

# **CAMBRIDGE, MASSACHUSETTS 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations **18** out of 18 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. Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry (12)

STATE

COUNTY

( 0



CITY



**12** out of 12





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





AVAILABLE

AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

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

# **CAMBRIDGE, MASSACHUSETTS 2/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

CITY

CITY

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
to ensure LGBT constituents are included in city services and programs.  LGBT Liais	Human Rights Commission			7	7
	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	00	00	30	3 3
	SCORE			<b>15</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

VI Eavi Elliotoomoi		
Fair enforcement of the law includes	LGBT Police Liaison or Task Force	
responsible reporting of hate crimes and engaging with the LGBT community in a	5	8 8
thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics	(10) (10)

aging with the LGB1 community in a ghtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10	10
	SCORE	<b>18</b> 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.

aw Enforcement

	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative Efforts	<u>5</u>	5       3
SCORE		<b>8</b> ou	it 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

Final Score 100 **TOTAL SCORE 91 + TOTAL BONUS 9 =** 

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.



# **CAPE CORAL, FLORIDA 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

CITY

AVAILABLE

12

AVAILABLE

4

AVAILABLE

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 SCORE **0** out of 18

II. Relationship Recognition		STATE	COUNTY
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 Municipal Domestic Partner Registry	0	0

Municipal	Domestic Partner Registry	0	0	12
SCORE			<b>0</b> ou	t 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

Non-Discrimination in City Employment awarding contracts to fair-minded businesses, Domestic Partner Health Benefits municipalities commit themselves to treating LGBT employees equally. Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance (0) SCORE **0** out of 26

**BONUS** Grossing Up of Employee Benefits

Healthcare Benefits **BONUS** Municipality is a Welcoming Place to Work

**BONUS** Transgender-Inclusive

### CAPE CORAL, FLORIDA 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Services

RIGHTS

CITY

STATE

COUNTY

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission	(0) (7)
	LGBT Liaison in the Mayor's Office	0 $5$
	Enumerated Anti-Bullying School Policies	00 33
	SCORE	<b>0</b> out of 18
	BONUS 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 10
	SCORE	<b>10</b> out of 18

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality 0 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

**CANNOT EXCEED 100** 

Final Score 10

CITY

AVAILABLE





PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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**TOTAL SCORE 10 + TOTAL BONUS 0 =** 



# **CARSON CITY, NEVADA 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

# RIGHTS

CITY

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

П	Polationship	Pocognition
Ш.	Relationship	Recognition

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

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

STATE

COUNTY

0



CITY







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





AVAILABLE

AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	4 4
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	<b>16</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

# **CARSON CITY, NEVADA 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



# IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



STATE



COUNTY





AVAILABLE

#### SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY



AVAILABLE

AVAILABLE

**7** out of 18

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics to the FBI

**0** out of 18

# VI. Relationship with the LGBT Community

**SCORE** 

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative

0 out of 8

0

CITY

SCORE

or Policy Efforts

**BONUS** Openly LGBT elected or appointed municipal leaders

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

**BONUS** City engages with the LGBT community

**CANNOT EXCEED 100** 

Final Score 55

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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**TOTAL SCORE 53 + TOTAL BONUS 2 =** 



### **CASPER, WYOMING 1/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0



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

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.

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



STATE



CITY



0 out of 12



AVAILABLE

#### SCORE

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



CITY



AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimi	nation in City Employment	0 0	5 5
Domestic Par	tner Health Benefits	0	4
Legal Depend	dent Benefits	0	2
Equivalent Fa	mily Leave	0	(2)
City Contracto	or Non-Discrimination Ordinance	00	2 2
City Contracto	or Equal Benefits Ordinance	0	4
SCORE		0 out	of 26
BONUS Gro	ossing Up of Employee Benefits	+0	+3
	ansgender-Inclusive ealthcare Benefits	+0	+4
	unicipality is a Welcoming ace to Work	+0	+2

