

KALAMAZOO, MICHIGAN 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

KALAMAZOO, MICHIGAN 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 t	he LGBTQ Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	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	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

TS FOR SEXUAL ORIENTATION	$\left\{ \right.$	
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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.

I. Non-Discrimination Laws			
This category evaluates whether discrimination on the basis of sexual	Employment		
orientation and gender identity is			

50 00 55 55 Housing 50 00 55 55 Public Accommodations 50 00 55 55 **30** out of 30 SCORE

II. Municipality as Employer

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

prohibited by the city, county, or state in

areas of employment, housing, and

public accommodations.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	33	33
SCORE	6 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				5
Enumerat	ed Anti-Bullying School Policies	00	00	33	33
SCORE				11 out	of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+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
ison or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 61 + TOTAL BONUS 2 =



CANNOT EXCEED 100



KALAWAO COUNTY, HAWAII 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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	5 5 (00	55
Housing	55 (00	5 5
Public Accommodations	55 (0	55
SCORE		3	0 out of 30

II. Municipality as E

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

Em	ployer	COUNTY	AVAILABLE
	Non-Discrimination in City Employment	00	66
ses, ng	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance		33
	SCORE		0 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.

>		STATE	COUNTY	AVAILABLE
Human Ri	ights Commission		\bigcirc	5
LGBTQ Li	iaison in the Mayor's Office		\bigcirc	(5)
Enumerat	ed Anti-Bullying School Policies	33	33	33
SCORE				6 out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+3
BONUS	City provides services to LGBTQ youth		+0	+2
BONUS	City provides services to LGBTQ homeless		+0	+2
BONUS	City provides services to LGBTQ elderly		+0	+2
BONUS	City provides services to people living with HIV/AIDS		+0	+2
BONUS	City provides services to the transgender community		+0	+2

KALAWAO 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

elationship with	the L	GBTQ Community	COUNTY	AVAILABLE
ry measures the city leadership's t to fully include the LGBTQ	Leadersh	ip's Public Position on LGBTQ Equality	0	5
and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts	0	3
SCORE			0 out of 8	
	BONUS	Openly LGBTQ elected or appointed municipal leaders	+0	+3
	BONUS	Cities are pro-equality despite restrictive state law	+0	+4

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

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This category commitment

community a



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

TOTAL SCORE 36 + TOTAL BONUS 0 =



CANNOT EXCEED 100



KALISPELL, MONTANA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

CITY

KALISPELL, 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

the LGBTQ Community	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	0	5
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
	Leadership's Pro-Equality Legislative or Policy Efforts SCORE BONUS Openly LGBTQ elected or appointed municipal leaders BONUS Cities are pro-equality despite	Leadership's Public Position on LGBTQ Equality Leadership's Pro-Equality Legislative or Policy Efforts Image: Comparison of the second sec

TS	FOR S	EXUAL	ORIENT	ATION -	$\left(\right)$		PTS	FOR
	MODE				CITY	CEL	ECT	ON

R GENDER IDENTITY

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. Non-Discrimination	Laws
his category evaluates whether	Employment

Т 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	STATE	COUNTY	CITY	AVAILAB
Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations		00	00	5 5
SCORE	-		0 0	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.

трюуег	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	0 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	00	00	33	33
SCORE				6 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	12	12
	12 or	ut of 22

TOTAL SCORE 18 + TOTAL BONUS 0 =



CANNOT EXCEED 100



KANSAS CITY, KANSAS 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

KANSAS CITY, 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 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
	SCORE	6	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	-{	B	-	PT	
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TS FOR GENDER IDENTITY

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Ι.	Non-Discrimination Laws	
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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.

Lavis			-	
Employment	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations	00	00	00	55
SCORE			0 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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	12 。	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	ights Commission			5	(5)
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	0	33
SCORE				5 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





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

TOTAL SCORE 35 + TOTAL BONUS 0 =



CANNOT EXCEED 100



KANSAS CITY, MISSOURI 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

KANSAS CITY, MISSOURI

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.

Lavio				
Employment	00	00	5 5	55
Housing	00	00	5 5	5 5
Public Accommodations	00	00	55	55
SCORE			30 ou	t of 30

II. Municipality as

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

s Em	ployer	CITY	AVAILABLE
by	Non-Discrimination in City Employment	66	66
nesses, eating	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	33	3 3
	SCORE	18 ou	It 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.

