

#### **BILLINGS, MONTANA 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

CITY

#### **BILLINGS, MONTANA 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD**



4 out of 15

AVAILABLE

CITY

COUNTY

# 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.

Laws
Employment
Housing
Public Accommodations

00	00	00
00	00	00
00	00	00



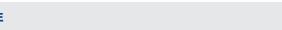
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COUNTY

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### 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.

Marriage Equality, Civil Unions, or Domestic Partnerships
Domestic Partner Registry



STATE

STATE







AVAILABLE

12

AVAILABLE

SCORE



### 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.

<u> </u>	
Non-Discrimination in City Employment	0 0 (5 5
Domestic Partner Health Benefits	2 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	$\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$
Equivalent Family Leave	0 $2$
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>2</b> out of 29
<b>BONUS</b> 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 Servic	es
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This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

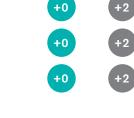
Human Rights Commission	(
LGBT Liaison to City Executive	(

SCORE	
BONUS	NDO enforcement by Commission/Executive
BONUS	City provides services to/supports LGBT youth
RONUS	City provides services to/supports

Enumerated Anti-Bullying Policies

		LGBT youth
BON	IUS	City provides services to/supports LGBT homeless
BON	IUS	City provides services to/supports LGBT elderly
BON	IUS	City provides services to/supports

people living with HIV/AIDS



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>10</b> out o
Reported 2012 Hate Crimes Statistics to the FBI	10
LGBT Police Liaison or Task Force	0

## 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.

	Leadership's Public Position on LGBT Equality
	Leadership's Pro-Equality Legislative/Policy Efforts
	SCORE
	BONUS Openly LGBT elected or appointed

municipal leaders **BONUS** City tests limits of restrictive

**TOTAL SCORE 21 + TOTAL BONUS 2 =** 

state law	

Final Score 23

CITY

**CANNOT EXCEED 100** 

**5** out of 8

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