

TACOMA, 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			30 o	ut of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

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

TACOMA, WASHINGTON 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 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

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



TOTAL SCORE 85 + TOTAL BONUS 4 =

Final Score 89

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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TALLAHASEE, FLORIDA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **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	1 3 3
SCORE	14 out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

III. Municipal Service

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

						(6)
	City Contr	ractor Non-Discrimination Ordinance			11	3 3
	SCORE				14 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				16 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

TALLAHASEE, FLORIDA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



(10)

12

CITY

AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics

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

6 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 88 + TOTAL BONUS 4 =

BONUS Cities are pro-equality despite restrictive state law

Final Score 92

CANNOT EXCEED 100



PTS FOR GENDER IDENTITY



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TAMPA, FLORIDA 1/2

CITY

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
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	12 out of 24
BONUS Municipality is a Welcoming Place to Work	+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,	Transgend	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 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)
	LGBTO Li	iaison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				16 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+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

TAMPA, FLORIDA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



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

to the FBI

10 10

10 out of 22

AVAILABLE

V. Relationship with the LGBTO Community

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

8 out of 8

AVAILABLE



TOTAL SCORE 76 + TOTAL BONUS 10 =

Final Score 86

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TEMPE, ARIZONA 1/2

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 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	3 3
SCORE	18 out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

III. Municipal Service

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

s,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	iaison in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				13 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+2	+2
	BONUS	City provides services to LGBTQ youth			+2	+2
	BONUS	City provides services to LGBTQ homeless			+2	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2
	BONUS	City provides services to the transgender community			+0	+2

TEMPE, ARIZONA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



22 out of 22

AVAILABLE

10

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

(10) Reported 2014 Hate Crimes Statistics 12 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

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 91 + TOTAL BONUS 12 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TERRE HAUTE, INDIANA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	Transgend	der inclusive riealtificate Defierts			(0)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				0 0	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	8		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				5 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

TERRE HAUTE, INDIANA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

or Policy Efforts

SCORE

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

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

0 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

TOTAL SCORE 35 + TOTAL BONUS 0 =

Final Score 35

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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THOUSAND OAKS, 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	60 66
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	12 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

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

THOUSAND OAKS, CALIFORNIA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBTQ elected or appointed

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders

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.

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TOLEDO, OHIO 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

	Non-Discr	rimination in City Employment			6 6	6 6
5,	Transgeno	der-Inclusive Healthcare Benefits			0	6
	City Contr	actor Non-Discrimination Ordinance			00	3 3
	SCORE				12 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	8		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBTQ Li	aison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				13 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

TOLEDO, OHIO 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

SCORE

Reported 2014 Hate Crimes Statistics

22 out of 22

V. Relationship with the LGBTO Community

to the FBI

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 85 + TOTAL BONUS 4 =

BONUS Cities are pro-equality despite restrictive state law

CITY

Final Score 89

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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TOPEKA, KANSAS 1/2

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Municipality as Employer

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

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

III. Municipal Service

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

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

TOPEKA, KANSAS 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

CITY

IV. Law Enforcement

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

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

SCORE 0 out of 22

V. Relationship with the LGBTO Community

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 5 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

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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TORRANCE, 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	60 66
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	12 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

	aogo				(6)	(6)
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				12 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	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				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+2
	BONUS	City provides services to LGBTQ youth			+0	+2
	BONUS	City provides services to LGBTQ homeless			+0	+2
	BONUS	City provides services to LGBTQ elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
	BONUS	City provides services to the transgender community			+0	+2

TORRANCE, 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	12 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

0 out of 8

CITY



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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TOWSON,* MARYLAND 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY 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 **30** out of 30 SCORE

II. Municipality as En	nployer	COUNTY	AVAILABLE
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 3 0	6 6 3 3
	SCORE	2	1 out of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