2		OIAIL		0.111	ATAILABLE
Human R	ights Commission			5	5
LGBTQ L	iaison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	00	30	33
SCORE				13 o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
BONUS	City provides services to LGBTQ youth			+2	+2
BONUS	City provides services to LGBTQ homeless			+2	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+2	+2
BONUS	City provides services to the transgender community			+2	+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 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		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

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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	СІТҮ	AVAILABLE
ison or Task Force	(10)	(10)
ate Crimes Statistics	12	12
	22 or	ut of 22

TOTAL SCORE 91 + TOTAL BONUS 14 =



CANNOT EXCEED 100



KAUAI COUNTY, HAWAII 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY AVAILABLE This category evaluates whether Employment 55 00 (5 5 Housing 55 00 55 Public Accommodations 00 5 5 **30** out of 30 SCORE

KAUAI 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	COUNTY	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		2 out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION	PTS FOR GENDER IDENTITY
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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 LGBTQ employees equally.

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

III. Municipal Services

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

5		STATE	COUNTY	AVAILABLE
Human Ri	ights Commission		0	(5)
LGBTQ Li	aison in the Mayor's Office		0	(5)
Enumerat	ed Anti-Bullying School Policies	33	33	33
SCORE				6 out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+3
BONUS	City provides services to LGBTQ youth		+0	+2
BONUS	City provides services to LGBTQ homeless		+0	+2
BONUS	City provides services to LGBTQ elderly		+0	+2
BONUS	City provides services to people living with HIV/AIDS		+0	+2
BONUS	City provides services to the transgender community		+0	+2





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

TOTAL SCORE 44 + TOTAL BONUS 0 =



CANNOT EXCEED 100



KEARNEY, NEBRASKA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

KEARNEY, NEBRASKA 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. F

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	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

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PTS	FOR	SEXUAL	ORIENTATION	+	- Р

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PTS FOR GENDER IDENTITY

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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.

Laws	STATE	COUNTY	CITY	AVAILAB
Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	00	00	00	5 5
SCORE			0 .	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.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits		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

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
Enumerat	ed Anti-Bullying School Policies	00	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



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

18 + TOTAL BONUS 0 =



CANNOT EXCEED 100



KEENE, NEW HAMPSHIRE 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

66

AVAILABLE

CITY

CITY

60

CITY

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	50	00	00	55
Housing	50	00	00	5 5
Public Accommodations	50	00	00	55
SCORE			15 οι	ıt of 30

KEENE, NEW HAMPSHIRE

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	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	(2)	5
community and to advocate for full equality.	ommunity and to advocate for full equality. Leadership's Pro-Equality Legislative or Policy Efforts		
	SCORE	3	out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

II. Municipality as Employer By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, Transgender-Inclusive Healthcare Benefits municipalities commit themselves to treating LGBTO employees equally.

0 6 City Contractor Non-Discrimination Ordinance 33 SCORE 6 out of 24 **BONUS** Municipality is a Welcoming +0 +2 Place to Work

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	30	33
SCORE				11 o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+2	+2
BONUS	City provides services to the transgender community			+0	+2

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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212



	CITY	AVAILABLE
ison or Task Force		(10)
ate Crimes Statistics	•	12
	0 οι	ut of 22

TOTAL SCORE 35 + TOTAL BONUS 2 =



CANNOT EXCEED 100



KENOSHA, WISCONSIN 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

CITY

CITY

KENOSHA, WISCONSIN 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. F

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	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
	municipal leaders BONUS Cities are pro-equality despite		

TS FOR SEXUAL ORIENTATION	+		PTS
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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.

Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	50	00	00	55
Housing	50	00	50	5 5
Public Accommodations	50	00	00	55
SCORE			15 。	ut of 30

II. Municipality as Employer

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

прюует	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	0 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	ights Commission			0	(5)
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	•	33
SCORE				0 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

Р





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

TOTAL SCORE 35 + TOTAL BONUS 2 =



CANNOT EXCEED 100



KENOSHA, WYOMING 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

55

(5 5

(5 5

CITY

(0 0

50

00

15 out of 30

KENOSHA, WYOMING 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. F

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	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
	BONUS Cities are pro-equality despite	+0	+4

This cate

PTS FOR SEXUAL ORIENTATION

hrc.org/mei

- PTS FOR GENDER IDENTITY

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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.

