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
- Housing
- Public Accommodations

SCORE: 12 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.

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

SCORE: 0 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.

- Non-Discrimination in City Employment
- Domestic Partner Health Benefits
- Transgender-Inclusive Healthcare Benefits
- Legal Dependent Benefits
- Equivalent Family Leave
- City Contractor Non-Discrimination Ordinance
- City Contractor Equal Benefits Ordinance

SCORE: 20 out of 29

BONUS: Grossing Up of Employee Benefits
BONUS: Inclusive Workplace

IV. Municipal Services

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
- Enumerated Anti-Bullying Policies

SCORE: 5 out of 15

BONUS: NDO enforcement by Commission/Executive
BONUS: City provides services to/supports LGBT youth
BONUS: City provides services to/supports LGBT homeless
BONUS: City provides services to/supports LGBT elderly
BONUS: City provides services to/supports people living with HIV/AIDS

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.

- LGBT Police Liaison or Task Force
- Reported 2012 Hate Crimes Statistics to the FBI

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.

- Leadership’s Public Position on LGBT Equality
- Leadership’s Pro-Equality Legislative/Policy Efforts

SCORE: 8 out of 8

BONUS: Openly LGBT elected or appointed municipal leaders
BONUS: City tests limits of restrictive state law

TOTAL SCORE 63 + TOTAL BONUS 9 = Final Score 72

CANNOT EXCEED 100