27</b> ou	t of 30

## II. Municipality as Employer

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

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance		33
SCORE	<b>14</b> o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

### III. Municipal Services

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

Human Ri	ghts Commission			0	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	30	33
SCORE				<b>3</b> ou	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2



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

TOTAL SCORE 60 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## **HENDERSON, NEVADA** 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

#### **HENDERSON, NEVADA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

# I. Non-Discrimination Laws

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

	-		-	
Employment	5 5	00	00	55
Housing	5 5	00	00	55
Public Accommodations	55	00	00	55
SCORE			<b>30</b> ou	t of 30

## II. Municipality as

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

s Em	ployer	CITY AVAILABLE
уу	Non-Discrimination in City Employment	60 66
esses, ating	Transgender-Inclusive Healthcare Benefits	
	City Contractor Non-Discrimination Ordinance	33 33
	SCORE	<b>12</b> out of 24
	<b>BONUS</b> Municipality is a Welcoming Place to Work	+0 +2

### III. Municipal Services

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

>		STATE	000111	onn	AVAILADEL
Human Ri	ights Commission			0	5
LGBTQ L	iaison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	33	0	33
SCORE				<b>6</b> o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

STATE

COUNTY

CITY

AVAILABLE

#### **IV.** Law Enforcement

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

SCORE

## V. Rela

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

PTS FOR SEXUAL ORIENTATION

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



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

TOTAL SCORE 64 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



# HIALEAH, FLORIDA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

AVAILABLE

STATE

#### HIALEAH, FLORIDA 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

#### **IV.** Law Enforcement

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

Reported 2014 Hat to the FBI

SCORE

## V. R

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

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Non-Discrimination	Laws	
		ĺ

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.

Luno				
Employment	00	5 5	00	55
Housing	00	5 5	00	5 5
Public Accommodations	00	55	00	55
SCORE			<b>30</b> ou	it of 30

## II. Municipality as Employer

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

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

STATE

COUNTY

### III. Municipal Services

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

Human Ri	ghts Commission			5	(5)
LGBTQ Liaison in the Mayor's Office					5
Enumerat	ed Anti-Bullying School Policies	00	33	•	33
SCORE				<b>11</b> 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





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

TOTAL SCORE 47 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



## **HILLSBORO, OREGON 1/2**

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

## HILLSBORO, OREGON 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

# V. R

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

PTS	FOR	SEXUAL	ORIENTATION	$\leftarrow$	F
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PTS FOR GENDER IDENTITY

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Ι.	Non-Discrimination	Laws
Thic	catagony avaluatos whathar	Employment

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

Lavis			-	
Employment	5 5	00	5 5	55
Housing	5 5	00	5 5	5 5
Public Accommodations	55	00	55	55
SCORE			<b>30</b> ou	it of 30

## II. Municipality as Employer

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

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

STATE

COUNTY

CITY

AVAILABLE

### III. Municipal Services

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

-					
Human Ri	ghts Commission			0	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				<b>6</b> out	of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2



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

TOTAL SCORE 48 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



N I

## **HOBOKEN, NEW JERSEY 1/2**

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

### **HOBOKEN, NEW JERSEY 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

#### **IV.** Law Enforcement CITY AVAILABLE

AVAILABLE

CITY

CITY

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

to the FBI

SCORE

## V. F

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

PTS	FOR	SEXUAL	ORIENTATION	+	B	-	P1

TS FOR GENDER IDENTITY

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Non-I	Discrimi	natio	on I	Laws
0 ,	luates whether		E	Employment

1.1

1.1

11

1.1

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

Lavis			••••	
Employment	5 5	00	00	55
Housing	5 5	00	00	55
Public Accommodations	55	00	00	55
SCORE			<b>30</b> o	ut of 30

## II. Municipality as Employer

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

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

STATE

COUNTY

### III. Municipal Services

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

Human Ri	ghts Commission			0	(5)
LGBTQ Li	aison in the Mayor's Office			$\bigcirc$	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				6 out	of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

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

TOTAL SCORE 51 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## HOLLYWOOD, FLORIDA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

