

PALM DESERT, CALIFORNIA 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 **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	6 6
City Contractor Non-Discrimination Ordinance	00 33
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.

	City Contr	actor Non-Discrimination Ordinance			00	0 0 3 3 3 18 out of 24 +0 +2 CITY AVAILABLE
	SCORE				18 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	2		STATE	COUNTY	CITY	AVAILABLE
)		O IAI E			ATAILABLE
	Human Ri	ghts Commission			0	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	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

PALM DESERT, CALIFORNIA 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.

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

0 out of 8

municipal leaders

restrictive state law

CITY



AVAILABLE

TOTAL SCORE 66 + TOTAL BONUS 2 =

Final Score 68

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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PALM SPRINGS, CALIFORNIA 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 **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	33 33
SCORE	24 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.

					6	6
	City Cont	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				24 o	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	ted 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

PALM SPRINGS, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



(10)

12

CITY

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 to the FBI

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

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 95 + TOTAL BONUS 14 =

BONUS Cities are pro-equality despite restrictive state law

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

PTS FOR GENDER IDENTITY



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PALMDALE, CALIFORNIA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY Employment This category evaluates whether 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

<u>II.</u>	Munici	pality	y as	Em	ploy	yer

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	00 33
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.

	O				(6)	(6)
	City Contr	actor Non-Discrimination Ordinance	00	3 3		
	SCORE				18 o	ut 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 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

PALMDALE, 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.

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

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.

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

CITY

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

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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PARADISE,* NEVADA 1/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY



22 out of 22

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.

Lavvs
Employment
Housing
Public Accommodations

BONUS City provides services to LGBTQ

BONUS City provides services to LGBTQ

BONUS City provides services to people living with HIV/AIDS

transgender community

BONUS City provides services to the

homeless

elderly

5 5	00	5 5
5 5	00	5 5
5 5	0 0	5 5

AVAILABLE

CORE	30 out of 30
CORE	30 out of 30

STATE

II. Municipality as Employer

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

nployer	COUNTY	AVAILABLE
Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	33	3 3
SCORE	2	4 out of 24
BONUS Municipality is a Welcoming Place to Work	+2	+2

III. Municipal Services

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

5		STATE	COUNTY	AVAILABLE
Human Ri	ghts Commission		0	5
LGBTQ Li	aison in the Mayor's Office		5	(5)
Enumerat	ed Anti-Bullying School Policies	3 3	3 3	3 3
SCORE				11 out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+2
BONUS	City provides services to LGBTQ youth		+0	+2

PARADISE,* NEVADA 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement COUNTY AVAILABLE Fair enforcement of the law includes LGBTQ Police Liaison or Task Force (10) responsible reporting of hate crimes and engaging with the LGBTQ community in a Reported 2014 Hate Crimes Statistics (12 thoughtful and respectful way. to the FBI

SCORE

V. Relationship with	COUNTY	AVAILABLE	
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	2	3
	SCORE		7 out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

Final Score 100 **TOTAL SCORE 94 + TOTAL BONUS 6 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

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

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PARK CITY, UTAH 1/2

AVAILABLE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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.

,	Transgen	der-Inclusive Healthcare Benefits			0	6
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		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	30	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
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PARK CITY, UTAH 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

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.

Police Liaison or Task Force ed 2014 Hate Crimes Statistics BI	0	\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

0 out of 8

municipal leaders

AVAILABLE

TOTAL SCORE 38 + TOTAL BONUS 0 =

Final Score 38

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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PARKERSBURG, WEST VIRGINIA 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 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

PARKERSBURG, WEST VIRGINIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

12

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

SCORE 12 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 Cities are pro-equality despite

2 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

restrictive state law

TOTAL SCORE 20 + TOTAL BONUS 0 =

Final Score 20

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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PASADENA, 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 0 6 6
Transgender-Inclusive Healthcare Benefits	6 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.

	Transgend	der-Inclusive Healthcare Benefits			6	6
	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	5		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	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

PASADENA, 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.

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

V. Relationship with the 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 **2** out of 8 **BONUS** Openly LGBTQ elected or appointed

municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 67 + TOTAL BONUS 2 =

Final Score 69

CITY

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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PASADENA, TEXAS 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

CITY

00

0 out of 30

AVAILABLE

hrc.org/mei

STATE

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.