#### **CASPER, WYOMING 2/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

## IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY







CITY

0



SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

(0) 10

CITY

0

**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.

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

**BONUS** Openly LGBT elected or appointed

**BONUS** City engages with the LGBT community **BONUS** Cities are pro-equality despite

restrictive state law

Leadership's Pro-Equality Legislative

0 out of 8

municipal leaders

Final Score 10 **TOTAL SCORE 10 + TOTAL BONUS 0 =** 

**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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# **CATHEDRAL CITY, CALIFORNIA 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

## CATHEDRAL CITY, CALIFORNIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

CITY

STATE

COUNTY

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 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  Municipal Domestic Partner Registry	0	(12) (12) (12)
	SCORE		<b>12</b> out of 12
	BONUS Municipality was forced to stop providing a domestic partner registry		+0 +2

as a result of restrictive state law.

III. Municipality as Er	nployer	<b>CITY</b> AVAILA	BLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	5 5 5 5	5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits	4	
EdDT employees equally.	Legal Dependent Benefits	2 2	
	Equivalent Family Leave	2 2	
	City Contractor Non-Discrimination Ordinance	20 22	2
	City Contractor Equal Benefits Ordinance	0 4	
	SCORE	<b>20</b> out of 26	i
	BONUS Grossing Up of Employee Benefits	+0 +3	
	BONUS Transgender-Inclusive Healthcare Benefits	+4	
	BONUS Municipality is a Welcoming	+0 +2	

Place to Work

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  Enumerated Anti-Bullying School Policies			5	7 5 3 3	
	SCORE				<b>11</b> out	of 18
	vulne	provides services to particularly erable populations of the LGBT munity.			+2	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.		aison or Task Force  Hate Crimes Statistics			4 10	8
	SCORE				<b>14</b> out	of 18

VI. Relationship with	Title Lab Collinating	OIII 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	1 3
	SCORE	<b>6</b> 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 81 + TOTAL BONUS 11 =** 

**CANNOT EXCEED 100** 

CITY

AVAILABLE

PTS FOR SEXUAL ORIENTATION —



- PTS FOR GENDER IDENTITY

Relationship with the LGRT Community



BONUS PTS for criteria not accessible to all cities at this time.

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# **CEDAR RAPIDS, IOWA 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

Marriage Equality, Civil Unions, 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

(12)

STATE



CITY

0 ( o )



COUNTY



AVAILABLE

AVAILABLE

12

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	0 4
Legal Dependent Benefits	$\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$
Equivalent Family Leave	$\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	<b>10</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

# **CEDAR RAPIDS, IOWA 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



|--|

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

Enumerated Anti-Bullying School Policies

STATE



COUNTY

AVAILABLE

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

**10** out of 18

CITY



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics 10 to the FBI

# VI. Relationship with the LGBT Community

**SCORE** 

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE 0 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community

**TOTAL SCORE 63 + TOTAL BONUS 0 =** 

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

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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# **CHAMPAIGN, ILLINOIS 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD 2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

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

SCORE

(12)

STATE



CITY



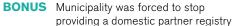


AVAILABLE



COUNTY





as a result of restrictive state law.





AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
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>18</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	+0	+2

# **CHAMPAIGN, ILLINOIS 2/2**



IV.	Municipal Services	,
TI.:		

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



COUNTY

STATE





AVAILABLE

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.

Enumerated Anti-Bullying School Policies



CITY

CITY

**10** out of 18

CITY



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics 10 to the FBI

# VI. Relationship with the LGBT Community

**SCORE** 

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE 3 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

**CANNOT EXCEED 100** 

Final Score 74

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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**TOTAL SCORE 74 + TOTAL BONUS 0 =** 



## **CHANDLER, ARIZONA 1/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



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

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



STATE



CITY





AVAILABLE

SCORE

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





AVAILABLE

**0** out of 12

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	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	<b>10</b> out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2 +2