#### HOLLYWOOD, FLORIDA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

# V. R

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

# This cated

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment Housing Public Accommodations	55 55 55		55 55 55
	SCORE		<b>30</b> ou	t of 30

## II. Municipality as Employer

I. Non-Discrimination Laws

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

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

STATE

COUNTY

CITY

AVAILABLE

### III. Municipal Services

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

·					
Human Ri	ghts Commission			5	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	33	•	33
SCORE				<b>11</b> ou	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

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PTS FOR GENDER IDENTITY

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	CITY	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	0	12
	<b>0</b> от	ut of 22

TOTAL SCORE 41 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



public accommodations.

# HOMER, ALASKA 1/2

CITY

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CITY

CITY

AVAILABLE

55

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55

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AVAILABLE

**0** out of 30

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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#### HOMER, ALASKA 2/2 **2016 MUNICIPAL EQUALITY INDEX SCORECARD**

## **IV.** Law Enforcement

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

to the FBI

SCORE

## V. R

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

PTS FOR SEXUAL ORIENTATION	
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**IS FOR GENDER IDENTITY** 

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

Public Accommodations

SCORE

## II. Municipality as Employer

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

pioyei	CITT	AVAILADLL
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	•	33
SCORE	<b>0</b> or	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

00

### III. Municipal Services

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

,					
Human Ri	ghts Commission			0	5
LGBTQ Li	aison in the Mayor's Office			$\bigcirc$	5
Enumerat	ed Anti-Bullying School Policies	00	00	0	33
SCORE				<b>0</b> out	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

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

TOTAL SCORE 0 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## HONOLULU COUNTY, HAWAII 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE This category evaluates whether Employment 55 00 55 discrimination on the basis of sexual orientation and gender identity is 55 00 Housing prohibited by the city, county, or state in (5 5 areas of employment, housing, and 55 00 public accommodations. Public Accommodations (5 5 SCORE **30** out of 30

### HONOLULU COUNTY, HAWAII 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## IV. Law Enforcement

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

SCORE

## V. R

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

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

III. Municipal	Services
----------------	----------

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

5		STATE	COUNTY	AVAILABLE
Human Ri	ghts Commission		0	(5)
LGBTQ Li	aison in the Mayor's Office		0	5
Enumerat	ed Anti-Bullying School Policies	33	33	33
SCORE				<b>6</b> out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+2
BONUS	City provides services to LGBTQ youth		+0	+2
BONUS	City provides services to LGBTQ homeless		+0	+2
BONUS	City provides services to LGBTQ elderly		+0	+2
BONUS	City provides services to people living with HIV/AIDS		+0	+2
BONUS	City provides services to the transgender community		+0	+2

STATE

COUNTY

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

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	COUNTY	AVAILABLE
ison or Task Force		(10)
ate Crimes Statistics	0	(12)
	$\smile$	$\bigcirc$
		out of 22

TOTAL SCORE 44 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## HOOVER, ALABAMA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

#### HOOVER, ALABAMA 2/2 **2016 MUNICIPAL EQUALITY INDEX SCORECARD**

#### **IV.** Law Enforcement

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

SCORE

## V. R

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

	PTS FOR SEXUAL ORIENTAT		S
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FOR GENDER IDENTITY

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Non-Discrimination	Laws

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

Lavis				
Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	0	00	00	55
SCORE			<b>0</b> ou	it of 30

STATE

## II. Municipality as Employer

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

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

STATE

COUNTY

CITY

AVAILABLE

### III. Municipal Services

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

Human Ri	ghts Commission			0	5
LGBTQ Li	aison in the Mayor's Office			$\bigcirc$	5
Enumerated Anti-Bullying School Policies		00	00	0	33
SCORE				<b>0</b> out	of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2



	CITY	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	12	12
	<b>12</b> or	ut of 22

TOTAL SCORE 12 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



# **HOUSTON, TEXAS 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

CITY

CITY

STATE

#### **HOUSTON, TEXAS 2/2** 2016 MUNICIPAL EQUALITY INDEX SCORECARD

**IV.** Law Enforcement

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

Reported 2014 Hat

SCORE

## V.F

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

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Non-Discrimination	Laws

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

Laws			••••	
Employment	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations	00	00	00	55
SCORE			<b>0</b> o	ut of 30