				(3)	33
	SCORE				21 out of 24
	BONUS	Municipality is a Welcoming Place to Work		+0	+2
III. Municipal Service	S		STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBTQ constituents are included	Human R	tights Commission		(5)	(5)
in city services and programs.	LGBTQ L	iaison in the Mayor's Office		(5)	5
	Enumera	ted Anti-Bullying School Policies	3 3	33	3 3
	SCORE				16 out of 16
	BONUS	Enforcement mechanism in Human Rights Commission		+2	+3
	BONUS	City provides services to LGBTQ youth		+0	+2
	BONUS	City provides services to LGBTQ homeless		+0	+2
	BONUS	City provides services to LGBTQ elderly		+0	+2
	BONUS	City provides services to people living with HIV/AIDS		+2	+2

BONUS City provides services to the

transgender community

TOWSON,* MARYLAND 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



22 out of 22

AVAILABLE

COUNTY

IV. Law Enforcement

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

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

V. Relationship with	the LGBTQ Community	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBTQ	Leadership's Public Position on LGBTQ Equality	0	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	1	3
	SCORE		1 out of 8
	BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite	+0	+4

restrictive state law

SCORE

1	TOTAL SCORE 94 + TOTAL BONUS 4 =	Fi	ina	Scor	е	94	ŀ

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

hrc.org/mei





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

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TRAVERSE CITY, MICHIGAN 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 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	5 0	0 0	5 5	5 5
public accommodations.	Public Accommodations	50	00	5 5	5 5
	SCORE			30 °	ut of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

,	Transgen	der-Inclusive Healthcare Benefits			0	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				18 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	(5)
	LGBTQ L	aison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				11 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+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

TRAVERSE CITY, MICHIGAN 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

CITY

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

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

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

SCORE

BONUS Openly LGBTQ elected or appointed municipal leaders

TOTAL SCORE 73 + TOTAL BONUS 2 =

BONUS Cities are pro-equality despite restrictive state law

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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TRENTON, NEW JERSEY 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	12 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

,	Iransgen	der-Inclusive Healthcare Benefits			(0)	6
	City Contr	ractor Non-Discrimination Ordinance			3 3	3 3
	SCORE				12 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBTQ L	iaison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				11 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

TRENTON, NEW JERSEY 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Cities are pro-equality despite

0 out of 8

CITY

BONUS Openly LGBTQ elected or appointed municipal leaders

restrictive state law



TOTAL SCORE 65 + TOTAL BONUS 4 =

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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TUCSON, ARIZONA 1/2

AVAILABLE

hrc.org/mei

2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 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	3 3 3 3
SCORE	18 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

	· ·				(0)	(6)	
	City Contr	actor Non-Discrimination Ordinance			3 3	3 3	
	SCORE				18 o	ut of 24	
	BONUS	Municipality is a Welcoming Place to Work			+0	+2	
es	8		STATE	COUNTY	CITY	AVAILABLE	
	Human Ri	ghts Commission			(5)	(5)	
	LGBTQ Li	aison in the Mayor's Office			5	5	
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3	
	SCORE				16 out 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	

TUCSON, ARIZONA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

CITY

(10)

12

CITY

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force

Reported 2014 Hate Crimes Statistics to the FBI

SCORE 22 out of 22

V. Relationship with the LGBTO Community

SCORE

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

Leadership's Public Position on LGBTQ Equality

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

BONUS Openly LGBTQ elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 94 + TOTAL BONUS 12 =

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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TULSA, OKLAHOMA 1/2

10 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 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 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	6 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

					0	6
	City Contr	ractor Non-Discrimination Ordinance			00	3 3
	SCORE				6 out of 24	
	BONUS	Municipality is a Welcoming Place to Work			+0	+2
es	6		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	(5)
	LGBTQ L	iaison in the Mayor's Office			(0)	5
	Enumerat	red Anti-Bullying School Policies	00	00	30	3 3
	SCORE				8 out 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

TULSA, OKLAHOMA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



12 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.

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

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative or Policy Efforts

8 out of 8

CITY

BONUS Openly LGBTQ elected or appointed municipal leaders



AVAILABLE

TOTAL SCORE 44 + TOTAL BONUS 2 =

Final Score 46

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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TUSCALOOSA, ALABAMA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

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

II. Municipality as Employer

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

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

III. Municipal Service

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

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

TUSCALOOSA, ALABAMA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

CITY

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBTQ Police Liaison or Task Force 10 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 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

TOTAL SCORE 6 + 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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