

## **ABERDEEN, SOUTH DAKOTA 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 00 00 33 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 00 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 00 33 SCORE **0** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, $\left( \mathbf{o} \right)$ 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the Municipal Domestic Partner Registry (0) ( 0 ) power to create domestic partner registries. (12)

# 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.

Ēm	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	00	5 5
,	Domestic Partner Health Benefits		4
	Legal Dependent Benefits	0	(2)
	Equivalent Family Leave	0	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	<b>Ο</b> οι	It 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

### **ABERDEEN, SOUTH DAKOTA 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

### $|\rangle$

IV. Municipal Services			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 LGBT Liaison in the Mayor's Office			0	7
				0	5
	Enumerated Anti-Bullying School Policies	00	00	00	33
	SCORE			<b>0</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
				GITT	AVAILADLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Communit	V		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equality			$\bigcirc$	5
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative				$\sim$
	or Policy Efforts			0	(3)
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	<b>BONUS</b> City engages with the LGBT			+0	+2

### V

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S		STATE	COUNTY	CITY	AVAILABLE	
Human Riç	ghts Commission			0	7	
LGBT Liais	son in the Mayor's Office			0	5	
Enumerate	d Anti-Bullying School Policies	00	00	00	33	
SCORE				0 01	ut of 18	
	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2	
				CITY	AVAILABLE	
LGBT Polic	ce Liaison or Task Force			0	8	
Reported 2 to the FBI	2011 Hate Crimes Statistics			10	10	
SCORE				<b>10</b> out of 18		
the L	GBT Community			СІТҮ	AVAILABLE	
Leadership	s' Public Position on LGBT Equality			0	5	
Leadership or Policy E	o's Pro-Equality Legislative fforts			0	3	
SCORE				0	out of 8	
	Openly LGBT elected or appointed municipal leaders			+0	+3	
	City engages with the LGBT community			+0	+2	

restrictive state law

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR 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.





**BONUS** Cities are pro-equality despite

TOTAL SCORE 10 + TOTAL BONUS 0 =

Final Score 10

**CANNOT EXCEED 100** 



### **AKRON, OHIO** 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

33

00

CITY

0

+0

AVAILABLE

33

33

33

AVAILABLE

12

12

**0** out of 12

**6** out of 18

I. Non-Discrimination Laws STATE COUNTY This category evaluates whether Employment 00 00 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00

SCORE

### II. Relationship Recogn

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

gnition	STATE	COUNTY	
Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	
SCORE			

**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

### III. Municipality as Empl

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.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	55
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	<b>14</b> or	ut 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

### **AKRON, OHIO 2/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services			COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	(7)
city services and programs.	LGBT Liaison in the Mayor's Office				5
	Enumerated Anti-Bullying School Policies	00	00	33	33
	SCORE			<b>6</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(5)	5
community and to advocate for full equality.	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

CORE	
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S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			0	(7)
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	00	00	33	33
SCORE			<b>6</b> o	ut of 18
<b>BONUS</b> City provides services to particular vulnerable populations of the LGB community.			+2	+2
			СІТҮ	AVAILABLE
LGBT Police Liaison or Task Force			0	8
Reported 2011 Hate Crimes Statistics to the FBI				10
SCORE			<b>10</b> o	ut of 18
the LGBT Communit	Y		СІТҮ	AVAILABLE
Leadership's Public Position on LGBT Equalit	у		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

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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**BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 41 + TOTAL BONUS 7 =

Final Score 48

**CANNOT EXCEED 100** 



## **ALBANY, NEW YORK 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

33

33

33

+0

**18** out of 18

AVAILABLE

33

33

33

AVAILABLE

### **ALBANY, NEW YORK 2/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services			COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office				7
				0	(5)
	Enumerated Anti-Bullying School Policies	33	00	33	33
	SCORE			<b>13</b> 。	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>18</b> o	ut of 18
VI. Relationship with	the LGBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			$\bigcirc$	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
	<b>BONUS</b> Cities are pro-equality despite				

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BONUS	Openly I municipa
BONUS	City eng

**BONUS** Cities are pro-equality despite



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I. Non-Discriminatio	n Laws	STATE	COUNTY
This category evaluates whether discrimination on the basis of sexual	Employment	30	00
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	30	00
public accommodations.	Public Accommodations	30	00

SCORE

## 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.

gnition	STATE	COUNTY	CITY	AVAILAB
Marriage Equality, Civil Unions, or Domestic Partnerships	(12)			(12)
Municipal Domestic Partner Registry		0	12	12
SCORE			<b>12</b> 。	ut 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.

nployer	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	5 5	55
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	•	4
SCORE	<b>22</b> o	ut 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

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restrictive state law

TOTAL SCORE 90 + TOTAL BONUS 9 =

Final Score 99

+0

**CANNOT EXCEED 100** 



## ALBUQUERQUE, NEW MEXICO 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatic	on Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	33	00	00	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	33	00	00	33
areas of employment, housing, and public accommodations.	Public Accommodations	33	00	00	33
	SCORE			<b>18</b> o	ut of 18
II. Relationship Rec	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)