## II. Municipality as Employer

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

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

STATE

COUNTY

## III. Municipal Services

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

Human Ri	ghts Commission			0	(5)
LGBTQ Li	aison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	00	33	33
SCORE				<b>11</b> out	of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+2	+2
BONUS	City provides services to LGBTQ homeless			+2	+2
BONUS	City provides services to LGBTQ elderly			+2	+2
BONUS	City provides services to people living with HIV/AIDS			+2	+2
BONUS	City provides services to the transgender community			+0	+2





	CITY	AVAILABLE
son or Task Force	(10)	(10)
ate Crimes Statistics	(12)	12
	<b>22</b> o	ut of 22

TOTAL SCORE 59 + TOTAL BONUS 12 =



**CANNOT EXCEED 100** 



## HUNTINGTON BEACH, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

CITY

AVAILABLE

AVAILABLE

I. Non-Discriminatio	on Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment Housing Public Accommodations	5 5 5 5 5 5			55 55 55
	SCORE			<b>30</b> o	ut of 30

#### **HUNTINGTON BEACH, CALIFORNIA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

### IV. Law Enforcement

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

SCORE

## V. F

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

PTS FOR SEXUAL ORIENTATION

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## II. Municipality as Employer

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

picyc			
Non-Discr	imination in City Employment	60	66
Transgend	ler-Inclusive Healthcare Benefits	0	6
City Contr	actor Non-Discrimination Ordinance	0	33
SCORE		<b>6</b> out	of 24
BONUS	Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

### III. Municipal Services

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

Human Ri	ghts Commission			(5)	(5)
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				<b>11</b> out	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2





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

TOTAL SCORE 59 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



## HUNTINGTON, WEST VIRGINIA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

## I. Non-Discrimination Laws

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

	-		-	
Employment	00	00	5 5	55
Housing	00	00	5 5	55
Public Accommodations		00	55	55
SCORE			<b>30</b> ou	it of 30

### II. Municipality a

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

is Em	ployer	CITY	AVAILABLE
d by	Non-Discrimination in City Employment	60	66
sinesses, treating	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	33	3 3
	SCORE	<b>12</b> οι	It of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

#### III. Municipal Services

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

			••••	
ights Commission			0	5
iaison in the Mayor's Office			5	5
ed Anti-Bullying School Policies	00	00	33	33
			<b>11</b> o	ut of 16
Enforcement mechanism in Human Rights Commission			+0	+2
City provides services to LGBTQ youth			+0	+2
City provides services to LGBTQ homeless			+0	+2
City provides services to LGBTQ elderly			+0	+2
City provides services to people living with HIV/AIDS			+2	+2
City provides services to the transgender community			+0	+2
	iaison in the Mayor's Office ed Anti-Bullying School Policies Enforcement mechanism in Human Rights Commission City provides services to LGBTQ youth City provides services to LGBTQ homeless City provides services to LGBTQ elderly City provides services to LGBTQ elderly City provides services to people living with HIV/AIDS City provides services to the	<ul> <li>aison in the Mayor's Office</li> <li>ed Anti-Bullying School Policies</li> <li>Enforcement mechanism in Human Rights Commission</li> <li>City provides services to LGBTQ youth</li> <li>City provides services to LGBTQ</li> <li>homeless</li> <li>City provides services to LGBTQ</li> <li>elderly</li> <li>City provides services to people</li> <li>living with HIV/AIDS</li> <li>City provides services to the</li> </ul>	<ul> <li>aison in the Mayor's Office</li> <li>ed Anti-Bullying School Policies</li> <li>Enforcement mechanism in Human Rights Commission</li> <li>City provides services to LGBTQ youth</li> <li>City provides services to LGBTQ homeless</li> <li>City provides services to LGBTQ elderly</li> <li>City provides services to people living with HIV/AIDS</li> <li>City provides services to the</li> </ul>	Image: Constraint of the services of the services to LGBTQ elderly       Image: Constraint of the services to LGBTQ elderly         City provides services to LGBTQ elderly       Image: Constraint of the services to LGBTQ elderly         City provides services to LGBTQ elderly       Image: Constraint of the services to LGBTQ elderly         City provides services to LGBTQ elderly       Image: Constraint of the services to LGBTQ elderly         City provides services to LGBTQ elderly       Image: City provides services to the services

