

#### **SACRAMENTO, 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	5 5	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 5	5 5
public accommodations.	Public Accommodations	5 5	00	5 5	5 5
	SCORE			<b>30</b> °	ut of 30

## II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	<b>24</b> 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.

					(8)	(6)
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> 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			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **SACRAMENTO, CALIFORNIA 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



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

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

Final Score 100

CITY

**CANNOT EXCEED 100** 

**TOTAL SCORE 93 + TOTAL BONUS 8 =** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

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

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

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### **SAINT CLOUD, MINNESOTA 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	<b>6</b> 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 Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> 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

## SAINT CLOUD, MINNESOTA 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	<b>12</b> out of	22
Reported 2014 Hate Crimes Statistics to the FBI	12	12
LGBTQ Police Liaison or Task Force	0 (	10

## V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

0 out of 8

CITY



**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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### **SAINT CLOUD, MINNESTOA 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	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> out of 24
<b>BONUS</b> 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	actor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

## SAINT CLOUD, MINNESTOA 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



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#### **SAINT PAUL, MINNESOTA 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	33 33
SCORE	<b>24</b> 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.

	managent	der inclusive riealtificate Defielits			( 6 )	( 6 )
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
95	6		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				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### SAINT PAUL, MINNESOTA 2/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



10

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

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 **7** out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

**TOTAL SCORE 99 + TOTAL BONUS 6 =** 

**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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#### **SAINT PAUL, MINNESTOA 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	3 3 3
SCORE	<b>24</b> 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			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	5		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				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### SAINT PAUL, MINNESTOA 2/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



**22** out of 22

10

AVAILABLE

10

AVAILABLE

#### IV. Law Enforcement

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

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

## 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

or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

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

Leadership's Pro-Equality Legislative

SCORE

**7** out of 8

CITY

municipal leaders



**TOTAL SCORE 99 + TOTAL BONUS 6 =** 

Final Score 100

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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## **SALEM, MASSACHUSETTS 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 5 5 **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	11 33
SCORE	<b>20</b> 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
	SCORE				20 -	ut of 24
	SCORE				20 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
<b>)</b>	6		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	30	3 3
	SCORE				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **SALEM, 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

8 out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

**TOTAL SCORE 96 + TOTAL BONUS 4 =** 

Final Score 100

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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## **SALEM, OREGON 1/2**

**30** out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

## II. Municipality as Employer

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

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

## III. Municipal Service

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

	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Conti	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>18</b> 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	red Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>16</b> 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

## SALEM, OREGON 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	<b>22</b> 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 restrictive state law

CITY

0 out of 8

municipal leaders

**TOTAL SCORE 86 + TOTAL BONUS 2 =** 

Final Score 88

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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## **SALINAS, CALIFORNIA 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

**30** out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

## II. Municipality as Employer

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

Non-Discrimination in City Employment	00 66
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	10 33
SCORE	<b>7</b> 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			10	3 3
	SCORE				7 out of	
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBTQ Liaison in the Mayor's Office				0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				<b>6</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### SALINAS, 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	<b>12</b> 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

municipal leaders

CITY

0 out of 8



**TOTAL SCORE 55 + TOTAL BONUS 0 =** 

Final Score 55

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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## **SALT LAKE CITY, UTAH 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

**20** 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 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	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	11 33
SCORE	<b>14</b> 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.

	Iransgen	der-Inclusive Healthcare Benefits			0	6
	City Cont	ractor Non-Discrimination Ordinance			11	3 3
	SCORE				<b>14</b> 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	eed Anti-Bullying School Policies	30	00	00	3 3
	SCORE				<b>13</b> out of 16	
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

## **SALT LAKE CITY, UTAH 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### IV. Law Enforcement

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

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

## 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

CITY

**12** out of 22

8 out of 8

municipal leaders

restrictive state law

**TOTAL SCORE 67 + TOTAL BONUS 2 =** 

Final Score 69

**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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### SAN ANTONIO, TEXAS 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 **20** out of 30 SCORE

## II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	33	3 3
SCORE	18 out o	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.