### or Domestic Partnerships Municipal Domestic Partner Registry (12 0 0 **0** out of 12 SCORE **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 business municipalities commit themselves to treatir LGBT employees equally.

policy; cities and counties have only the

power to create domestic partner registries.

s En	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	50	55
sses, ting	Domestic Partner Health Benefits	4	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	4
	SCORE	<b>13</b> or	ut 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

### ALBUQUERQUE, NEW MEXICO 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office				7
	Enumerated Anti-Bullying School Policies	00	00	0	33
	SCORE			<b>10</b> 。	ut of 18
	<b>BONUS</b> City provides services to particular vulnerable populations of the LGB community.			+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			$\bigcirc$	(8)
	Reported 2011 Hate Crimes Statistics to the FBI			10	
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Communi	ty		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	ty		3	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts				3
	SCORE			4	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	I		+3	+3
	BONUS City engages with the LGBT community			+2	+2
	<b>BONUS</b> Cities are pro-equality despite			+0	+2

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S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			(7)	$\overline{(7)}$
LGBT Liaison in the Mayor's Office				5
Enumerated Anti-Bullying School Policies	00	00	30	3 3
SCORE			<b>10</b> o	ut of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
			СІТҮ	AVAILABLE
LGBT Police Liaison or Task Force			$\bigcirc$	8
Reported 2011 Hate Crimes Statistics to the FBI			10	10
SCORE			<b>10</b> o	ut of 18
the LGBT Community			CITY	AVAILABLE
Leadership's Public Position on LGBT Equality			3	5
Leadership's Pro-Equality Legislative or Policy Efforts				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
<b>BONUS</b> Cities are pro-equality despite			+0	+2

restrictive state law

PTS FOR SEXUAL ORIENTATION ------ PTS FOR GENDER IDENTITY

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TOTAL SCORE 55 + TOTAL BONUS 7 =

Final Score 62

**CANNOT EXCEED 100** 



## **ALEXANDRIA, VIRGINIA** 1/2

STATE

00

00

00

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

30

30

30

+9

AVAILABLE

33

33

33

AVAILABLE

12

12

**0** out of 12

9 out of 18

### **ALEXANDRIA, VIRGINIA** 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			7	7
	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	00	00	30	33
	SCORE			<b>15</b> 。	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+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			(8)	8
	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>18</b> o	ut of 18
VI. Relationship with	the LGBT Community	,		CITY	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 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

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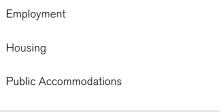
S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	00	00	30	33
SCORE			<b>15</b> 。	ut of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
			CITY	AVAILABLE
LGBT Police Liaison or Task Force			8	8
Reported 2011 Hate Crimes Statistics to the FBI				10
SCORE			<b>18</b> o	ut of 18
the LGBT Community			СІТҮ	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



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Ι.	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.



SCORE

## 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.

gnition	STATE	COUNTY	CITY
Marriage Equality, Civil Unions, or Domestic Partnerships	0		
Municipal Domestic Partner Registry		0	0
SCORE			0

### **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.

nployer	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	50	55
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	20	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	7 .	ut 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





**BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 57 + TOTAL BONUS 13 =

Final Score 70

**CANNOT EXCEED 100** 



## **ALLENTOWN, PENNSYLVANIA** 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 33 33 00 discrimination on the basis of sexual orientation and gender identity is 33 Housing 00 00 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 33 00 33 SCORE **18** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE

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,  $\left( \mathbf{o} \right)$ or Domestic Partnerships Municipal Domestic Partner Registry

### **BONUS** Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.

SCORE

### III. Municipality as Emp

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.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\overbrace{2}^{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	22
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>13</b> o	ut 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

### **ALLENTOWN, PENNSYLVANIA 2/2**

2013 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	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	00	0	33
	SCORE			<b>7</b> 。	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			0	10
	SCORE			<b>0</b> o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	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			+2	+2

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20	S		STATE	COUNTY	СІТҮ	AVAILABLE
	Human R	ights Commission			(7)	(7)
	LGBT Lia	ison in the Mayor's Office			$\underbrace{\bullet}$	5
	Enumerat	ted Anti-Bullying School Policies	00	00	00	33
	SCORE				<b>7</b> or	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
					CITY	AVAILABLE
	LGBT Pol	lice Liaison or Task Force			0	8
	Reported to the FB	2011 Hate Crimes Statistics I			0	10
	SCORE				ο οι	ut of 18
	the L	_GBT Community			СІТҮ	AVAILABLE
	Leadersh	ip's Public Position on LGBT Equality			5	5
	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			3	3
	SCORE				<b>8</b> c	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

PTS FOR SEXUAL ORIENTATION -┽┣

- PTS FOR GENDER IDENTITY

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12

(12)

**0** out of 12

(0)

( 0 )





- restrictive state law

TOTAL SCORE 46 + TOTAL BONUS 4 =

Final Score 50

**CANNOT EXCEED 100** 



## **AMARILLO, TEXAS 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

00

00

CITY

0

AVAILABLE

33

33

33

AVAILABLE

12

(12)