20110
Employment
Housing
Public Accommodations

SCORE

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating 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	+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	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			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

PASADENA, TEXAS 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

CITY

municipal leaders



0 out of 8

TOTAL SCORE 18 + TOTAL BONUS 2 =

Final Score 20

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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PATERSON, NEW JERSEY 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 **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.

	Iransgend	der-Inclusive Healthcare Benefits			(0)	6
	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
95	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	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

PATERSON, NEW JERSEY 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

CITY

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

or Policy Efforts

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

0 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 48 + TOTAL BONUS 0 =

BONUS Cities are pro-equality despite restrictive state law

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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PAWTUCKET, RHODE ISLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discriminati	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	00	0 0	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	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	3 3
SCORE	12 ou	t 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)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
25	5		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	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

PAWTUCKET, RHODE ISLAND 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 Cities are pro-equality despite

BONUS Openly LGBTQ elected or appointed municipal leaders

restrictive state law

TOTAL SCORE 65 + TOTAL BONUS 0 =

CITY

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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PEMBROKE PINES, FLORIDA 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	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	+0 +2

III. Municipal Service

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

,	Iransgend	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	S		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	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			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

PEMBROKE PINES, 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	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

5 out of 8

CITY



TOTAL SCORE 76 + TOTAL BONUS 2 =

Final Score 78

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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PEORIA, ARIZONA 1/2

0 out of 30

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 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	60 66
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	+2 +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 Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	8		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	00	00	30	3 3
	SCORE				8 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

PEORIA, ARIZONA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



22 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	10	\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 Cities are pro-equality despite

0 out of 8

CITY

BONUS Openly LGBTQ elected or appointed municipal leaders

restrictive state law

TOTAL SCORE 36 + TOTAL BONUS 2 =

Final Score 38

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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PEORIA, ILLINOIS 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 5 5 **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 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	3 3 3
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.

City Contractor Non-Discrimination Ordinance 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	5,	Transgeng	der-Inclusive Healthcare Benefits				
SCORE BONUS Municipality is a Welcoming Place to Work STATE COUNTY CITY AVAILABLE Human Rights Commission LGBTQ Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies STATE COUNTY CITY AVAILABLE Human Rights Commission LGBTQ Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies 3 3 0 0 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3						(0)	6
BONUS Municipality is a Welcoming Place to Work STATE COUNTY CITY AVAILABLE Human Rights Commission LGBTQ Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE 11 out of 16 BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBTQ youth BONUS City provides services to LGBTQ homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to LGBTQ to the provide services to LGBTQ elderly BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		City Contr	actor Non-Discrimination Ordinance			3 3	3 3
Human Rights Commission LGBTQ Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies 33 00 33 33 SCORE 11 out of 16 BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBTQ youth BONUS City provides services to LGBTQ homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to LGBTQ to the provide services to LGBTQ elderly BONUS City provides services to LGBTQ to the provide services to people living with HIV/AIDS BONUS City provides services to the		SCORE				12 or	ut of 24
Human Rights Commission LGBTQ Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE 11 out of 16 BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBTQ youth BONUS City provides services to LGBTQ homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to LGBTQ to thomeless BONUS City provides services to LGBTQ elderly BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		BONUS				+0	+2
LGBTQ Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies 3 3 0 0 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	es			STATE	COUNTY	CITY	AVAILABLE
Enumerated Anti-Bullying School Policies 33 33 SCORE 11 out of 16 BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBTQ youth BONUS City provides services to LGBTQ homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		Human Ri	ghts Commission			(5)	(5)
SCORE 11 out of 16 BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBTQ youth BONUS City provides services to LGBTQ homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		LGBTQ Li	aison in the Mayor's Office			0	5
BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBTQ youth BONUS City provides services to LGBTQ homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		Enumerate	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
Rights Commission BONUS City provides services to LGBTQ youth BONUS City provides services to LGBTQ homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		SCORE				11 or	ut of 16
BONUS City provides services to LGBTQ homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		BONUS				+2	+2
homeless BONUS City provides services to LGBTQ elderly BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		BONUS				+0	+2
BONUS City provides services to people living with HIV/AIDS BONUS City provides services to the		BONUS				+0	+2
living with HIV/AIDS BONUS City provides services to the		BONUS	• •			+0	+2
		BONUS				+0	+2
		BONUS				+0	+2

PEORIA, ILLINOIS 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.