	••••=	
Employment	50	00
Housing	50	00
Public Accommodations	50	00
SCORE		

II. Municipality as Employer

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

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits		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

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	ights Commission			0	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	•	33
SCORE				0 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
	12 or	ut of 22

TOTAL SCORE 35 + TOTAL BONUS 2 =



CANNOT EXCEED 100



KENT, WASHINGTON 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

KENT, WASHINGTON 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	55	5 5	00	55
Housing	5 5	5 5	00	5 5
Public Accommodations	55	55	00	55
SCORE			30 ou	it of 30

STATE

II. Municipality as

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

s Em	ployer	СІТҮ	AVAILABLE
l by inesses, reating	Non-Discrimination in City Employment	60	66
	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	30	33
	SCORE	9 o	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		STATE	COUNTY	CITY	AVAILABLE
Human Ri	ights Commission			(5)	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				11 o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+2	+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 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	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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	СІТҮ	AVAILABLE
son or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 62 + TOTAL BONUS 2 =



CANNOT EXCEED 100



KETCHIKAN, ALASKA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

KETCHIKAN, ALASKA 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	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations	•••	00		55
SCORE			0 ou	t of 30

STATE

II. Municipality as

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

s Em	ployer	CITY	AVAILABLE
by	Non-Discrimination in City Employment	00	66
nesses, eating	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	0	3 3
	SCORE	ο 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.

2		UNALE		0.111	AVAILABLE
Human R	ights Commission			0	5
LGBTQ L	iaison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	30	33
SCORE				3 o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+0	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2
BONUS	City provides services to the transgender community			+0	+2

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	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

- PTS FOR GENDER IDENTITY

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

TOTAL SCORE 3 + TOTAL BONUS 0 =



CANNOT EXCEED 100



KILLEEN, TEXAS 1/2

CITY

CITY

AVAILABLE

AVAILABLE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

STATE

KILLEEN, 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.

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
	BONUS Cities are pro-equality despite restrictive state law	+0 +4

PTS FOR SEXUAL ORIENTATION ---- PTS 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	5 5
Public Accommodations	00	00	00	55
SCORE			0 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.

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 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	ights Commission			0	5
LGBTQ Li	aison in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	33	33
SCORE				6 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
	12 or	ut of 22

TOTAL SCORE 18 + TOTAL BONUS 0 =



CANNOT EXCEED 100



KINGSTON,* RHODE ISLAND 1/2

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

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.

Lano				
Employment	5 5	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55	00		55
SCORE			30 ou	t of 30

KINGSTON,* RHODE ISLAN

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	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	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

TS FOR SEXUAL ORIENTATION	
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- PTS FOR GENDER IDENTITY

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11.	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.

Non-Discrimination in City Employment	0066
Transgender-Inclusive Healthcare Benefits	
City Contractor Non-Discrimination Ordinance	
SCORE	0 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	00	33	33
SCORE				6 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

ND 2/2



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

TOTAL SCORE 48 + TOTAL BONUS 0 =



CANNOT EXCEED 100



KNOXVILLE, TENNESSEE 1/2

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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations	00	00	00	55
SCORE			0 o	ut of 30

II. Municipality as

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

ls Em	ployer	СІТҮ	AVAILABLE
d by	Non-Discrimination in City Employment	66	66
sinesses, reating	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance		33
	SCORE	12 ou	it 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.

2		UNALE		0	ATAILABLE
Human Ri	ights Commission			0	5
LGBTQ L	iaison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	30	0	33
SCORE				8 o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
BONUS	City provides services to LGBTQ youth			+2	+2
BONUS	City provides services to LGBTQ homeless			+0	+2
BONUS	City provides services to LGBTQ elderly			+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

KNOXVILLE, TENNESSEE 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	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	2	3
	SCORE	7	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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	CITY	AVAILABLE
ison or Task Force	(10)	(10)
ate Crimes Statistics	(12)	12
	22 or	ut of 22

TOTAL SCORE 49 + TOTAL BONUS 6 =



CANNOT EXCEED 100