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

#### SAN ANTONIO, TEXAS 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

**SCORE 22** 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

8 out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

Final Score 95

**CANNOT EXCEED 100** 

**TOTAL SCORE 79 + TOTAL BONUS 16 =** 

PTS FOR SEXUAL ORIENTATION

PTS FOR GENDER IDENTITY



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

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#### **SAN BERNARDINO, CALIFORNIA 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	0 0	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	00	00	5 5
public accommodations.	Public Accommodations	5 5	00	00	5 5
	SCORE			<b>30</b> °	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	<b>6</b> 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 o	ut of 24	
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		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	00	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

### SAN BERNARDINO, 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 LGBTO community in a thoughtful and respectful way.

SCORE	<b>12</b> 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



**TOTAL SCORE 59 + TOTAL BONUS 2 =** 

Final Score 6

**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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#### **SAN DIEGO, 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 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	<b>24</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2 +2

## III. Municipal Service

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

	Transgend	der inclusive riealtificate Defients			(6)	( 6 )
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
95	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			(5)	(5)
	LGBTQ Li	aison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>16</b> 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			+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

## SAN DIEGO, CALIFORNIA 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 10 =** 

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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## **SAN FRANCISCO, 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 0	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	50	5 5	5 5	5 5
public accommodations.	Public Accommodations	50	5 5	5 5	5 5
	SCORE			<b>30</b> °	ut of 30

## II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	33 33
SCORE	<b>24</b> 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 Contr	actor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
25	6		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				<b>16</b> 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			+2	+2

#### SAN FRANCISCO, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



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

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

SCORE

**BONUS** Openly LGBTQ elected or appointed

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

Leadership's Pro-Equality Legislative or Policy Efforts

municipal leaders

CITY



**TOTAL SCORE 100 + TOTAL BONUS 16 =** 

Final Score 116

**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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## SAN JOSE, CALIFORNIA 1/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

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

## II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	<b>24</b> 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.

	managent	der inclusive riealtificate Defielits			( 6 )	( 6 )
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
25	6		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				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### SAN JOSE, 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 Reported 2014 Hate Crimes Statistics

to the FBI

(10) 10 12

**SCORE 22** out of 22

## V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

CITY

**TOTAL SCORE 100 + TOTAL BONUS 4 =** 

Final Score 104

**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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#### **SANDY SPRINGS, GEORGIA 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 **5** 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 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	10 33
SCORE	<b>7</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

## III. Municipal Service

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

	a.iogoiii				(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			10	3 3
	SCORE				<b>7</b> o	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	00	33	00	3 3
	SCORE				<b>6</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **SANDY SPRINGS, GEORGIA 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.

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

### V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBTQ elected or appointed

**BONUS** Cities are pro-equality despite

4 out of 8

CITY

municipal leaders

restrictive state law

AVAILABLE

**TOTAL SCORE 22 + TOTAL BONUS 0 =** 

Final Score 22

**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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## **SANTA ANA, 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 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> 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.

5,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		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	00	00	00	3 3
	SCORE				<b>11</b> 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

#### SANTA ANA, CALIFORNIA 2/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



**12** out of 22

AVAILABLE

AVAILABLE

#### IV. Law Enforcement

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

SCORE	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	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

4 out of 8

CITY



**TOTAL SCORE 63 + TOTAL BONUS 0 =** 

Final Score 63

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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#### **SANTA CLARITA, 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 0 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> 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 Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> 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	red Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### SANTA CLARITA, 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	<b>12</b> 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 65 + TOTAL BONUS 0 =** 

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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#### SANTA FE, NEW MEXICO 1/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

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

## II. Municipality as Employer

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

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

## III. Municipal Service

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

	Transgeno	der-Inclusive Healthcare Benefits			0	(6)
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>18</b> 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	30	00	00	3 3
	SCORE				<b>3</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### SANTA FE, NEW MEXICO 2/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

10

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 10** 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

8 out of 8

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

CITY



**TOTAL SCORE 69 + TOTAL BONUS 6 =** 

Final Score 75

**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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#### **SANTA MONICA, CALIFORNIA 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	00	5 0	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	0 0	5 0	5 5
public accommodations.	Public Accommodations	5 5	00	50	5 5
	SCORE			<b>30</b> o	ut of 30

## II. Municipality as Employer

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

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

### III. Municipal Service

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

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

#### SANTA MONICA, 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 LGBTO community in a thoughtful and respectful way.