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

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

TOTAL SCORE 65 + TOTAL BONUS 2 =

restrictive state law

CITY

AVAILABLE

0 out of 8



Final Score 67

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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PHILADELPHIA, PENNSYLVANIA 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 5 5 **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	6 6
City Contractor Non-Discrimination Ordinance	33 33
SCORE	24 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.

	City Conti	ractor Non-discrimination Ordinance			3 3	3 3
	SCORE				24 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			5	5
	Enumerat	ed Anti-Bullying School Policies	30	00	3 3	3 3
	SCORE				16 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+2	+2
	BONUS	City provides services to LGBTQ elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+2	+2

PHILADELPHIA, PENNSYLVANIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



(10

12

CITY

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 to the FBI

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

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 100 + TOTAL BONUS 16 =

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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PHOENIX, ARIZONA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

hrc.org/mei

CITY

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 5 5

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	6 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	24 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.

	rransgend	der-inclusive Healthcare Benefits			(6)	(6)
	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	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				13 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+2	+2
	BONUS	City provides services to LGBTQ elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

PHOENIX, ARIZONA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

(10)

12

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 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

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 97 + TOTAL BONUS 14 =

BONUS Cities are pro-equality despite restrictive state law

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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PIERRE, SOUTH DAKOTA 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.

	011 0 1					
	City Conti	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

PIERRE, SOUTH DAKOTA 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

CITY

0 out of 8



TOTAL SCORE 12 + TOTAL BONUS 0 =

Final Score 12

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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PITTSBURGH, PENNSYLVANIA 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	00	5 5	5 5	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	0 0	5 5	5 5	5 5
public accommodations.	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
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	+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 rieatificale beliefits			(0)	(6)
	City Cont	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 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	30	00	00	3 3
	SCORE	Municipality is a Welcoming Place to Work STATE COUN Rights Commission Liaison in the Mayor's Office ted Anti-Bullying School Policies		13 o	ut of 16	
	BONUS				+2	+2
	BONUS	* .			+2	+2
	BONUS				+2	+2
	BONUS				+2	+2
	BONUS				+2	+2
	BONUS				+0	+2

PITTSBURGH, PENNSYLVANIA 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

10

AVAILABLE

AVAILABLE

CITY

CITY

12 out of 22

V. Relationship with the LGBTO Community

SCORE

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

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 81 + TOTAL BONUS 12 =

Final Score 93

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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PLANO, TEXAS 1/2

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	5 5	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	00	00	5 5	5 5
public accommodations.	Public Accommodations	00	00	5 2	5 5
	SCORE			27 o	ut of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	33 33
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.

,	Iransgen	der-Inclusive Healthcare Benefits			(0)	6
	City Cont	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	eed Anti-Bullying School Policies	00	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

PLANO, TEXAS 2/2 **2016 MUNICIPAL EQUALITY INDEX SCORECARD**



17 out of 22

CITY

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

V. Relationship with the LGBTO Community

or Policy Efforts

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

SCORE **BONUS** Openly LGBTQ elected or appointed

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

Final Score 74 **TOTAL SCORE 72 + 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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PLEASANT RIDGE, MICHIGAN 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	00	0 0	5 5	5 5
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	0 0	5 5	5 5
areas of employment, housing, and public accommodations.	Public Accommodations	00	00	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 Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 0 6 6 0 6 0 0 3 3
SCORE	6 out of 24
BONUS Municipality is a Welcoming	+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				6 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	00	00	30	3 3
	SCORE				3 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

PLEASANT RIDGE, MICHIGAN 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

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

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 22

CITY

AVAILABLE

TOTAL SCORE 43 + TOTAL BONUS 2 =

Final Score 45

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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PLYMOUTH, NEW HAMPSHIRE 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 Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 0 6 6 0 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 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	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	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

PLYMOUTH, NEW HAMPSHIRE 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.