**0** out of 12

**0** out of 18

STATE

00

00

00

### **AMARILLO, TEXAS 2/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			0	7
				0	5
	Enumerated Anti-Bullying School Policies	00	00	33	33
	SCORE			<b>6</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community	У		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	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
	<b>BONUS</b> Cities are pro-equality despite			+0	+2

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### 1 -

S	STATE	COUNTY	CITY	AVAILABLE	
Human Rights Commission			0	7	
LGBT Liaison in the Mayor's Office			0	5	
Enumerated Anti-Bullying School Policies	00	00	33	33	
SCORE			<b>6</b> o	ut of 18	
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2	
			CITY	AVAILABLE	
LGBT Police Liaison or Task Force			0	8	
Reported 2011 Hate Crimes Statistics to the FBI				10	
SCORE			<b>10</b> out of 18		
the LGBT Community			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			+0	+2	

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I. Non-Discriminatio	on Laws	
This category evaluates whether discrimination on the basis of sexual	Employment	
orientation and gender identity is	Housing	

Public Accommodations

SCORE

### 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.

prohibited by the city, county, or state in

areas of employment, housing, and

public accommodations.

STATE COUNTY Marriage Equality, Civil Unions,  $\left( \mathbf{o} \right)$ or Domestic Partnerships Municipal Domestic Partner Registry 0 SCORE

**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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	5 5
Domestic Partner Health Benefits		4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{}_{(0)}$	2
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 0	ut 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



restrictive state law

TOTAL SCORE 16 + TOTAL BONUS 0 =

Final Score 16

**CANNOT EXCEED 100** 



domestic partnerships are matters of state policy; cities and counties have only the

power to create domestic partner registries.

## AMHERST, MASSACHUSETTS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	on Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	33	00	00	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	33	00	00	33
areas of employment, housing, and public accommodations.	Public Accommodations	30	00	00	33
	SCORE			<b>15</b> 。	out of 18
II. Relationship Rec	ognition	STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	(12)			12

Municipal Domestic Partner Registry

### AMHERST, MASSACHUSETTS 2/2

2013 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	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	00	30	33
	SCORE			<b>10</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community	,		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(2)	5
community and to advocate for full equality.	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

S		STATE	COUNTY	СІТҮ	AVAILABLE
Human F	Rights Commission			(7)	$\left(\begin{array}{c}7\end{array}\right)$
LGBT Lia	aison in the Mayor's Office			0	5
Enumera	ted Anti-Bullying School Policies	00	00	30	33
SCORE				<b>10</b> or	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				CITY	AVAILABLE
LGBT Pa	lice Liaison or Task Force			0	8
Reported to the FE	l 2011 Hate Crimes Statistics II			10	10
SCORE				<b>10</b> or	ut of 18
the L	_GBT Community			СІТҮ	AVAILABLE
Leadersh	ip's Public Position on LGBT Equality			2	5
Leadersh or Policy	iip's Pro-Equality Legislative Efforts			0	3
SCORE				<b>2</b> a	out of 8
BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
BONUS	City engages with the LGBT community			+0	+2



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	SCORE	<b>12</b> out of 12
	<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.	+0 +2
III. Municipality as Er	nployer	CITY AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	00 55
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits	
LGBT employees equally.	Legal Dependent Benefits	(0) $(2)$
	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

15

(12)

(12)

( 0 )





**BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 49 + TOTAL BONUS 0 =

Final Score 49

**CANNOT EXCEED 100** 



## **ANAHEIM, CALIFORNIA** 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

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**12** out of 12

0

(12)

### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 33 00 33 00 discrimination on the basis of sexual orientation and gender identity is Housing 33 00 00 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 33 00 33 SCORE **18** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive 12

domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

grindori	
Marriage Equality, Civil Unions, or Domestic Partnerships	(12)
Municipal Domestic Partner Registry	

### **BONUS** Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.

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.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	2	$\underbrace{}_{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>13</b> ou	t 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

### **ANAHEIM, CALIFORNIA 2/2** 2013 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 R	lights Commission			0	7
	LGBT Lia	ison in the Mayor's Office			0	5
	Enumera	ted Anti-Bullying School Policies	33	00	00	33
	SCORE				6 0	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2011 Hate Crimes Statistics				10
	SCORE				<b>10</b> or	ut of 18
VI. Relationship with	the L	<u>_GBT Community</u>			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			0	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City engages with the LGBT			+2	+2

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S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			0	(7)
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	33	00	00	33
SCORE			6 0	ut of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
			CITY	AVAILABLE
LGBT Police Liaison or Task Force			0	(8)
Reported 2011 Hate Crimes Statistics to the FBI				10
SCORE			<b>10</b> or	ut of 18
the LGBT Community			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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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**BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 59 + TOTAL BONUS 4 =

Final Score 63

**CANNOT EXCEED 100** 



## **ANCHORAGE, ALASKA 1/2**

STATE

00

00

00

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

00

00

AVAILABLE

33

33

33

AVAILABLE

12

12

**0** out of 12

+0

СІТУ

**0** out of 18

### **ANCHORAGE, ALASKA 2/2**

2013 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	Human Rights Commission			(7)	(7)
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	00	30	33
	SCORE			<b>10</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			0	10
	SCORE			<b>0</b> o	ut of 18
VI. Relationship with	the LGBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts				3
	SCORE			5	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3

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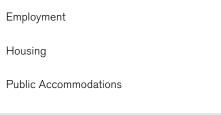
BONUS	Openly LGE municipal le
BONUS	City engage community



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Ι.	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.