SCORE	<b>17</b> 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

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

SCORE **BONUS** Openly LGBTQ elected or appointed

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

Leadership's Pro-Equality Legislative or Policy Efforts

CITY





Final Score 64

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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#### SANTA ROSA, 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 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	6 6
City Contractor Non-Discrimination Ordinance	11 33
SCORE	<b>20</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2 +2

## III. Municipal Service

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

	Transgend	der-Inclusive Healthcare Benefits			<b>6</b>	6
	City Contr	ractor Non-Discrimination Ordinance			11	3 3
	SCORE				<b>20</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	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				<b>11</b> 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

#### SANTA ROSA, CALIFORNIA 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 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

8 out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

**TOTAL SCORE 81 + TOTAL BONUS 6 =** 

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

Final Score 87

**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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## **SAVANNAH, GEORGIA 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 00 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
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	3 3	3
SCORE	<b>18</b> out of 2	24
BONUS Municipality is a Welcoming Place to Work	+0	+2

## III. Municipal Service

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

	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>18</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			0	5
	LGBTQ Li	aison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				<b>6</b> 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

#### **SAVANNAH, GEORGIA**



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	<b>10</b> ou	t of 22
Reported 2014 Hate Crimes Statistics to the FBI	0	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 restrictive state law

8 out of 8

CITY

municipal leaders

**TOTAL SCORE 42 + TOTAL BONUS 2 =** 

Final Score 44

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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#### **SCARBOROUGH, MAINE 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 **30** out of 30 SCORE

## II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> 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 Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>6</b> 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			+2	+2

## **SCARBOROUGH, MAINE 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### IV. Law Enforcement

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

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

## V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Cities are pro-equality despite

0 out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

restrictive state law

CITY

**TOTAL SCORE 60 + TOTAL BONUS 6 =** 

Final Score 66

**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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### **SCOTTSDALE, ARIZONA 1/2**

STATE

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

CITY

00

CITY

**0** out of 30

AVAILABLE

hrc.org/mei

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.

Lavvo
Employment
Housing
Public Accommodations

Employment	
Housing	
Public Accommodations	
Public Accommodations	

commodations	00	

# II. Municipality as Employer

SCORE

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	<b>12</b> 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 Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		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				<b>13</b> or	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			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+2	+2

#### **SCOTTSDALE, ARIZONA 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	<b>22</b> 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

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

Leadership's Pro-Equality Legislative or Policy Efforts

6 out of 8

CITY

**BONUS** Openly LGBTQ elected or appointed municipal leaders

**TOTAL SCORE 53 + TOTAL BONUS 12 =** 

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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## **SEATTLE, WASHINGTON 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 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	3 3
SCORE	<b>24</b> 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 Cont	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> 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				<b>16</b> 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			+2	+2

#### **SEATTLE, WASHINGTON 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



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.

LGBTO Police Liaison or Task Force	
20210100200001011000100	(10)
Reported 2014 Hate Crimes Statistics	
to the FBI	(12)

**SCORE 22** out of 22

### V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBTQ elected or appointed

municipal leaders **BONUS** Cities are pro-equality despite

8 out of 8

restrictive state law

CITY



**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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## **SHERIDAN, WYOMING 1/2**

STATE

2016 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

CITY

00

CITY

AVAILABLE

AVAILABLE

hrc.org/mei

# I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

T ubile / tecommodations	
SCORE	

CORE	<b>0</b> out of 30

## II. Municipality as Employer

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

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

## 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 Inon-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	aison 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

#### SHERIDAN, WYOMING 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	<b>0</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	0 12
LGBTQ Police Liaison or Task Force	<b>0</b> (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

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

**TOTAL SCORE 0 + TOTAL BONUS 0 =** 

0 out of 8

CITY

municipal leaders





**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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#### **SHREVEPORT, LOUISIANA 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	00	0 0	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 5	5 5
	SCORE			<b>30</b> °	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	3 3 3 3
SCORE	<b>18</b> 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 Inon-discrimination Ordinance			3 3	3 3
	SCORE				<b>18</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				<b>5</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### SHREVEPORT, LOUISIANA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

#### IV. Law Enforcement

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

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

### V. Relationship with the LGBTO Community

**SCORE** 

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

CITY



**TOTAL SCORE 61 + TOTAL BONUS 2 =** 

Final Score 63

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



+ PTS FOR GENDER IDENTITY



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

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### **SIGNAL HILL, CALIFORNIA 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

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

## II. Municipality as Employer

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

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

### III. Municipal Service

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

	Transgend	der inclusive riealtificate Defients			(6)	( 6 )
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
25	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			(5)	(5)
	LGBTQ Li	aison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>16</b> or	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

