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

**Score:** 24 out of 30

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

II. Municipality as Employer

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Discrimination in City Employment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td></td>
<td></td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inclusive Workplace</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Score:** 20 out of 28

**BONUS Points:**
- City Employee Domestic Partner Benefits +1

III. Municipal Services

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

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

**Score:** 7 out of 12

**BONUS Points:**
- Youth Bullying Prevention Policy for City Services +4
- City Provides Services to LGBT Youth +2
- City Provides Services to LGBT Homeless +2
- City Provides Services to LGBT Elders +2
- City Provides Services to the Transgender Community +2

IV. Law Enforcement

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBTQ Police Liaison or Task Force</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Reported 2016 Hate Crimes Statistics to the FBI</td>
<td>12</td>
<td>12</td>
</tr>
</tbody>
</table>

**Score:** 12 out of 22

**BONUS Points:**
- City Tests Limits of Restrictive State Law +3

V. Leadership on LGBTQ Equality

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership’s Public Position on LGBTQ Equality</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>1</td>
<td>3</td>
</tr>
</tbody>
</table>

**Score:** 5 out of 8

**BONUS Points:**
- Openly LGBT Elected or Appointed Municipal Leaders +2

**Total Score:** 68 + **Total BONUS:** 3 = **Final Score** 71

**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 mai@hrc.org.