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**
  - Score: 30 out of 30
  - **BONUS** Single-Occupancy All-Gender Facilities: +0
  - **BONUS** Protects Youth from Conversion Therapy: +0

- **Housing**
  - Score: 0 out of 5

- **Public Accommodations**
  - Score: 0 out of 5

**SCORE**: 20 out of 28

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.

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

**SCORE**: 7 out of 12

III. Municipal Services

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

- **Human Rights Commission**
- **NDD Enforcement by Human Rights Commission**
- **LGBTIQ Liaison in City Executive's Office**

**SCORE**: 7 out of 12

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.

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

**SCORE**: 0 out of 22

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.

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

**SCORE**: 8 out of 8

**TOTAL SCORE 65 + TOTAL BONUS 0 = Final Score 65**

**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 mei@hrc.org.