

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 23 + TOTAL BONUS 2 =

Final Score 25

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>22</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	4 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	8 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 16 + TOTAL BONUS 0 = Final Score 16  
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	55	00	00	55
Housing	55	00	00	55
Public Accommodations	55	00	00	55
SCORE	30 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	5
LGBTQ Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	33	00	33	33
SCORE	6 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

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
SCORE	4 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 68 + TOTAL BONUS 2 =

Final Score 70

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	0 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div></div><div>0</div></div>	<div><div></div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div></div><div>0</div></div>	<div><div></div><div>12</div></div>
SCORE	0 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 0 + TOTAL BONUS 0 =

Final Score 0

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>6</div><div></div></div>	<div><div>6</div><div></div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
LGBTQ Liaison in the Mayor's Office			<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ youth			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ homeless			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ elderly			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to the transgender community			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>0</div><div></div></div>	<div><div>3</div><div></div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div></div></div>	<div><div>+4</div><div></div></div>

TOTAL SCORE 65 + TOTAL BONUS 4 = Final Score 69

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div>+0</div></div>	<div><div>+4</div><div>+4</div></div>

TOTAL SCORE 65 + TOTAL BONUS 2 = Final Score 67

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>60</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 18 + TOTAL BONUS 0 =

Final Score 18

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	55	00	00	55
Housing	55	00	00	55
Public Accommodations	55	00	00	55
SCORE	30 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	5
LGBTQ Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	33	00	33	33
SCORE	6 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

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 42 + TOTAL BONUS 0 =

Final Score 42

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 12 + TOTAL BONUS 0 =

Final Score 12

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
LGBTQ Liaison in the Mayor's Office			<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ youth			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ homeless			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ elderly			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to the transgender community			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div>10</div><div></div></div>	<div><div>10</div><div></div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div>12</div><div></div></div>	<div><div>12</div><div></div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>3</div><div></div></div>	<div><div>3</div><div></div></div>
SCORE	8 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div></div></div>	<div><div>+4</div><div></div></div>

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

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	20 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
LGBTQ Liaison in the Mayor's Office			<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	3 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ youth			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ homeless			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBTQ elderly			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to the transgender community			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>0</div><div></div></div>	<div><div>3</div><div></div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div></div></div>	<div><div>+4</div><div></div></div>

TOTAL SCORE 35 + TOTAL BONUS 0 =

Final Score 35

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>50</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>50</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	10 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>6</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	10 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>4</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>2</div></div>	<div><div></div><div>3</div></div>
SCORE	6 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 66 + TOTAL BONUS 2 =

Final Score 68

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	55	55	00	55
Housing	55	55	00	55
Public Accommodations	00	00	00	55
SCORE	20 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	5
LGBTQ Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	30	00	00	33
SCORE	3 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

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 35 + TOTAL BONUS 0 =

Final Score 35

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>2</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	3 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 26 + TOTAL BONUS 2 =

Final Score 28

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div>10</div><div>10</div></div>	<div><div>10</div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>1</div><div>1</div></div>	<div><div>5</div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>1</div><div>1</div></div>	<div><div>3</div><div>3</div></div>
SCORE	2 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div>+0</div></div>	<div><div>+4</div><div>+4</div></div>

TOTAL SCORE 82 + TOTAL BONUS 4 = Final Score 86

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>3</div></div>	<div><div></div><div>3</div></div>
SCORE	8 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 38 + TOTAL BONUS 0 =

Final Score 38

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>60</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>30</div></div>	<div><div></div><div>33</div></div>
SCORE	3 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 21 + TOTAL BONUS 0 =

Final Score 21

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>30</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	8 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>3</div></div>	<div><div></div><div>3</div></div>
SCORE	8 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 58 + TOTAL BONUS 4 = Final Score 62  
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	55	00	00	55
Housing	55	00	00	55
Public Accommodations	55	00	00	55
SCORE	30 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			5	5
LGBTQ Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	33	00	00	33
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+0	+2
BONUS City provides services to LGBTQ youth			+0	+2
BONUS City provides services to LGBTQ homeless			+0	+2
BONUS City provides services to LGBTQ elderly			+0	+2
BONUS City provides services to people living with HIV/AIDS			+0	+2
BONUS City provides services to the transgender community			+0	+2

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 59 + TOTAL BONUS 0 =

Final Score 59

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>2</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	3 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 21 + TOTAL BONUS 0 =

Final Score 21

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	00	55	00	55
Housing	00	55	00	55
Public Accommodations	00	55	00	55
SCORE	30 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	33	33
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	+2	+2

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			5	5
LGBTQ Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	00	33	00	33
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			+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

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 89 + TOTAL BONUS 12 = Final Score 100  
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	0 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div>+0</div></div>	<div><div>+4</div><div>+4</div></div>

TOTAL SCORE 48 + TOTAL BONUS 0 = Final Score 48

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>60</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div></div><div>3</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	4 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+4</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 38 + TOTAL BONUS 6 =

Final Score 44

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
LGBTQ Liaison in the Mayor's Office			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ youth			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ homeless			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBTQ elderly			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to the transgender community			<div><div>+0</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div>10</div><div>10</div></div>	<div><div>10</div><div>10</div></div>
Reported 2014 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	22 out of 22	

V. Relationship with the LGBTQ Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>3</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>1</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	4 out of 8	
BONUS Openly LGBTQ elected or appointed municipal leaders	<div><div>+0</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div>+4</div></div>	<div><div>+4</div><div>+4</div></div>

TOTAL SCORE 90 + TOTAL BONUS 12 = Final Score 100  
CANNOT EXCEED 100