I. Non-Discrimination Laws

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

Employment
Housing
Public Accommodations

SCORE 30 out of 30

II. Municipality as Employer

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

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

SCORE 21 out of 24

BONUS Inclusive Workplace

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 5
LGBTQ Liaison in City Executive’s Office 0 5 0
Enumerated Anti-Bullying School Policies 3 3 0

SCORE 11 out of 16

BONUS Enforcement Mechanism in Human Rights Commission
BONUS City Provides Services to LGBTQ Youth
BONUS City Provides Services to LGBTQ Homeless
BONUS City Provides Services to LGBTQ Elders
BONUS City Provides Services to people Living with HIV/AIDS
BONUS City Provides Services to the Transgender Community

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 2015 Hate Crimes Statistics to the FBI

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.

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

SCORE 0 out of 8

BONUS Openly LGBTQ Elected or Appointed Municipal Leaders
BONUS City Tests the Limits of Restrictive State Law

TOTAL SCORE 74 + TOTAL BONUS 2 = Final Score 76

CANNOT EXCEED 100

For more information about city selection, criteria or the MEI Scoring System, please visit hrc.org/MEI.

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city’s scorecard, please email me@hrc.org.

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