#### SIGNAL HILL, CALIFORNIA 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 10

AVAILABLE

AVAILABLE

**10** 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

**2** out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

CITY

**TOTAL SCORE 82 + TOTAL BONUS 14 =** 

Final Score 96

**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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## **SIOUX CITY, IOWA 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 6	6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	3 3	3
SCORE	<b>18</b> out of 2	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)
5,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>18</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> 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			+2	+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

## SIOUX CITY, IOWA 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.

SCORE	<b>12</b> 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

CITY

restrictive state law



Final Score 81 **TOTAL SCORE 75 + TOTAL BONUS 6 =** 

**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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#### **SIOUX FALLS, 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	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> 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 Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				<b>5</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

## SIOUX FALLS, 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.

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics

**SCORE** 

10 12

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

5 out of 8

CITY

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

**TOTAL SCORE 34 + TOTAL BONUS 6 =** 

Final Score 40

**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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## SITKA, ALASKA 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.

Employment	
Housing	
Public Accommodations	

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	00 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> 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	actor 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	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

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



0 out of 22

AVAILABLE

AVAILABLE

#### IV. Law Enforcement

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

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

## V. Relationship with the LGBTO Community

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



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

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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public accommodations.

## **SMYRNA, DELAWARE 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

00

00

CITY

AVAILABLE

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY 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

**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	<b>0</b> 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
99	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				<b>6</b> 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

## **SMYRNA, DELAWARE 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	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 12
LGBTQ Police Liaison or Task Force	0 (10)

### V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Cities are pro-equality despite

0 out of 8

CITY

**BONUS** Openly LGBTQ elected or appointed municipal leaders

restrictive state law

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

Final Score 48

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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#### **SOUTH BEND, INDIANA 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	0 0	0 0	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 5	5 5
	SCORE			<b>30</b> °	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	<b>14</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

## III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			11	3 3
	SCORE				<b>14</b> 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	00	3 3	3 3
	SCORE				<b>11</b> 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

#### **SOUTH BEND, INDIANA 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 LGBTO community in a thoughtful and respectful way.

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

## V. Relationship with the LGBTO Community

**SCORE** 

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed

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

**7** out of 8

CITY



**TOTAL SCORE 74 + TOTAL BONUS 4 =** 

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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## **SOUTH BURLINGTON, VERMONT 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	00	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	00	00	5 5
public accommodations.	Public Accommodations	5 5	00	00	5 5
	SCORE			<b>30</b> °	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	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

## III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>6</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **SOUTH BURLINGTON, VERMONT 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

10

CITY

CITY

#### IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

**SCORE 12** out of 22

## V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

AVAILABLE

1 out of 8

**TOTAL SCORE 61 + TOTAL BONUS 0 =** 

Final Score 6

**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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#### **SOUTH PORTLAND, MAINE 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 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	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

### III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	6		STATE	COUNTY	CITY	AVAILABLE
	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	3 3	3 3
	SCORE				<b>6</b> 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

#### **SOUTH PORTLAND, MAINE 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	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	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 60 + TOTAL BONUS 0 =** 

Final Score 60

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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

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#### **SOUTHAVEN, MISSISSIPPI 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

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

## II. Municipality as Employer

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

Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> 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.

	Ü				(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
<b>e</b> s	3		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

#### **SOUTHAVEN, MISSISSIPPI 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

CITY

#### IV. Law Enforcement

thoughtful and respectful way.

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

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

## V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

CITY

AVAILABLE

0 out of 8

**TOTAL SCORE 0 + TOTAL BONUS 0 =** 

Final Score 0

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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## **SPARKS, NEVADA 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 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	60 66
Transgender-Inclusive Healthcare Benefits	(o) (6)
City Contractor Non-Discrimination Ordinance	30 33
SCORE	<b>9</b> 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			30	3 3
	SCORE				<b>9</b> out 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				<b>6</b> out of 16	
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **SPARKS, NEVADA 2/2 2016 MUNICIPAL EQUALITY INDEX SCORECARD**

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

CITY

CITY

#### IV. Law Enforcement

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

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

## V. Relationship with the LGBTO Community

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

0 out of 8

**TOTAL SCORE 45 + TOTAL BONUS 0 =** 

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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#### **SPEARFISH, 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	6 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> 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 )
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> 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				<b>3</b> 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