SCORE

## 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.

gnition	STATE	COUNTY	CITY
Marriage Equality, Civil Unions, or Domestic Partnerships	0		
Municipal Domestic Partner Registry		0	0
SCORE			0

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.

ipioyei	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	$\underbrace{\bigcirc}{2}$	$\underbrace{}_{2}$
Equivalent Family Leave	0	$\underbrace{}_{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>6</b> or	ut 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



- gages with the LGBT
- **BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 21 + TOTAL BONUS 0 =

Final Score 21

**CANNOT EXCEED 100** 



## **ANNAPOLIS, MARYLAND 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 30 00 33 00 discrimination on the basis of sexual orientation and gender identity is Housing 30 30 00 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 30 33 SCORE 9 out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE

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, (12) or Domestic Partnerships Municipal Domestic Partner Registry

**BONUS** Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.

SCORE

### III. Municipality as Em

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.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	50	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\underbrace{)}{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>13</b> or	ut 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

### **ANNAPOLIS, MARYLAND 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services			STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights	Commission			(7)	(7)
city services and programs.	LGBT Liaison	in the Mayor's Office			$\underbrace{\circ}$	5
	Enumerated A	nti-Bullying School Policies	33	00	00	33
	SCORE				<b>13</b> or	ut of 18
	vulr	y provides services to particularly nerable populations of the LGBT nmunity.			+2	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police L	iaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 201 to the FBI	1 Hate Crimes Statistics			10	10
	SCORE				<b>10</b> or	ut of 18
VI. Relationship with	the LG	BT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's F	Public Position on LGBT Equality			(4)	5
community and to advocate for full equality.	Leadership's F or Policy Effor	Pro-Equality Legislative ts			2	3
	SCORE				<b>6</b> d	out of 8
		enly LGBT elected or appointed nicipal leaders			+3	+3
		engages with the LGBT munity			+0	+2

iC	OR	E	

S		STATE	COUNTY	CITY	AVAILABLE
Human F	Rights Commission			(7)	(7)
LGBT Lia	aison in the Mayor's Office			0	5
Enumera	ted Anti-Bullying School Policies	33	00	00	33
SCORE				<b>13</b> o	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
				CITY	AVAILABLE
LGBT Pa	lice Liaison or Task Force			0	8
Reported to the FE	l 2011 Hate Crimes Statistics 3I			10	10
SCORE				<b>10</b> or	ut of 18
the L	_GBT Community			CITY	AVAILABLE
Leadersh	ip's Public Position on LGBT Equality			(4)	5
Leadersh or Policy	iip's Pro-Equality Legislative Efforts			$\underbrace{\bigcirc}{2}$	3
SCORE				6	out of 8
BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
BONUS	City engages with the LGBT community			+0	+2

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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12

(12)

0

**12** out of 12

( 0 )





**BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 63 + TOTAL BONUS 7 =

Final Score 70

**CANNOT EXCEED 100** 



## **ANN ARBOR, MICHIGAN 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 33 33 00 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 33 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 33 33 SCORE **18** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE

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,  $\left( \mathbf{o} \right)$ or Domestic Partnerships Municipal Domestic Partner Registry

**BONUS** Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.

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.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	22	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>20</b> οι	ut 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

## **ANN ARBOR, MICHIGAN 2/2**

2013 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			7	7
	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	00	0	33
	SCORE			<b>7</b> 。	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>10</b> o	ut of 18
VI Deletienship with	the ICPT Community				
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	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
	<b>BONUS</b> City angages with the LGBT				

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SCO	ORE	

BONUS	Openly LGE municipal le
BONUS	City engage community

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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12

(12)

+2

(12)

+0

**12** out of 12

0





- gages with the LGBT
- **BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 75 + TOTAL BONUS 13 =

Final Score 88

**CANNOT EXCEED 100** 



## **ARLINGTON COUNTY, VIRGINIA** 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

+0

COUNTY

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.	Housing	30 30	33
	Public Accommodations	30	33
	SCORE		<b>9</b> out of 18

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

упцоп	STATE	COUN
Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	
		0
SCORE		

**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.

progr			
Non-Discr	imination in City Employment	5 5	55
Domestic	Partner Health Benefits	0	4
Legal Dep	pendent Benefits	0	(2)
Equivalent	t Family Leave	0	(2)
City Contr	actor Non-Discrimination Ordinance	20	2 2
City Contr	actor Equal Benefits Ordinance	•	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

