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 Points**: Single-Occupancy All-Gender Facilities +0, Protects Youth from Conversion Therapy +2

### Housing

- **Score**: 30 out of 30
- **Bonus Points**: N/A

### Public Accommodations

- **Score**: 30 out of 30
- **Bonus Points**: N/A

### 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

- **Score**: 28 out of 28
- **Bonus Points**: City Employee Domestic Partner Benefits +1

#### Transgender-Inclusive Healthcare Benefits

- **Score**: 28 out of 28
- **Bonus Points**: N/A

#### City Contractor Non-Discrimination Ordinance

- **Score**: 28 out of 28
- **Bonus Points**: N/A

#### Inclusive Workplace

- **Score**: 28 out of 28
- **Bonus Points**: N/A

### 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

- **Score**: 12 out of 12
- **Bonus Points**: Youth Bullying Prevention Policy for City Services +2, City Provides Services to LGBTQ Youth +2, City Provides Services to LGBTQ Homeless People +2, City Provides Services to LGBTQ Elders +2, City Provides Services to LGBTQ Population +2, City Provides Services to the Transgender Community +2

#### NDO Enforcement by Human Rights Commission

- **Score**: 12 out of 12
- **Bonus Points**: N/A

#### LGBTQ Liaison in City Executive’s Office

- **Score**: 12 out of 12
- **Bonus Points**: N/A

### 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

- **Score**: 22 out of 22
- **Bonus Points**: N/A

#### Reported 2017 Hate Crimes Statistics to the FBI

- **Score**: N/A
- **Bonus Points**: N/A

### 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

- **Score**: 8 out of 8
- **Bonus Points**: N/A

#### Leadership’s Pro-Equality Legislative or Policy Efforts

- **Score**: 8 out of 8
- **Bonus Points**: N/A

#### Openly LGBTQ Elected or Appointed Municipal Leaders

- **Score**: 8 out of 8
- **Bonus Points**: N/A

#### City Tests Limits of Restrictive State Law

- **Score**: 8 out of 8
- **Bonus Points**: N/A

### TOTAL SCORE 100 + TOTAL BONUS 14 = Final Score 100

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.

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