## SPEARFISH, 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.

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

## 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

**12** out of 22

0 out of 8

municipal leaders

**TOTAL SCORE 21 + TOTAL BONUS 0 =** 

Final Score 21

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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### **SPOKANE, WASHINGTON 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	00	5 5	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 5	5 5
public accommodations.	Public Accommodations	5 5	00	5 5	5 5
	SCORE			<b>30</b> o	ut of 30

## II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	10 33
SCORE	<b>13</b> 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			10	3 3
	SCORE				<b>13</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			(0)	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **SPOKANE, 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	<b>22</b> 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 municipal leaders

**TOTAL SCORE 76 + TOTAL BONUS 0 =** 

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

CITY

Final Score 76

**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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### **SPRINGDALE, ARKANSAS 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

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

## II. Municipality as Employer

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

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

### III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>0</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
98	6		STATE	COUNTY	CITY	AVAILABLE
	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				<b>6</b> 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

#### **SPRINGDALE, ARKANSAS 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

CITY

CITY

#### IV. Law Enforcement

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

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

## V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBTQ elected or appointed municipal leaders **BONUS** Cities are pro-equality despite restrictive state law

0 out of 8



**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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## **SPRINGFIELD, ILLINOIS 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 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	0 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	<b>9</b> 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				(0)	(6)
	City Contr	actor Non-Discrimination Ordinance			30	3 3
	SCORE				9 0	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	00	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

## **SPRINGFIELD, ILLINOIS 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	<b>12</b> 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 1 out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

CITY

**TOTAL SCORE 63 + TOTAL BONUS 2 =** 

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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## **SPRINGFIELD, MASSACHUSETTS 1/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	00	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	00	00	5 5
public accommodations.	Public Accommodations	5 5	00	00	5 5
	SCORE			<b>30</b> °	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	60 66
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> 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				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
<b>3</b> 5	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	00	3 3
	SCORE				<b>6</b> 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

### **SPRINGFIELD, MASSACHUSETTS 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



**12** out of 22

AVAILABLE

AVAILABLE

CITY

CITY

#### IV. Law Enforcement

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

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

## V. Relationship with the LGBTO Community

**SCORE** 

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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



**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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## **SPRINGFIELD, MISSOURI 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	<b>0</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

### III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Cont	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	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	00	00	00	3 3
	SCORE				<b>5</b> 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

### SPRINGFIELD, MISSOURI 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	

## V. Relationship with the LGBTO Community

**SCORE** 

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

CITY

4 out of 8



**TOTAL SCORE 21 + TOTAL BONUS 2 =** 

Final Score 23

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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# ST. CHARLES, MISSOURI 1/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

**15** out of 30

AVAILABLE

hrc.org/mei

CITY

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

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	60 66
City Contractor Non-Discrimination Ordinance	0 0 6
SCORE	<b>6</b> 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			(0)	(6)
	City Conti	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				<b>5</b> 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

#### ST. CHARLES, MISSOURI 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		
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

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

0 out of 8

CITY



**TOTAL SCORE 38 + TOTAL BONUS 0 =** 

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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# ST. LOUIS, MISSOURI 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

**30** out of 30

AVAILABLE

hrc.org/mei

CITY

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 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	6666
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	33 33
SCORE	<b>24</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

### III. Municipal Service

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

,	Transgeno	der-Inclusive Healthcare Benefits			<b>6</b>	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>24</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	5		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	00	00	30	3 3
	SCORE				<b>13</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

### ST. LOUIS, MISSOURI 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 97 + TOTAL BONUS 14 =** 

Final Score 100

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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#### ST. PETERSBURG, FLORIDA 1/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 50 **27** 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	00 33
SCORE	<b>18</b> 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.

	J				6	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>18</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				<b>11</b> 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

#### ST. PETERSBURG, FLORIDA 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 86 + 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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### **STAMFORD, CONNECTICUT 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	00	00	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	5 5	00	00	5 5
	Public Accommodations	5 5	00	00	5 5
	SCORE			<b>30</b> °	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	3 3 3 3
SCORE	<b>24</b> 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				<b>24</b> 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	red Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				<b>16</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