### **ARLINGTON COUNTY, VIRGINIA 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

### ||

IV. Municipal Service	S	STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		(7)	(7)
city services and programs.	LGBT Liaison in the Mayor's Office		5	5
	Enumerated Anti-Bullying School Policies	00	33	33
	SCORE			<b>18</b> out of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.		+2	+2
V. Law Enforcement			COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			
	SCORE			<b>18</b> out of 18
	the LCDT Community			

ces	S		STATE	COUNTY	AVAILABLE
	Human Ri	ights Commission		$\overline{(7)}$	(7)
	LGBT Lia	ison in the Mayor's Office		5	5
	Enumerat	ed Anti-Bullying School Policies	00	33	33
	SCORE				<b>18</b> out of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.		+2	+2
nt				COUNTY	AVAILABLE
	LGBT Pol	ice Liaison or Task Force		(8)	(8)
	Reported to the FBI	2011 Hate Crimes Statistics		10	
	SCORE				<b>18</b> out of 18

### V

### VI. Relationship with

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

the LGBT Community	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

PTS FOR SEXUAL ORIENTATION -┽┣

- PTS FOR GENDER IDENTITY

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12

12

+2

AVAILABLE

**0** out of 12





TOTAL SCORE 65 + TOTAL BONUS 11 =

Final Score 76

**CANNOT EXCEED 100** 



## **ARLINGTON, TEXAS 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

00

00

AVAILABLE

33

33

33

AVAILABLE

12

12

out of 12

**0** out of 18

STATE

00

00

00

### **ARLINGTON, TEXAS 2/2** 2013 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	Human R	lights Commission			0	(7)
city services and programs.	LGBT Lia	ison in the Mayor's Office			( <b>0</b> )	5
	Enumera	ted Anti-Bullying School Policies	00	00	0	33
	SCORE				<b>0</b> o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement						
v. Law Emorcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2011 Hate Crimes Statistics				10
	SCORE				<b>10</b> o	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(1)	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			0	3
	SCORE				1	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City engages with the LGBT			+0	+2

### 1 \_

BONUS	Openly LGE municipal le
BONUS	City engage community

**BONUS** Cities are pro-equality despite

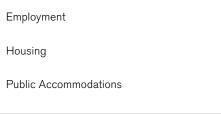


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Ι.	Non-Discrimination	Laws

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.



**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

SCORE

## II. Relationship Recogniti

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

gnition	STATE	COUNTY	CITY
Marriage Equality, Civil Unions, or Domestic Partnerships	0		
Municipal Domestic Partner Registry		0	0
SCORE			0

### 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.

ployer	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>0</b> οι	ut 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



- restrictive state law

TOTAL SCORE 11 + TOTAL BONUS 0 =

Final Score 11

**CANNOT EXCEED 100** 



## ASBURY PARK, NEW JERSEY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

12 out of 12

+0

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	00	00	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	33	00	00	33
areas of employment, housing, and public accommodations.	Public Accommodations	33	00	00	33
	SCORE			<b>18</b> o	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	(12)	$\sim$	0	
power to create domestic partner registries.	Municipal Domestic Partner Registry		0	0	(12)

**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

## ASBURY PARK, NEW JERSEY 2/2

2013 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	Human Rights Commission			0	(7)
city services and programs.	LGBT Liaison in the Mayor's Office			$\underbrace{0}$	5
	Enumerated Anti-Bullying School Policies	33	00	0	33
	SCORE			<b>6</b> o	ut of 18
	<b>BONUS</b> City provides services to particula vulnerable populations of the LGE community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes	LGBT Police Liaison or Task Force				
responsible reporting of hate crimes and	LGDT Folice Liaison of Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Communi	ity		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equal	lity		0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointer municipal leaders	ed		+3	+3
	BONUS City engages with the LGBT community			+2	+2

5		STATE	COUNTY	СІТҮ	AVAILABLE	
Human Ri	ights Commission			0	(7)	
LGBT Lia	ison in the Mayor's Office			0	5	
Enumerat	ed Anti-Bullying School Policies	33	00	0	33	
SCORE				<b>6</b> ou	t of 18	
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2	
				СІТҮ	AVAILABLE	
LGBT Pol	ice Liaison or Task Force			0	8	
Reported to the FBI	2011 Hate Crimes Statistics				10	
SCORE				<b>10</b> out of 18		
the L	GBT Community			СІТҮ	AVAILABLE	
Leadershi	p's Public Position on LGBT Equality			0	5	
Leadershi or Policy I	p's Pro-Equality Legislative Efforts			0	3	
SCORE				<b>0</b> o	ut of 8	
BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3	
BONUS	City engages with the LGBT community			+2	+2	