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

CITY

0 out of 8



TOTAL SCORE 33 + TOTAL BONUS 0 =

Final Score 33

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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POCATELLO, IDAHO 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 5 5 **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	3 3 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	+0 +2

III. Municipal Service

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

,	Iransgen	der-Inclusive Healthcare Benefits			(0)	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	8		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	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			+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

POCATELLO, IDAHO 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 59 + TOTAL BONUS 0 =

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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POMONA, 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	0 0	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 o	ut of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	33 33
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.

					6	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				24 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	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

POMONA, 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

TOTAL SCORE 72 + 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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PORT SAINT LUCIE, FLORIDA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY Employment This category evaluates whether 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 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	6 6 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.

	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	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	5
es	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 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

PORT SAINT LUCIE, FLORIDA 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	0
Reported 2014 Hate Crimes Statistics to the FBI	12

<u>V. </u>	Relationship	with the LGBTC	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

BONUS Cities are pro-equality despite restrictive state law

CITY

Final Score 30 **TOTAL SCORE 28 + 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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PORTLAND, MAINE 1/2

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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 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	60 66
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	11 33
SCORE	14 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.

	rransgen	der-inclusive Healthcare Benefits			(6)	(6)
	City Contr	ractor Non-Discrimination Ordinance				3 3
	SCORE				14 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	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

PORTLAND, MAINE 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

CITY AVAILABLE (10) 10 12

CITY

22 out of 22

AVAILABLE

V. Relationship with the LGBTO Community

SCORE

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

7 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

Final Score 81 **TOTAL SCORE 79 + 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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PORTLAND, OREGON 1/2

COUNTY

2016 MUNICIPAL EQUALITY INDEX SCORECARD 2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

5 5
5 5
5 5

STATE



CITY

CITY



AVAILABLE

hrc.org/mei

AVAILABLE

SCORE

30 out of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

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

IV. Law Enforcement

PORTLAND, OREGON 2/2

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 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

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

7 out of 8

municipal leaders

restrictive state law

AVAILABLE

TOTAL SCORE 94 + TOTAL BONUS 6 =

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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PORTSMOUTH, NEW HAMPSHIRE 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	60 66
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			00	3 3
	SCORE				6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
25	8		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
<u>es</u>	LGBTQ Li	iaison in the Mayor's Office			(0)	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	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

PORTSMOUTH, NEW HAMPSHIRE 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

or Policy Efforts

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

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

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

TOTAL SCORE 39 + TOTAL BONUS 0 =

CITY

Final Score 39

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PRINCETON, NEW JERSEY 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discriminati	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	0 0	0 0	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	00	5 0	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	0 6
City Contractor Non-Discrimination Ordinance	11 33
SCORE	14 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.

,	Transgend	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			11	3 3
	SCORE				14 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			0	(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			+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

PRINCETON, NEW JERSEY 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



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 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 municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

Final Score 74 **TOTAL SCORE 70 + 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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PROVIDENCE, RHODE ISLAND 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 5 5 **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
95	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(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				16 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

PROVIDENCE, RHODE ISLAND 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

(10)

12

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 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

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite

restrictive state law

TOTAL SCORE 100 + TOTAL BONUS 4 =

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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PROVINCETOWN, MASSACHUSETTS 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
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	+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			30	3 3
	SCORE				21 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			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				16 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			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

PROVINCETOWN, MASSACHUSETTS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

(10)

12

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 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

5 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 94 + TOTAL BONUS 6 =

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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PROVO, UTAH 1/2

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment Housing Public Accommodations	5 5 0 0		00	5 5 5 5 5
	SCORE			20 o	ut of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 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.

					(6 6)	(6 6)
,	Transgend	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 or	ıt 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 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

PROVO, UTAH 2/2 **2016 MUNICIPAL EQUALITY INDEX SCORECARD**



CITY

HUMAN

RIGHTS

CAMPAIGN

AVAILABLE

10

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.

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

12 out of 22 **SCORE**

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





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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PULLMAN, WASHINGTON 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 **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 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.

					(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 out 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	3 3	00	3 3	3 3
	SCORE				11 out of 16	
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

PULLMAN, 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.

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



TOTAL SCORE 59 + TOTAL BONUS 0 =

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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