STATE

COUNTY

CITY

AVAILABLE

#### HUNTINGTON, WEST VIRGINIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

## V. Rela

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

PTS FOR SEXUAL ORIENTATION

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

TOTAL SCORE 83 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



## HUNTSVILLE, ALABAMA 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

55

55

of 30

AVAILABLE

### HUNTSVILLE, ALABAMA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

SCORE

# V. R

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

PTS FOR SEXUAL ORIENTATION	
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hrc.org/mei

**IS FOR GENDER IDENTITY** 

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Ι.	Non-Discrimination	Laws
This	category evaluates whether	Employment

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

Пасти				
Employment	00	00	00	
Housing		00	00	
Public Accommodations		00	00	
SCORE			0 out	

## II. Municipality as Employer

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

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

STATE

COUNTY

### III. Municipal Services

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

Human Rights Commission					5
LGBTQ Liaison in the Mayor's Office					5
Enumerated Anti-Bullying School Policies		00	00	•	33
SCORE				<b>5</b> ou	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2





	СІТҮ	AVAILABLE
ison or Task Force	0	(10)
ate Crimes Statistics	•	12
	<b>0</b> or	ut of 22

TOTAL SCORE 5 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## **HUTCHINSON, KANSAS 1/2**

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

55

of 30

ΔVΔΙΙΔΒΙΕ

AVAILABLE

## HUTCHINSON, KANSAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

## **IV.** Law Enforcement

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

Reported 2014 Hat

SCORE

## V.

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

PTS FOR SEXUAL ORIENTATION	
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TS FOR GENDER IDENTITY

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Non-Discrimination	Laws

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

Employment	00	00	00	
Housing	00	00	00	
Public Accommodations	00	00	00	
SCORE			0 out	

## II. Municipality as Employer

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

ipioyei		AVAILADLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	•	33
SCORE	<b>0</b> o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

### III. Municipal Services

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

ights Commission			5	(5)
iaison in the Mayor's Office			$\bigcirc$	5
ed Anti-Bullying School Policies	00	00	30	33
			<b>8</b> ou	t of 16
Enforcement mechanism in Human Rights Commission			+0	+2
City provides services to LGBTQ youth			+0	+2
City provides services to LGBTQ homeless			+0	+2
City provides services to LGBTQ elderly			+0	+2
City provides services to people living with HIV/AIDS			+0	+2
City provides services to the transgender community			+0	+2
	iaison in the Mayor's Office ed Anti-Bullying School Policies Enforcement mechanism in Human Rights Commission City provides services to LGBTQ youth City provides services to LGBTQ homeless City provides services to LGBTQ elderly City provides services to people living with HIV/AIDS City provides services to the	<ul> <li>aison in the Mayor's Office</li> <li>ed Anti-Bullying School Policies</li> <li>Enforcement mechanism in Human Rights Commission</li> <li>City provides services to LGBTQ youth</li> <li>City provides services to LGBTQ homeless</li> <li>City provides services to LGBTQ elderly</li> <li>City provides services to people living with HIV/AIDS</li> <li>City provides services to the</li> </ul>	<ul> <li>aison in the Mayor's Office</li> <li>ed Anti-Bullying School Policies</li> <li>Enforcement mechanism in Human Rights Commission</li> <li>City provides services to LGBTQ youth</li> <li>City provides services to LGBTQ homeless</li> <li>City provides services to LGBTQ elderly</li> <li>City provides services to people living with HIV/AIDS</li> <li>City provides services to the</li> </ul>	5 5   iaison in the Mayor's Office 0   ed Anti-Bullying School Policies 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   0 0   <





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

TOTAL SCORE 20 + TOTAL BONUS 0 =



**CANNOT EXCEED 100**