

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	AVAILABLE
Employment	0/0	3/0	3/3
Housing	0/0	3/0	3/3
Public Accommodations	0/0	3/0	3/3
SCORE	9 out of 18		

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12		12
Domestic Partner Registry		0	12
SCORE	12 out of 12		

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	COUNTY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	2/0	2/2
City Contractor Equal Benefits Ordinance	0	3
SCORE	20 out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

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.

IV. Municipal Services

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

	STATE	COUNTY	AVAILABLE
Human Rights Commission		4	4
LGBT Liaison to City Executive		5	5
Enumerated Anti-Bullying Policies	0/0	3/3	3/3
SCORE	15 out of 15		
BONUS NDO enforcement by Commission/Executive		+3	+3
BONUS City provides services to/supports LGBT youth		+0	+2
BONUS City provides services to/supports LGBT homeless		+0	+2
BONUS City provides services to/supports LGBT elderly		+2	+2
BONUS City provides services to/supports people living with HIV/AIDS		+2	+2

V. 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.

	COUNTY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

	COUNTY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative/Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City tests limits of restrictive state law	+2	+2

TOTAL SCORE 82 + TOTAL BONUS 14 = Final Score 96

CANNOT EXCEED 100