

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	0/0	5/5	5/5	5/5
Housing	0/0	5/5	5/5	5/5
Public Accommodations	0/0	5/5	5/5	5/5
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	6/6	6/6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	0/0	3/3
SCORE	12 out of 24	
BONUS Inclusive Workplace	+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		0	5	5
LGBTQ Liaison in City Executive's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	3/3	0/0	3/3
SCORE	16 out of 16			
BONUS Enforcement Mechanism in Human Rights Commission		+0	+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 Elders			+0	+2
BONUS City Provides Services to people Living with HIV/AIDS			+2	+2
BONUS City Provides Services to the Transgender Community			+2	+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 2015 Hate Crimes Statistics to the FBI	0	12
SCORE	10 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	+0	+2
BONUS City Tests Limits of Restrictive State Law	+0	+4

TOTAL SCORE 76 + TOTAL BONUS 10 = Final Score 86
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. 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 mei@hrc.org.