# **CHANDLER, ARIZONA 2/2**

RIGHTS

V	.	M	u	n	ici	ipa	al_	<u>S</u>	eı	7	ic	es	,

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



STATE



COUNTY



10 out of 18

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY



AVAILABLE

AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

**SCORE** 

(0) 10

CITY

**10** out of 18

CITY

0

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

**BONUS** Openly LGBT elected or appointed municipal leaders

**BONUS** City engages with the LGBT community

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

Leadership's Pro-Equality Legislative

0 out of 8

Final Score 34

**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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**TOTAL SCORE 30 + TOTAL BONUS 4 =** 



## **CHARLESTON, SOUTH CAROLINA 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

0

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

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 Municipal Domestic Partner Registry

STATE



CITY



0 out of 12

**12** out of 18

SCORE

**SCORE** 

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





AVAILABLE

AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	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	<b>10</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

# **CHARLESTON, SOUTH CAROLINA 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV.	Munici	pal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission LGBT Liaison in the Mayor's Office



STATE



COUNTY



AVAILABLE

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.

Enumerated Anti-Bullying School Policies



CITY

CITY

CITY

0



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (0) Reported 2011 Hate Crimes Statistics 10 to the FBI **10** out of 18 **SCORE** 

# VI. Relationship with the LGBT Community

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

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

**CANNOT EXCEED 100** 

Final Score 54

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.

**TOTAL SCORE 47 + TOTAL BONUS 7 =** 



## **CHARLESTON, WEST VIRGINIA 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

0

### **CHARLESTON, WEST VIRGINIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Services

RIGHTS

AVAILABLE

AVAILABLE

AVAILABLE

CITY

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

This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			7
city services and programs.	LGBT Lia	ison in the Mayor's Office			0
	Enumerat	ted Anti-Bullying School Policies	00	3 3	00
	SCORE				<b>13</b> out
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0
V. Law Enforcement					CITY A
Fair enforcement of the law includes	LGBT Pol	lice Liaison or Task Force			

# II. Relationship Recognition

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

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

**BONUS** Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

SCORE

( o `

STATE



CITY



0 out of 12

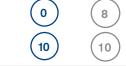


AVAILABLE

AVAILABLE







CITY

**10** out of 18 **SCORE** 

STATE

COUNTY

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	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> 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

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality 2 Leadership's Pro-Equality Legislative or Policy Efforts SCORE **BONUS** Openly LGBT elected or appointed

5 out of 8

restrictive state law

municipal leaders **BONUS** City engages with the LGBT community

**BONUS** Cities are pro-equality despite

**TOTAL SCORE 60 + TOTAL BONUS 4 =** 

Final Score 64

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.



# **CHARLOTTE, NORTH CAROLINA 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

0

# RIGHTS

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **SCORE 0** out of 18

<u>II.</u>	Relationship	Recognition

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

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



STATE



CITY



0 out of 12



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





AVAILABLE

AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discr	imination in City Employment	5 5	5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	pendent Benefits	(2)	(2)
Equivalent	t Family Leave	0	(2)
City Contr	actor Non-Discrimination Ordinance	0 0	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE		<b>16</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

## **CHARLOTTE, NORTH CAROLINA 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



## IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY



AVAILABLE

#### SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

(0)

10

**10** out of 18

CITY

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**SCORE** 

**BONUS** Openly LGBT elected or appointed municipal leaders

**BONUS** City engages with the LGBT community

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

5 out of 8

Final Score 51

**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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**TOTAL SCORE 44 + TOTAL BONUS 7 =** 



# **CHATTANOOGA, TENNESSEE 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

### CHATTANOOGA, TENNESSEE 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

RIGHTS

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 SCORE **0** out of 18

<u>II.</u>	Relationshi	p Recog	nition

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 Municipal Domestic Partner Registry



STATE

COUNTY

(0)



CITY





0 out of 12

AVAILABLE

SCORE

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





AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	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	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>0</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

