I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in the areas of employment, housing, and public accommodations.

### Employment
- State: 0
- County: 0
- Municipal: 0
- Available: 5

### Housing
- State: 0
- County: 0
- Municipal: 0
- Available: 5

### Public Accommodations
- State: 0
- County: 0
- Municipal: 0
- Available: 5

**Score:** 30 out of 30

### Bonus
- Single-Occupancy All-Gender Facilities: +0
- Protects Youth from Conversion Therapy: +2

**Total Bonus:** 2

**Final Score:** 78

**CANNOT EXCEED 100**

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.

### Non-Discrimination in City Employment
- Municipal: 7

### Transgender-Inclusive Healthcare Benefits
- Municipal: 6

### City Contractor Non-Discrimination Ordinance
- Municipal: 3

### Inclusive Workplace
- Municipal: 2

**Score:** 26 out of 28

### Bonus
- City Employee Domestic Partner Benefits: +1

**Total Bonus:** 1

**Final Score:** 78

**CANNOT EXCEED 100**

III. Municipal Services

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

### Human Rights Commission
- County: 0
- City: 0
- Available: 5

### NDO Enforcement by Human Rights Commission
- County: 0
- City: 0
- Available: 2

### LGBTQ Liaison in City Executive's Office
- County: 0
- City: 0
- Available: 5

**Score:** 0 out of 12

### Bonus
- Youth Bullying Prevention Policy for City Services: +0
- City Provides Services to LGBT Youth: +2
- City Provides Services to LGBT Homeless People: +2
- City Provides Services to LGBT Elders: +2
- City Provides Services to LGBT Population: +2
- City Provides Services to the Transgender Community: +2

**Total Bonus:** 9

**Final Score:** 78

**CANNOT EXCEED 100**

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.

### LGBTQ Police Liaison or Task Force
- Municipal: 0
- Available: 10

### Reported 2017 Hate Crimes Statistics to the FBI
- Municipal: 12
- Available: 12

**Score:** 12 out of 22

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

**Total Bonus:** 5

**Final Score:** 78

**CANNOT EXCEED 100**

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.

### Leadership’s Public Position on LGBTQ Equality
- Municipal: 5
- Available: 5

### Leadership’s Pro-Equality Legislative or Policy Efforts
- Municipal: 2
- Available: 3

**Score:** 1 out of 8

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

**Total Bonus:** 5

**Final Score:** 78

**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.