

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				
Housing				
Public Accommodations				
SCORE				0 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Municipal Domestic Partner Registry				
SCORE				0 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.				

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		
Domestic Partner Health Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	0 out of 26	
BONUS Grossing Up of Employee Benefits		
BONUS Transgender-Inclusive Healthcare Benefits		
BONUS Municipality is a Welcoming Place to Work		

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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE				0 out of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.				

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		
Reported 2011 Hate Crimes Statistics to the FBI		
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City engages with the LGBT community		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 10 + TOTAL BONUS 0 = Final Score 10
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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I. Non-Discrimination Laws

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	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	6 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE	0 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	5/5	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	14 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE	6 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 41 + TOTAL BONUS 7 = Final Score 48
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	3 0	0 0	3 3	3 3
Housing	3 0	0 0	3 3	3 3
Public Accommodations	3 0	0 0	3 3	3 3
SCORE				18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	12	12
SCORE				12 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.				+0 +2

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 5	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	22 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3 3	0 0	3 3	3 3
SCORE				13 out of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.				+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	8	8
Reported 2011 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	2	3
SCORE	7 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 90 + TOTAL BONUS 9 = Final Score 99
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
SCORE				18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE				0 out of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

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
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 out of 26	
BONUS	Grossing Up of Employee Benefits +0 +3	
BONUS	Transgender-Inclusive Healthcare Benefits +0 +4	
BONUS	Municipality is a Welcoming Place to Work +0 +2	

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
SCORE				10 out of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
SCORE	4 out of 8	
BONUS	Openly LGBT elected or appointed municipal leaders +3 +3	
BONUS	City engages with the LGBT community +2 +2	
BONUS	Cities are pro-equality despite restrictive state law +0 +2	

TOTAL SCORE 55 + TOTAL BONUS 7 = Final Score 62
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION + PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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I. Non-Discrimination Laws

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	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/0	3/3
Housing	0/0	0/0	3/0	3/3
Public Accommodations	0/0	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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE				0 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.				+2

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	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	7 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

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			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
SCORE				15 out of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.				+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	8	8
Reported 2011 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+2	+2

TOTAL SCORE 57 + TOTAL BONUS 13 = Final Score 70
CANNOT EXCEED 100

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I. Non-Discrimination Laws

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	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE	0 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
SCORE	7 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+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 2011 Hate Crimes Statistics to the FBI	0	10
SCORE	0 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 46 + TOTAL BONUS 4 = Final Score 50

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE				0 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE				0 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	0/0	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE				6 out of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City engages with the LGBT community	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 16 + TOTAL BONUS 0 = Final Score 16
CANNOT EXCEED 100

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I. Non-Discrimination Laws

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	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/0	0/0	0/0	3/3
SCORE	15 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	12	12
SCORE	12 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	0/0	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
SCORE	10 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	2	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	2 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City engages with the LGBT community	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 49 + TOTAL BONUS 0 = Final Score 49
CANNOT EXCEED 100

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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	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
SCORE				18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
SCORE				12 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

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			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
SCORE				6 out of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 59 + TOTAL BONUS 4 = Final Score 63

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE	0 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	0/0	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	6 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
SCORE	10 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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 2011 Hate Crimes Statistics to the FBI	0	10
SCORE	0 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	4	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City engages with the LGBT community	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 21 + TOTAL BONUS 0 = Final Score 21
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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				
Housing				
Public Accommodations				
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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Municipal Domestic Partner Registry				
SCORE				12 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.				

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		
Domestic Partner Health Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	13 out of 26	
BONUS Grossing Up of Employee Benefits		
BONUS Transgender-Inclusive Healthcare Benefits		
BONUS Municipality is a Welcoming Place to Work		

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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE				13 out of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.				

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		
Reported 2011 Hate Crimes Statistics to the FBI		
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	6 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City engages with the LGBT community		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 63 + TOTAL BONUS 7 = Final Score 70
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

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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	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Municipal Domestic Partner Registry		0	12	12
SCORE	12 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	20 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+4	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
SCORE	7 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+2	+2

TOTAL SCORE 75 + TOTAL BONUS 13 = Final Score 88

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	0		12
Municipal Domestic Partner Registry		0	12
SCORE	0 out of 12		
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2

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	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	12 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

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		7	7
LGBT Liaison in the Mayor's Office		5	5
Enumerated Anti-Bullying School Policies	0/0	3/3	3/3
SCORE	18 out of 18		
BONUS City provides services to particularly vulnerable populations of the LGBT community.		+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 2011 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 or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+2	+2