IV. Municipal Service	S		STATE	COUNTY	CITY	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	LGBT Liaison in the Mayor's Office			(0)	5
Enumerated Anti-Bullying School Policies		00	00	00	3 3	
	SCORE				0 0	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement					CITY	AVAILABLE

thoughtful and respectful way.	·	to the FBI	(10)	10
		SCORE	<b>10</b> out o	f 18

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics

Leadership's Public Position on LGBT Equality	(o) (5)
Leadership's Pro-Equality Legislative or Policy Efforts	0 3
SCORE	<b>0</b> 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
	Leadership's Pro-Equality Legislative or Policy Efforts  SCORE  BONUS Openly LGBT elected or appointed municipal leaders  BONUS City engages with the LGBT community  BONUS Cities are pro-equality despite

**CANNOT EXCEED 100** 

Final Score 15

CITY

AVAILABLE



Fair enforcement of the law includes

responsible reporting of hate crimes and engaging with the LGBT community in a



- PTS FOR GENDER IDENTITY

VI. Relationship with the LGBT Community



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.

**TOTAL SCORE 10 + TOTAL BONUS 5 =** 



# **CHESAPEAKE, VIRGINIA 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

# RIGHTS

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **SCORE 0** 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.

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

STATE

COUNTY

0



CITY





0 out of 12

AVAILABLE

SCORE

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





AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

•	
Non-Discrimination in City Employment	5 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	<b>5</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

## CHESAPEAKE, VIRGINIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



# IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE

COUNTY



AVAILABLE

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

CITY

0



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics 10 to the FBI **10** out of 18

# VI. Relationship with the LGBT Community

**SCORE** 

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative 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

**CANNOT EXCEED 100** 

Final Score 15

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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**TOTAL SCORE 15 + TOTAL BONUS 0 =** 



### **CHEYENNE, WYOMING 1/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

# II. Relationship Recognition

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

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

STATE

COUNTY

0



CITY





0 out of 12

**0** out of 18



SCORE

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





AVAILABLE

AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	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	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>0</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

# **CHEYENNE, WYOMING 2/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



## IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



STATE



COUNTY









AVAILABLE

#### SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT

community.



CITY

0



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

**SCORE** 

(0)

CITY

10

**10** out of 18

CITY

0

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

**SCORE** 

**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 4 =** 

Leadership's Pro-Equality Legislative

0 out of 8

Final Score 14

**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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### CHICAGO, ILLINOIS 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

# II. Relationship Recognition

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

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



STATE

COUNTY

0



CITY



**18** out of 18



AVAILABLE

#### SCORE

SCORE

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





AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

•		
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(o)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>20</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

# CHICAGO, ILLINOIS 2/2

IV.	Munici	pal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights	Commission	

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



STATE



COUNTY



AVAILABLE

#### SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

**18** out of 18

CITY

7



AVAILABLE

AVAILABLE



## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (8) Reported 2011 Hate Crimes Statistics 10 to the FBI

# VI. Relationship with the LGBT Community

**SCORE** 

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

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

**CANNOT EXCEED 100** 

Final Score 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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**TOTAL SCORE 94 + TOTAL BONUS 9 =** 



## CHULA VISTA, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

### CHULA VISTA, CALIFORNIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

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



STATE



CITY





SCORE

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





AVAILABLE

AVAILABLE

12

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5 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	<b>16</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	+2 +2

# IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY







CITY

0



AVAILABLE



**BONUS** City provides services to particularly vulnerable populations of the LGBT community.





AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics

SCORE

to the FBI

(0)

CITY

10

# **10** out of 18

CITY

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**SCORE** 

**BONUS** Openly LGBT elected or appointed municipal leaders

**BONUS** City engages with the LGBT community

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



AVAILABLE









**CANNOT EXCEED 100** 

Final Score 66

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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**TOTAL SCORE 64 + TOTAL BONUS 2 =** 



### CINCINNATI, OHIO 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

### CINCINNATI, OHIO 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

**18** out of 18 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.

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



STATE



CITY



0 out of 12



COUNTY



AVAILABLE

SCORE

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





AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5 5 5	
Domestic Partner Health Benefits	4 4	
Legal Dependent Benefits	(2) $(2)$	
Equivalent Family Leave	$\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$	
City Contractor Non-Discrimination Ordinance	2 2 2 2	
City Contractor Equal Benefits Ordinance	0 4	
SCORE	<b>20</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	+2 +2	

RIGHTS

This section assesses the efforts of the city
to ensure LGBT constituents are included in
city services and programs.

