

OAKLAND PARK, FLORIDA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	3 3
SCORE	18 out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

III. Municipal Service

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

	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	5
	LGBTQ L	iaison in the Mayor's Office			(0)	(5)
	Enumerat	ed Anti-Bullying School Policies	00	33	00	3 3
	SCORE				11 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

OAKLAND PARK, FLORIDA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

2 out of 8

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	5 (10)	
Reported 2014 Hate Crimes Statistics to the FBI	12 12	
SCORE	17 out of 22	

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Cities are pro-equality despite

BONUS Openly LGBTQ elected or appointed municipal leaders

restrictive state law

TOTAL SCORE 78 + TOTAL BONUS 8 =

CITY

Final Score 86

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.

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OAKLAND, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	rransgend	der-inclusive Healthcare Benefits			(0)	(6)
	City Cont	ractor Non-Discrimination Ordinance			30	3 3
	SCORE				15 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	eed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

OAKLAND, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

5 out of 8

municipal leaders



Final Score 77 **TOTAL SCORE 73 + TOTAL BONUS 4 =**

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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OCEAN GROVE (NEPTUNE), NEW JERSEY 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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	5 5	00	0 0	5 5
Housing	5 5	0 0	00	5 5
Public Accommodations	5 5	00	00	5 5
SCORE			30 °	ut of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	ractor Non-discrimination Ordinance			0 0	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
99	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+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

OCEAN GROVE (NEPTUNE), NEW JERSEY 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

SCORE

10

CITY

12 out of 22

CITY

V. Relationship with the LGBTO Community

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

SCORE

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

AVAILABLE

TOTAL SCORE 61 + TOTAL BONUS 4 =

Final Score 65

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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OCEAN SPRINGS, MISSISSIPPI 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 SCORE **0** out of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 0	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

OCEAN SPRINGS, MISSISSIPPI 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

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

SCORE 0 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

2 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 2 + TOTAL BONUS 0 =

Final Score 2

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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OCEANSIDE, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	0 0	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	00	00	5 5
public accommodations.	Public Accommodations	5 5	00	00	5 5
	SCORE			30 °	ut of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	21 out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

III. Municipal Service

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

,	Transgend	der-Inclusive Healthcare Benefits			6	6
	City Contr	ractor Non-Discrimination Ordinance			30	3 3
	SCORE				21 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+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			+2	+2

OCEANSIDE, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



(10)

AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

SCORE 22 out of 22

V. Relationship with the LGBTO Community

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBTQ elected or appointed

municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

TOTAL SCORE 87 + TOTAL BONUS 12 =

Final Score 99

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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OGDEN CITY, UTAH 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **20** out of 30 SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	12 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

	n an og om				(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	30	00	00	3 3
	SCORE				3 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

OGDEN CITY, UTAH 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

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

SCORE 12 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

0 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 47 + TOTAL BONUS 0 =

Final Score 47

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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OKLAHOMA CITY, OKLAHOMA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 SCORE **0** out of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

	City Conti	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	5
	LGBTQ L	iaison in the Mayor's Office			(0)	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				6 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

OKLAHOMA CITY, OKLAHOMA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	
Reported 2014 Hate Crimes Statistics	

SCORE

SCORE

to the FBI

0 10 12

12 out of 22

V. Relationship with the LGBTO Community

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 out of 8

CITY

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 29 + TOTAL BONUS 2 =

Final Score 31

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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OLATHE, KANSAS 1/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 SCORE **0** out of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

	a.iogo.ii				(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			(0)	5
	Enumerat	red Anti-Bullying School Policies	00	00	00	3 3
	SCORE				5 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

OLATHE, KANSAS 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

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 SCORE

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

CITY

Final Score 7 **TOTAL SCORE 5 + TOTAL BONUS 2 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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OLYMPIA, WASHINGTON 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	24 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance				
	,				(3 3	(3 3
	SCORE				24 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				16 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

OLYMPIA, WASHINGTON 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

SCORE 22 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

CITY

8 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 100 + TOTAL BONUS 0 =

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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OMAHA, NEBRASKA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5 **20** out of 30

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	18 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				11 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