### $\mathbf{V}$

S		STATE	COUNTY	СІТҮ	AVAILABLE
Human Riç	ghts Commission			0	(7)
LGBT Liais	son in the Mayor's Office			0	5
Enumerate	ed Anti-Bullying School Policies	33	00	00	33
SCORE				<b>6</b> or	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				CITY	AVAILABLE
LGBT Poli	ce Liaison or Task Force			0	8
Reported 2 to the FBI	2011 Hate Crimes Statistics			10	10
SCORE				<b>10</b> οι	ut of 18
the L	GBT Community			СІТҮ	AVAILABLE
Leadership	o's Public Position on LGBT Equality			0	5
Leadership or Policy E	o's Pro-Equality Legislative fforts			0	3
SCORE				0 0	out of 8
	Openly LGBT elected or appointed municipal leaders			+3	+3
	City engages with the LGBT community			+2	+2



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nicipality as En	nployer	CITY	AVAILABLE
valent benefits and GBT employees, and by	Non-Discrimination in City Employment	00	5 5
cts to fair-minded businesses, mmit themselves to treating	Domestic Partner Health Benefits	4	4
s equally.	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	<b>8</b> οι	ut 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

### III. Mun

SCORE

By offering equiva protections to LGE awarding contract municipalities com LGBT employees

+2







**BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 54 + TOTAL BONUS 5 =

Final Score 59

**CANNOT EXCEED 100** 



## **ATHENS, GEORGIA** 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

00

00

AVAILABLE

33

33

33

AVAILABLE

**0** out of 18

STATE

00

00

00

### ATHENS, GEORGIA 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	7
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	33	00	33
	SCORE			<b>6</b> o	ut of 18
	<b>BONUS</b> City provides services to particularl vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			0	10
	SCORE			<b>10?</b> 。	ut of 18
VI. Relationship with	the LGBT Communit	.y		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	Ý		3	5
community and to advocate for full equality.	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
	RONUS Cities are pro-equality despite				

### <u>۱</u>

### Δ. \_

CORE	
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S		STATE	COUNTY	СІТҮ	AVAILABLE
Human F	Rights Commission			$\bigcirc$	$\overline{(7)}$
LGBT Li	aison in the Mayor's Office			$\bigcirc$	5
Enumera	ated Anti-Bullying School Policies	00	33		33
SCORE	l .			<b>6</b> o	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				CITY	AVAILABLE
LGBT Po	olice Liaison or Task Force			0	8
Reported to the FE	d 2011 Hate Crimes Statistics 3I			0	10
SCORE	L .			10? o	ut of 18
the L	_GBT Community			СІТҮ	AVAILABLE
Leaders	nip's Public Position on LGBT Equality			3	5
Leadersl or Policy	nip's Pro-Equality Legislative Efforts			•	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
RONUS	Cities are pro-equality despite				



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Ι.	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	

**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

SCORE

## 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.

gnition	STATE	COUNTY	CITY	AVAILABI
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	12	12
SCORE			<b>12</b> 。	ut 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.

ployer	CITY AVAILABLE	
Non-Discrimination in City Employment	5 5 5 5	_
Domestic Partner Health Benefits	(2) $(4)$	
Legal Dependent Benefits	$\begin{pmatrix} 1 \end{pmatrix}$ $\begin{pmatrix} 2 \end{pmatrix}$	
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	<b>13</b> 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	



**BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 44 + TOTAL BONUS 0 =

Final Score 44

+0

**CANNOT EXCEED 100** 



## **ATLANTA, GEORGIA** 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

33

33

33

+0

**18** out of 18

AVAILABLE

33

33

33

AVAILABLE

STATE

00

00

00

### ATLANTA, GEORGIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			7	7
	Enumerated Anti-Bullying School Policies	00	00	33	33
	SCORE			<b>18</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				
	SCORE			<b>18</b> o	ut of 18
VI. Relationship with	the LGBT Communit	У		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	,		5	5
community and to advocate for full equality.	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

### - \

### 1 -

S	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			(7)	$\overline{(7)}$
LGBT Liaison in the Mayor's Office			(5)	5
Enumerated Anti-Bullying School Policies	00	00	33	3 3
SCORE			<b>18</b> o	ut of 18
BONUS City provides services to particular vulnerable populations of the LGB community.			+0	+2
			СІТҮ	AVAILABLE
LGBT Police Liaison or Task Force			8	(8)
Reported 2011 Hate Crimes Statistics to the FBI				
SCORE			<b>18</b> o	ut of 18
the LGBT Communit	ty		CITY	AVAILABLE
Leadership's Public Position on LGBT Equalit	у		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



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Ι.	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.



**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

SCORE

## 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.

gnition	STATE	COUNTY	CITY	AVAILABI
Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)
Municipal Domestic Partner Registry		0	(12)	12
SCORE			<b>12</b> 。	ut 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.

