### 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.

<table>
<thead>
<tr>
<th></th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Housing</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**

0 out of 30

**BONUS**

- Single-Occupancy All-Gender Facilities: +2
- Protects Youth from Conversion Therapy: +2

### II. Municipality as Employer

By offering equivalent benefits and protections to LGBTIQ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTIQ employees equally.

<table>
<thead>
<tr>
<th></th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Discrimination in City Employment</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Inclusive Workplace</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

**SCORE**

15 out of 28

**BONUS**

- City Employee Domestic Partner Benefits: +1

### III. Municipal Services

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

<table>
<thead>
<tr>
<th>Service</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Commission</td>
<td>0</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>LGBTQ Liaison in City Executive’s Office</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

**SCORE**

12 out of 12

**BONUS**

- Youth Bullying Prevention Policy for City Services: +1
- City Provides Services to LGBTIQ Youth: +2
- City Provides Services to LGBTIQ Homeless: +2
- City Provides Services to LGBTIQ Elders: +2
- City Provides Services to the Transgender Community: +1

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**IV. Law Enforcement**

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

**SCORE**

10 out of 22

**BONUS**

- LGBTQ Police Liaison or Task Force
- Reported 2016 Hate Crimes Statistics to the FBI

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**V. Leadership on LGBTIQ Equality**

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

<table>
<thead>
<tr>
<th></th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership’s Public Position on LGBTIQ Equality</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

**SCORE**

7 out of 8

**BONUS**

- Openly LGBTIQ Elected or Appointed Municipal Leaders: +2
- City Tests Limits of Restrictive State Law: +3

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**TOTAL SCORE 44 + TOTAL BONUS 4 = Final Score 48**

CANNOT EXCEED 100

**PTS FOR SEXUAL ORIENTATION**

**PTS FOR GENDER IDENTITY**

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

**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 msf@hrc.org.

hrc.org/mei