IV. Municipal Services

Human Rights Commission LGBT Liaison in the Mayor's Office



COUNTY





Enumerated Anti-Bullying School Policies



STATE





AVAILABLE

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

**18** out of 18

CITY



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (8) Reported 2011 Hate Crimes Statistics 10 to the FBI

# VI. Relationship with the LGBT Community

**SCORE** 

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 Leadership's Pro-Equality Legislative or Policy Efforts **SCORE** 8 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community

**TOTAL SCORE 79 + TOTAL BONUS 11 =** 

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

Final Score 90

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.



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

COUNTY

00

COUNTY

0

### CLEVELAND, OHIO 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

## I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment Housing Public Accommodations

CITY

AVAILABLE

AVAILABLE

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.

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

Place to Work

( o )

STATE

STATE



CITY



**12** out of 12

SCORE

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



CITY



AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance (4) 4 SCORE **24** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming

# IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY

CITY

7

**7** out of 18

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.

CITY



AVAILABLE

**AVAILABLE** 

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

( 0 ) 10

CITY

5

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.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**SCORE** 

**BONUS** Openly LGBT elected or appointed municipal leaders

**BONUS** City engages with the LGBT community

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

8 out of 8

Final Score 83

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.

**TOTAL SCORE 79 + TOTAL BONUS 4 =** 



## **COLLEGE PARK, MARYLAND 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

#### **COLLEGE PARK, MARYLAND 2/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

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

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

SCORE



STATE



CITY





COUNTY



**BONUS** Municipality was forced to stop providing a domestic partner registry

as a result of restrictive state law.





AVAILABLE

AVAILABLE

12

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discr	imination in City Employment	5 0	5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	pendent Benefits	(2)	(2)
Equivalent	Family Leave	0	(2)
City Contr	actor Non-Discrimination Ordinance	0 0	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE		<b>11</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	+2	+2

# IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY



AVAILABLE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY

0



AVAILABLE



CITY

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics to the FBI

SCORE

SCORE

(0) 10

AVAILABLE

**7** out of 8

**10** out of 18

CITY

5

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

municipal leaders **BONUS** City engages with the LGBT

community **BONUS** Cities are pro-equality despite

restrictive state law

**SCORE BONUS** Openly LGBT elected or appointed

**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.

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.



## **COLORADO SPRINGS, COLORADO 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

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

11.	Relationship	Recognition

III. Municipality as Employer

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 Municipal Domestic Partner Registry

SCORE

(12)

STATE



CITY





AVAILABLE

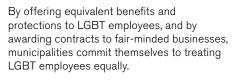
12





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





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	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>5</b> out	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	+0	+2

## COLORADO SPRINGS, COLORADO 2/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



IV.	Municipal	Services
IV.	iviunicipai	Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY







AVAILABLE

#### SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY



AVAILABLE

AVAILABLE



## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics to the FBI

**SCORE** 

(0) 10

**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.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative

CITY

0

0 out of 8

**SCORE** 

or Policy Efforts

**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 58 + TOTAL BONUS 2 =** 

Final Score 60

**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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II. Relationship Recognition

# **COLUMBIA, MISSOURI 1/2**

COUNTY

CITY

AVAILABLE

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

CITY

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 SCORE **18** 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.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	12	12
	SCORE			<b>12</b> οι	it of 12
	BONUS Municipality was forced to stop			+0	+2

## providing a domestic partner registry as a result of restrictive state law. III. Municipality as Employer AVAILABLE CITY By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Domestic Partner Health Benefits municipalities commit themselves to treating LGBT employees equally. Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance 0 **SCORE 18** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming

Place to Work

### **COLUMBIA, MISSOURI 2/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

STATE

COUNTY

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	00	3 3
	SCORE			<b>7</b> or	ut of 18
	BONUS 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	10
	SCORE			<b>10</b> ou	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	(2)	(5)
	Leadership's Pro-Equality Legislative or Policy Efforts	3	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
	_		

**CANNOT EXCEED 100** 





- PTS FOR GENDER IDENTITY

Relationship with the LGRT Community



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.

