

# **DENVER, COLORADO 1/2**

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

33

33

33

COUNTY

(12)

CITY

33

33

33

CITY

(12)

CITY

18 out of 18

**12** out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

#### **DENVER, COLORADO 2/2** 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			(4)	(4)
	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	33	00	00	33
	SCORE			<b>15</b> 。	ut 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			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force			0	(8)
	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Communit	ty		СІТҮ	AVAILABLE
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 Equalit	y		5	(5)
	Leadership's Pro-Equality Legislative/Policy Efforts				3
	SCORE			6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+0	+2
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### V

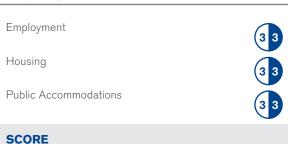
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BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 79 + TOTAL BONUS 10 =

I. Non-Discrimination Laws		
This category evaluates whether	Employment	

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.



## 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

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.

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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>18</b> ou	t 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.



#### Final Score 89

**CANNOT EXCEED 100**