CITY	AVAILABLE
5 5	55
4	4
0	(2)
0	(2)
2 2	2 2
4	4
<b>22</b> o	ut of 26
+0	+3
+0	+4
+0	+2
	5 4 0 (0) (2) 2 (4) 22 (4) 22 (4) (1) (1) (1) (1) (1) (1) (1) (1



TOTAL SCORE 96 + TOTAL BONUS 5 =

Final Score 100

**CANNOT EXCEED 100** 



## AUGUSTA-RICHMOND, GEORGIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	00	00	00	33
public accommodations.	Public Accommodations	00	00	00	33
	SCORE			0 0	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry		0	0	12
	SCORE			<b>0</b> o	ut of 12

**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

## AUGUSTA-RICHMOND, GEORGIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

### $\mathbb{N}$

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			$\overline{(7)}$	$\overline{(7)}$
city services and programs.	LGBT Lia	ison in the Mayor's Office			$\bigcirc$	5
	Enumera	ted Anti-Bullying School Policies	00	00		3 3
	SCORE				<b>7</b> 。	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2011 Hate Crimes Statistics I			0	10
	SCORE				0 0	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			3	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			•	3
	SCORE				3	out of 8
	BONUS	Openly LGBT elected or appointed				

### V,

## V

BONUS	Openly LGE municipal le
BONUS	City engage community



PTS FOR GENDER IDENTITY

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III. Municipality as Er	nployer	СІТҮ	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	00	55
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits	0	4
Lab r employees equally.	Legal Dependent Benefits	0	$\underbrace{}_{2}$
	Equivalent Family Leave	0	$\underbrace{}_{2}$
	City Contractor Non-Discrimination Ordinance	00	22
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	0 0	ut 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





LGBT elected or appointed al leaders

gages with the LGBT

**BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 10 + TOTAL BONUS 2 =

Final Score 12

+0

**CANNOT EXCEED 100** 



## AUGUSTA, MAINE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

AVAILABLE

33

33

33

AVAILABLE

CITY

00

00

00

CITY

**18** out of 18

STATE

33

33

33

### AUGUSTA, MAINE 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			0	7
				0	5
	Enumerated Anti-Bullying School Policies	33	00	30	33
	SCORE			<b>6</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community	У		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	(5)
community and to advocate for full equality.	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
	<b>BONUS</b> Cities are pro-equality despite			+0	+2

### 

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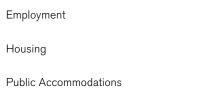
S	STATE	COUNTY	CITY	AVAILABLE	
Human Rights Commission			0	(7)	
LGBT Liaison in the Mayor's Office			0	5	
Enumerated Anti-Bullying School Policies	33	00	30	33	
SCORE			<b>6</b> o	ut of 18	
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2	
			CITY	AVAILABLE	
LGBT Police Liaison or Task Force			0	8	
Reported 2011 Hate Crimes Statistics to the FBI			10	10	
SCORE			<b>10</b> out of 18		
the LGBT Community			СІТҮ	AVAILABLE	
Leadership's Public Position on LGBT Equality			$\frown$		
			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	
<b>BONUS</b> Cities are pro-equality despite			+0	+2	



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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.



**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

SCORE

## 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.

gnition	STATE	COUNTY	CITY	AVAILAB
Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	(12)	0	0	(12) (12)
SCORE			<b>12</b> 。	ut 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.

ipioyer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>18</b> οι	ut 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



restrictive state law

TOTAL SCORE 64 + TOTAL BONUS 3 =

Final Score 67

**CANNOT EXCEED 100** 



## **AURORA, ILLINOIS 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

10

00

10

**18** out of 18

AVAILABLE

33

33

33

AVAILABLE

12

12

out of 12

STATE

33

33

33

### AURORA, ILLINOIS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office				7
	Enumerated Anti-Bullying School Policies	33	00	0	5 3 3
	SCORE			<b>13</b> 。	ut of 18
	<b>BONUS</b> City provides services to particula vulnerable populations of the LGE community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes	LGBT Police Liaison or Task Force			$\bigcirc$	(8)
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Communi	ty		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equali	ity		$\bigcirc$	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	d		+0	+3
	BONUS City engages with the LGBT community			+0	+2
	BONUS Cities are pro-equality despite restrictive state law			+0	+2

### - \

### 1 -

S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			$\overline{(7)}$	$\overline{(7)}$
LGBT Liaison in the Mayor's Office				5
Enumerated Anti-Bullying School Policies	33	00	30	33
SCORE			<b>13</b> 。	ut of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
			СІТҮ	AVAILABLE
LGBT Police Liaison or Task Force			0	(8)
Reported 2011 Hate Crimes Statistics to the FBI				10
SCORE			<b>10</b> o	ut of 18
the LGBT Community			СІТҮ	AVAILABLE
Leadership's Public Position on LGBT Equality			$\bigcirc$	5
Leadership's Pro-Equality Legislative or Policy Efforts			() ()	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				+2



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Ι.	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.



