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

BONUS Single-Occupancy All-Gender Facilities +0 +0 +0 +2

BONUS Protects Youth from Conversion Therapy +0 +0 +0 +2

II. Municipality as Employer

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

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Inclusive Workplace

SCORE 20 out of 28

BONUS City Employee Domestic Partner Benefits +0 +1

III. Municipal Services

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

Human Rights Commission

NDNO Enforcement by Human Rights Commission

LGBTQ Liaison in City Executive’s Office

SCORE 0 out of 12

BONUS Youth Bullying Prevention Policy for City Services +0 +0

BONUS City Provides Services to LGBTQ Youth +0 +2

BONUS City Provides Services to LGBTQ Homeless +0 +2

BONUS City Provides Services to LGBTQ Elders +0 +2

BONUS City Provides Services HIV/AIDS Population +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.

LGBTQ Police Liaison or Task Force

Reported 2016 Hate Crimes Statistics to the FBI

SCORE 0 out of 22

BONUS Openly LGBTQ Elected or Appointed Municipal Leaders +0 +2

BONUS City Tests Limits of Restrictive State Law +3 +3

V. Leadership on LGBTQ Equality

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 7 out of 8

BONUS Openly LGBTQ Elected or Appointed Municipal Leaders +0 +2

BONUS CityTests Limits of Restrictive State Law +3 +3

TOTAL SCORE 57 + TOTAL BONUS 3 = Final Score 60

CANNOT EXCEED 100

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