OMAHA, NEBRASKA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

SCORE

to the FBI

10 12

AVAILABLE

AVAILABLE

CITY

12 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

3 out of 8

CITY

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

Final Score 66 **TOTAL SCORE 64 + TOTAL BONUS 2 =**

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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ONTARIO, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

					6	6
	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
25	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	aison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				6 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

ONTARIO, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality Leadership's Pro-Equality Legislative

or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

CITY



CANNOT EXCEED 100

TOTAL SCORE 54 + TOTAL BONUS 0 =

PTS FOR SEXUAL ORIENTATION

PTS FOR GENDER IDENTITY



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

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ORANGE, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

hrc.org/mei

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

SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

;,	Transgeno	der-Inclusive Healthcare Benefits			6	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

ORANGE, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Cities are pro-equality despite restrictive state law

CITY

BONUS Openly LGBTQ elected or appointed municipal leaders

0 out of 8

Final Score 7 **TOTAL SCORE 71 + TOTAL BONUS 0 =**

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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OREM, UTAH 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is	Employment	5 5	00	00	5 5
prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	5 5	00	00	5 5
	Public Accommodations	00	00	00	5 5
	SCORE			20 °	ut of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

	Non-Disci	rimination in City Employment			0 0	6 6
5,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 ou	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	30	00	00	3 3
	SCORE				3 ou	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

OREM, UTAH 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

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

SCORE **BONUS** Openly LGBTQ elected or appointed

municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

TOTAL SCORE 23 + TOTAL BONUS 0 =

Final Score 23

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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ORLANDO, FLORIDA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY CITY 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	0 0	5 5	5 5	5 5
Housing	00	5 5	5 0	5 5
Public Accommodations	00	5 5	5 5	5 5
SCORE			30 °	ut of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	3 3	3 3
SCORE	24 ou	it of 24
BONUS Municipality is a Welcoming Place to Work	+2	+2

III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			3 3	3 3
	SCORE				24 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	8		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	(5)
	LGBTQ Li	aison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				16 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			+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

ORLANDO, FLORIDA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

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

SCORE

municipal leaders

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 100 + TOTAL BONUS 10 =

CITY

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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ORONO, MAINE 1/2

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 50 **30** out of 30 SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

,	Transgen	der-Inclusive Healthcare Benefits			0	6
	City Conti	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				6 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

ORONO, MAINE 2/2 **2016 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

CITY

municipal leaders

Final Score 48 **TOTAL SCORE 48 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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OSHKOSH, WISCONSIN 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **15** out of 30 SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	0 0	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	3 3
SCORE	0 out	of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				6 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

OSHKOSH, WISCONSIN 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

CITY

municipal leaders



TOTAL SCORE 21 + TOTAL BONUS 0 =

Final Score 21

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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OVERLAND PARK, KANSAS 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 SCORE **0** out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 0 6 6 0 0 3 3
SCORE	0 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	red Anti-Bullying School Policies	00	00	00	3 3
	SCORE				5 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

OVERLAND PARK, KANSAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite

CITY

0 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 17 + TOTAL BONUS 2 =

Final Score 19

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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OWENSBORO, KENTUCKY 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

0 out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 0 6 6 0 6 0 3 3
SCORE	0 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

	managem	der inclusive Healthcare Deficits			(0)	(6)
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				5 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

OWENSBORO, KENTUCKY 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

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

SCORE 12 out of 22

V. Relationship with the LGBTO Community

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

SCORE

BONUS Cities are pro-equality despite

1 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

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.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI.

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OXFORD, MISSISSIPPI 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

0 out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

	0:1 0 1	- N - D: - : - : - O - I:				
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	5
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 0	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

OXFORD, MISSISSIPPI 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Reported 2014 Hate Crit to the FBI		0	10

V. Relationship with the LGBTO Community

SCORE

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 4 + TOTAL BONUS 0 =

BONUS Cities are pro-equality despite restrictive state law

CITY



CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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OXNARD, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	00	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinanc	ce 0	3 3
SCORE	0	out of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 ou	ıt of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	(5)
	LGBTQ Li	aison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 ou	ıt 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

OXNARD, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

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

SCORE 0 out of 8 **BONUS** Openly LGBTQ elected or appointed

municipal leaders **BONUS** Cities are pro-equality despite restrictive state law

Final Score 53 **TOTAL SCORE 53 + TOTAL BONUS 0 =**

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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