

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	MUNICIPAL	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE				30 out of 30
BONUS Single-Occupancy All-Gender Facilities				
BONUS Protects Youth from Conversion Therapy				

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.

	MUNICIPAL	AVAILABLE
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		

III. Municipal Services

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

	COUNTY	CITY	AVAILABLE
Human Rights Commission			
NDO Enforcement by Human Rights Commission			
LGBTQ Liaison in City Executive's Office			
SCORE	10 out of 12		
BONUS Youth Bullying Prevention Policy for City Services			
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 HIV/AIDS Population			
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.

	MUNICIPAL	AVAILABLE
LGBTQ Police Liaison or Task Force		
Reported 2016 Hate Crimes Statistics to the FBI		
SCORE	22 out of 22	

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.

	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	6 out of 8	
BONUS Openly LGBTQ Elected or Appointed Municipal Leaders		
BONUS City Tests Limits of Restrictive State Law		

TOTAL SCORE 88 + TOTAL BONUS 11 = Final Score 99
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.