**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

SCORE

## 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.

gnition	STATE	COUNTY	CITY
Marriage Equality, Civil Unions, or Domestic Partnerships	(12)		
Municipal Domestic Partner Registry		0	0
SCORE			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.

iployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	55
Domestic Partner Health Benefits	4	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	4
SCORE	<b>13</b> οι	ut 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



TOTAL SCORE 66 + TOTAL BONUS 0 =

Final Score 66

**CANNOT EXCEED 100** 



## AURORA, COLORADO 1/2

STATE

33

33

33

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

00

00

CITY

**18** out of 18

AVAILABLE

33

33

33

AVAILABLE

## AURORA, COLORADO 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office				7
	Enumerated Anti-Bullying School Policies	33	00	0	5 3 3
	SCORE			13。	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement	;			СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community	У		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	-		0	5
community and to advocate for full equality.	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
	<b>BONUS</b> Cities are pro-equality despite				

### <u>۱</u> \_

SCORE	

S		STATE	COUNTY	CITY	AVAILABLE
Human Rights Commissio	on			(7)	(7)
LGBT Liaison in the Mayo	or's Office			0	5
Enumerated Anti-Bullying	School Policies	33	00	33	33
SCORE				<b>13</b> o	ut of 18
	services to particularly oulations of the LGBT			+0	+2
				СІТҮ	AVAILABLE
LGBT Police Liaison or Ta	ask Force			0	8
Reported 2011 Hate Crir to the FBI	nes Statistics			10	10
SCORE				<b>10</b> or	ut of 18
the LGBT C	Community			СІТҮ	AVAILABLE
Leadership's Public Posit	ion on LGBT Equality			0	5
Leadership's Pro-Equality or Policy Efforts	/ Legislative			0	3
SCORE				0	out of 8
BONUS Openly LGBT emunicipal lead				+0	+3
BONUS City engages v community	vith the LGBT			+0	+2
BONUS Cities are pro-	equality despite				

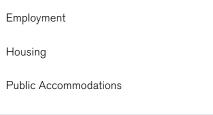
**BONUS** Cities are pro-equality despite

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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Ι.	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.



**BONUS** Municipality was forced to stop

providing a domestic partner registry as a result of restrictive state law.

SCORE

## II. Relationship Recogniti

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

gnition	STATE	COUNTY	CITY	AVAILAB
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
SCORE			<b>12</b> 。	ut 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.

ipioyer	CITY	AVAILABLE
Non-Discrimination in City Employment	50	55
Domestic Partner Health Benefits	4	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	4
SCORE	<b>13</b> or	ut 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



restrictive state law

TOTAL SCORE 66 + TOTAL BONUS 0 =

Final Score 66

+0

**CANNOT EXCEED 100** 

+2



### **AUSTIN, TEXAS 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD**

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 33 33 00 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 33 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 33 00 33 SCORE **18** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE

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	0	
Municipal Domestic Partner Registry		12
SCORE		

### **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.

ployer	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	55	55
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	<b>22</b> οι	ut 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

### AUSTIN, TEXAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			7	7
				5	5
	Enumerated Anti-Bullying School Policies	00	00	30	33
	SCORE			<b>15</b> 。	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			(4)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			<b>14</b> o	ut of 18
VI. Relationship with	the LGBT Community	/		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	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
	<b>BONUS</b> Cities are pro-equality despite				

**BONUS** Cities are pro-equality despite

PTS FOR SEXUAL ORIENTATION -+

- PTS FOR GENDER IDENTITY

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12

12

(12)

+0

**12** out of 12



restrictive state law

TOTAL SCORE 89 + TOTAL BONUS 11 =

Final Score 100

+2

**CANNOT EXCEED 100** 



## **AVONDALE ESTATES, GEORGIA** 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	00	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	00	00	33
areas of employment, housing, and public accommodations.	Public Accommodations	00	00	00	33
	SCORE			0 0	ut of 18
II. Relationship Reco	anition	STATE	COUNTY	СІТҮ	AVAILABLE
	Jymuon				
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	Ŭ	$\bigcirc$	(12)	$\underbrace{(12)}$

providing a domestic partner registry as a result of restrictive state law.

Place to Work

### (12) $\bigcirc$ (12) 12 out of 12 **BONUS** Municipality was forced to stop +0

CITY

AVAILABLE

### AVONDALE ESTATES, GEORGIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

### IV.

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	$\overline{(7)}$
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	00	33	33	33
	SCORE			<b>11</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			0	10
	SCORE			8 0	ut of 18
VI. Relationship with	the LGBT Community	/		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 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			+2	+2

### V.

### VI

S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			$\bigcirc$	$\overline{(7)}$
LGBT Liaison in the Mayor's Office			(5)	5
Enumerated Anti-Bullying School Policies	00	33	33	33
SCORE			<b>11</b> o	ut of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
			CITY	AVAILABLE
LGBT Police Liaison or Task Force			8	8
Reported 2011 Hate Crimes Statistics to the FBI			0	10
SCORE			8 0	ut of 18
the LGBT Community	/		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



- PTS FOR GENDER IDENTITY

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III. Municipality as En	nployer
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Emp
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Bene

SCORE

Non-Discrimination in City Employment	
Domestic Partner Health Benefits	
Legal Dependent Benefits	(0) $(1)$
Equivalent Family Leave	(0) $(2)$
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 4
SCORE	<b>10</b> out of 26
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming	12 12

LGBT employees equally.





**BONUS** Cities are pro-equality despite

restrictive state law

TOTAL SCORE 49 + TOTAL BONUS 7 =

Final Score 56

**CANNOT EXCEED 100**