#### **STAMFORD, CONNECTICUT 2/2**

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

(10

#### IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force Reported 2014 Hate Crimes Statistics

**SCORE 22** out of 22

## V. Relationship with the LGBTO Community

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

**BONUS** Cities are pro-equality despite

CITY

**BONUS** Openly LGBTQ elected or appointed municipal leaders

restrictive state law

**TOTAL SCORE 98 + 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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### STARKVILLE, MISSISSIPPI 1/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

hrc.org/mei

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

## II. Municipality as Employer

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

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

### III. Municipal Service

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

	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
35	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	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

#### STARKVILLE, MISSISSIPPI 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	<b>0</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	0 (12)
LGBTQ Police Liaison or Task Force	0 10

## V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **2** out of 8

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

CITY

Final Score 2 **TOTAL SCORE 2 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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#### **STATE COLLEGE, 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	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

### III. Municipal Service

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

	a.iogo.ii				(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> 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	30	00	33	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

#### STATE COLLEGE, PENNSYLVANIA 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

to the FBI

**SCORE 12** out of 22

## V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

**BONUS** Openly LGBTQ elected or appointed municipal leaders

**BONUS** Cities are pro-equality despite

5 out of 8

restrictive state law

**TOTAL SCORE 70 + TOTAL BONUS 2 =** 



Final Score 72

**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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## STERLING HEIGHTS, MICHIGAN 1/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

4 out of 30

AVAILABLE

hrc.org/mei

CITY

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

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	<b>0</b> 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)
	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	3 3	00	3 3
	SCORE				<b>6</b> 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

### STERLING HEIGHTS, MICHIGAN 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	(10
Reported 2014 Hate Crimes Statistics to the FBI	12	$\sim$

## V. Relationship with the LGBTO Community

**SCORE** 

SCORE

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

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

or Policy Efforts

**BONUS** Openly LGBTQ elected or appointed municipal leaders

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

CITY

6 out of 8



**TOTAL SCORE 28 + TOTAL BONUS 0 =** 

Final Score 28

**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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#### STILLWATER, OKLAHOMA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

## II. Municipality as Employer

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

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

### III. Municipal Service

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

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

### STILLWATER, OKLAHOMA 2/2

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### IV. Law Enforcement

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

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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### STOCKTON, 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	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> 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.

	Ü				(0)	(6)
	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				<b>12</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
25	6		STATE	COUNTY	CITY	AVAILABLE
	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	3 3	3 3
	SCORE				<b>6</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

### STOCKTON, 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	<b>22</b> 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

0 out of 8

municipal leaders

restrictive state law



Final Score 70 **TOTAL SCORE 70 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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## STORRS (MANSFIELD), CONNECTICUT 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

**30** out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

## II. Municipality as Employer

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

Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> 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				<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	iaison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>6</b> 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

### STORRS (MANSFIELD), CONNECTICUT 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

#### IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force	0	(1
Reported 2014 Hate Crimes Statistics to the FBI	12	(

## 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

SCORE **BONUS** Openly LGBTQ elected or appointed

municipal leaders

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

CITY

**12** out of 22

0 out of 8

AVAILABLE



**TOTAL SCORE 54 + TOTAL BONUS 0 =** 

Final Score 54

**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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#### **SUNNYVALE, CALIFORNIA 1/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 

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 **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	10	3 3
SCORE	<b>19</b> 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			10	3 3
	SCORE				<b>19</b> o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
25	<u> </u>		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBTQ Li	aison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				<b>6</b> 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

## **SUNNYVALE, 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	<b>12</b> out of 22
Reported 2014 Hate Crimes Statistics to the FBI	12 12
LGBTQ Police Liaison or Task Force	<b>0</b> (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

0 out of 8

restrictive state law



**TOTAL SCORE 67 + TOTAL BONUS 0 =** 

Final Score 67

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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## **SYRACUSE, NEW YORK 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	0 6
City Contractor Non-Discrimination Ordinance	33 33
SCORE	<b>18</b> 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.

	Transgen	der inclusive riealineare Denents			( 0 )	( 6 )
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				<b>18</b> out 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	3 3	00	3 3	3 3
	SCORE				<b>16</b> 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			+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			+2	+2

#### **SYRACUSE, NEW YORK 2/2**

**2016 MUNICIPAL EQUALITY INDEX SCORECARD** 



**10** 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	0	$\sim$

## 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

SCORE

**BONUS** Cities are pro-equality despite

8 out of 8

CITY

**BONUS** Openly LGBTQ elected or appointed municipal leaders

restrictive state law

**TOTAL SCORE 82 + TOTAL BONUS 12 =** 

Final Score 94

**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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