

### 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 | CITY | AVAILABLE |
|-----------------------|---------------------|--------|------|-----------|
| Employment            | 0 0                 | 3 3    | 3 3  | 3 3       |
| Housing               | 0 0                 | 3 3    | 3 3  | 3 3       |
| Public Accommodations | 0 0                 | 3 3    | 3 3  | 3 3       |
| <b>SCORE</b>          | <b>18 out of 18</b> |        |      |           |

### 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 | CITY | AVAILABLE |
|---|---------------------|--------|------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | 12                  |        | 12   | 12        |
| Domestic Partner Registry                                 |                     | 0      | 12   | 12        |
| <b>SCORE</b>  | <b>12 out of 12</b> |        |      |           |

### 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.

|   | CITY                | AVAILABLE |
|---|---------------------|-----------|
| Non-Discrimination in City Employment         | 5 0                 | 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  | 0 0                 | 2 2       |
| City Contractor Equal Benefits Ordinance      | 3                   | 3         |
| <b>SCORE</b>                                  | <b>16 out of 29</b> |           |
| <b>BONUS</b> Grossing Up of Employee Benefits | +0                  | +2        |
| <b>BONUS</b> Inclusive Workplace              | +0                  | +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](http://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](mailto: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 | CITY | AVAILABLE |
|---|---------------------|--------|------|-----------|
| Human Rights Commission   |                     |        | 4    | 4         |
| LGBT Liaison to City Executive  |                     |        | 5    | 5         |
| Enumerated Anti-Bullying Policies   | 3 0                 | 0 0    | 3 0  | 3 3       |
| <b>SCORE</b>  | <b>12 out of 15</b> |        |      |           |
| <b>BONUS</b> NDO enforcement by Commission/Executive                        |                     |        | +3   | +3        |
| <b>BONUS</b> City provides services to/supports LGBT youth                  |                     |        | +2   | +2        |
| <b>BONUS</b> City provides services to/supports LGBT homeless               |                     |        | +2   | +2        |
| <b>BONUS</b> City provides services to/supports LGBT elderly                |                     |        | +2   | +2        |
| <b>BONUS</b> 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.

|   | CITY                | AVAILABLE |
|---|---------------------|-----------|
| LGBT Police Liaison or Task Force               | 0                   | 8         |
| Reported 2012 Hate Crimes Statistics to the FBI | 10                  | 10        |
| <b>SCORE</b>                                    | <b>10 out of 18</b> |           |

### 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.

|   | CITY              | AVAILABLE |
|---|-------------------|-----------|
| Leadership's Public Position on LGBT Equality                   | 5                 | 5         |
| Leadership's Pro-Equality Legislative/Policy Efforts            | 3                 | 3         |
| <b>SCORE</b>  | <b>8 out of 8</b> |           |
| <b>BONUS</b> Openly LGBT elected or appointed municipal leaders | +3                | +3        |
| <b>BONUS</b> City tests limits of restrictive state law         | +0                | +2        |

**TOTAL SCORE 76 + TOTAL BONUS 14 = Final Score 90**

CANNOT EXCEED 100