TOTAL SCORE 65 + TOTAL BONUS 11 = Final Score 76
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE	0 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	0/0	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
SCORE	0 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	1	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	1 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City engages with the LGBT community	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 11 + TOTAL BONUS 0 = Final Score 11
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
SCORE				18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
SCORE				12 out of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

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	0/0	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	8 out of 26	
BONUS	Grossing Up of Employee Benefits +0 +3	
BONUS	Transgender-Inclusive Healthcare Benefits +0 +4	
BONUS	Municipality is a Welcoming Place to Work +0 +2	

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			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
SCORE				6 out of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0 +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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS	Openly LGBT elected or appointed municipal leaders +3 +3	
BONUS	City engages with the LGBT community +2 +2	
BONUS	Cities are pro-equality despite restrictive state law +0 +2	

TOTAL SCORE 54 + TOTAL BONUS 5 = Final Score 59
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE				0 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	12	12
SCORE				12 out of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

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	5/5	5/5
Domestic Partner Health Benefits	2	4
Legal Dependent Benefits	1	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 out of 26	
BONUS	Grossing Up of Employee Benefits +0 +3	
BONUS	Transgender-Inclusive Healthcare Benefits +0 +4	
BONUS	Municipality is a Welcoming Place to Work +0 +2	

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			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	3/3	0/0	3/3
SCORE				6 out of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0 +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 2011 Hate Crimes Statistics to the FBI	0	10
SCORE	10? 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	3 out of 8	
BONUS	Openly LGBT elected or appointed municipal leaders +0 +3	
BONUS	City engages with the LGBT community +0 +2	
BONUS	Cities are pro-equality despite restrictive state law +0 +2	

TOTAL SCORE 44 + TOTAL BONUS 0 = Final Score 44
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Municipal Domestic Partner Registry		0	12	12
SCORE	12 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	4	4
SCORE	22 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE	18 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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	8	8
Reported 2011 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 96 + TOTAL BONUS 5 = Final Score 100
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE				0 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
SCORE				0 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	0/0	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
SCORE				7 out of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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 2011 Hate Crimes Statistics to the FBI	0	10
SCORE	0 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	3 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 10 + TOTAL BONUS 2 = Final Score 12
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
SCORE				18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
SCORE				12 out of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

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	5/5	5/5
Domestic Partner Health Benefits	4	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	0	4
SCORE	18 out of 26	
BONUS	Grossing Up of Employee Benefits +0 +3	
BONUS	Transgender-Inclusive Healthcare Benefits +0 +4	
BONUS	Municipality is a Welcoming Place to Work +0 +2	

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			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	3/0	3/3
SCORE				6 out of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0 +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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS	Openly LGBT elected or appointed municipal leaders +3 +3	
BONUS	City engages with the LGBT community +0 +2	
BONUS	Cities are pro-equality despite restrictive state law +0 +2	

TOTAL SCORE 64 + TOTAL BONUS 3 = Final Score 67
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	3/3	0/0	1/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	1/0	3/3
SCORE	18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
SCORE	12 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	3/0	3/3
SCORE	13 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City engages with the LGBT community	+0	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 66 + TOTAL BONUS 0 = Final Score 66
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
SCORE				18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
SCORE				12 out of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

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
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 out of 26	
BONUS	Grossing Up of Employee Benefits +0 +3	
BONUS	Transgender-Inclusive Healthcare Benefits +0 +4	
BONUS	Municipality is a Welcoming Place to Work +0 +2	

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			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	3/3	3/3
SCORE				13 out of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0 +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 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	10 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS	Openly LGBT elected or appointed municipal leaders +0 +3	
BONUS	City engages with the LGBT community +0 +2	
BONUS	Cities are pro-equality despite restrictive state law +0 +2	

TOTAL SCORE 66 + TOTAL BONUS 0 = Final Score 66

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		12	12	12
SCORE	12 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	22 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

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			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
SCORE	15 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+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	4	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
SCORE	14 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+2	+2

TOTAL SCORE 89 + TOTAL BONUS 11 = Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	12	12
SCORE	12 out of 12			
BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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	5/5	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	10 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

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			0	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	3/3	3/3	3/3
SCORE	11 out of 18			
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+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	8	8
Reported 2011 Hate Crimes Statistics to the FBI	0	10
SCORE	8 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

TOTAL SCORE 49 + TOTAL BONUS 7 = Final Score 56

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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