

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>30 out of 30</b>

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 61 + TOTAL BONUS 2 = Final Score 63**  
CANNOT EXCEED 100

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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT [HRC.ORG/MEI](http://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](mailto:mei@hrc.org).

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	STATE	COUNTY	AVAILABLE
Employment			
Housing			
Public Accommodations			
<b>SCORE</b>	<b>30 out of 30</b>		

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

	COUNTY	AVAILABLE
LGBTQ Police Liaison or Task Force		
Reported 2014 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>0 out of 22</b>	

### V. Relationship with the LGBTQ Community

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

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

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

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 18 + TOTAL BONUS 0 = Final Score 18**  
 CANNOT EXCEED 100

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 35 + TOTAL BONUS 0 = Final Score 35**  
CANNOT EXCEED 100

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

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>30</b> out of 30

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 91 + TOTAL BONUS 14 = Final Score 100**  
CANNOT EXCEED 100

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

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

	STATE	COUNTY	AVAILABLE
Employment			
Housing			
Public Accommodations			
<b>SCORE</b>	<b>30 out of 30</b>		

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

	COUNTY	AVAILABLE
LGBTQ Police Liaison or Task Force		
Reported 2014 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>0 out of 22</b>	

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 44 + TOTAL BONUS 0 = Final Score 44**  
CANNOT EXCEED 100

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 18 + TOTAL BONUS 0 = Final Score 18**  
CANNOT EXCEED 100

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>15 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 35 + TOTAL BONUS 2 = Final Score 37**  
CANNOT EXCEED 100

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

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>15 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 35 + TOTAL BONUS 2 = Final Score 37**  
CANNOT EXCEED 100

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

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>15 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 35 + TOTAL BONUS 2 = Final Score 37**  
CANNOT EXCEED 100

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>9 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 62 + TOTAL BONUS 2 = Final Score 64**  
CANNOT EXCEED 100

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 3 + TOTAL BONUS 0 = Final Score 3**  
CANNOT EXCEED 100

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

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

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 18 + TOTAL BONUS 0 = Final Score 18**  
CANNOT EXCEED 100

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

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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

## II. Municipality as Employer

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

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

## III. Municipal Services

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

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

## IV. Law Enforcement

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

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

## V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 48 + TOTAL BONUS 0 = Final Score 48**  
CANNOT EXCEED 100

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### II. Municipality as Employer

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

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

### III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBTQ Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>8 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBTQ youth				
<b>BONUS</b> City provides services to LGBTQ homeless				
<b>BONUS</b> City provides services to LGBTQ elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				
<b>BONUS</b> City provides services to the transgender community				

### IV. Law Enforcement

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

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

### V. Relationship with the LGBTQ Community

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

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

**TOTAL SCORE 49 + TOTAL BONUS 6 = Final Score 55**  
CANNOT EXCEED 100

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

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