**TOTAL SCORE 70 + TOTAL BONUS 4 =** 



## **COLUMBIA, SOUTH CAROLINA 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

# **COLUMBIA, SOUTH CAROLINA 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

II.	Relationship	Recognition	STATE	COUNTY

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 Municipal Domestic Partner Registry



0

CITY



0 out of 12



AVAILABLE



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





AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

•				
Non-Discrimination in City E	Employment	(5	5	5 5
Domestic Partner Health Be	enefits			4
Legal Dependent Benefits				(2)
Equivalent Family Leave				(2)
City Contractor Non-Discrim	nination Ordinance	(0	0	2 2
City Contractor Equal Benef	its Ordinance			4
SCORE		1	0 out o	of 26
BONUS Grossing Up of E	mployee Benefits	+	0	+3
BONUS Transgender-Included Healthcare Bene		+	0	+4
BONUS Municipality is a N	Welcoming	+	2	+2

# IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE

COUNTY



AVAILABLE

#### SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY

CITY

**18** out of 18

CITY

0



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force (8) Reported 2011 Hate Crimes Statistics 10 to the FBI

# VI. Relationship with the LGBT Community

**SCORE** 

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 Leadership's Pro-Equality Legislative or Policy Efforts SCORE **7** out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community

**TOTAL SCORE 52 + TOTAL BONUS 9 =** 

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

Final Score 61

**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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# **COLUMBUS, GEORGIA 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

II.	Relationship	Recognition
	•	

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

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



STATE

COUNTY

0



CITY



0 out of 12

**0** out of 18





**SCORE** 

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





AVAILABLE

AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	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	<b>10</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

# **COLUMBUS, GEORGIA 2/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



IV. N	1unicipal	Services
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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

Enumerated Anti-Bullying School Policies



STATE



COUNTY







CITY

0



AVAILABLE

#### SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT

community.



CITY



AVAILABLE

AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

**SCORE** 

10

**10** out of 18

CITY

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

**SCORE** 

**BONUS** Openly LGBT elected or appointed municipal leaders

**BONUS** City engages with the LGBT community

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

Leadership's Pro-Equality Legislative

0 out of 8

**TOTAL SCORE 20 + TOTAL BONUS 0 =** 

Final Score 20

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

COUNTY

COUNTY

0

#### COLUMBUS, OHIO 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

## I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Employment Housing Public Accommodations

00

CITY

AVAILABLE

AVAILABLE

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.

Marriage Equality, Civil Unions, or Domestic Partnerships

Municipal Domestic Partner Registry

( o )

STATE

STATE



CITY



**12** out of 12

SCORE

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



CITY



AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance  $(\circ)$ 4 SCORE **22** 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.

Human Rights Commission

LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies

STATE

COUNTY

18 out of 18

AVAILABLE

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.

CITY

CITY

7



AVAILABLE

**AVAILABLE** 

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

10

CITY

5

**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.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**SCORE** 

**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 92 + TOTAL BONUS 9 =** 

8 out of 8

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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# **CONCORD, CALIFORNIA 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

# II. Relationship Recognition

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

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



STATE

COUNTY

0



CITY



**18** out of 18





SCORE

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





AVAILABLE

AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

•	
Non-Discrimination in City Employment	0 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	<b>8</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	+2 +2

# **CONCORD, CALIFORNIA 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV.	Munici	pal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



STATE



COUNTY



AVAILABLE



**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY



AVAILABLE

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics to the FBI

**SCORE** 

10

CITY

CITY

**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.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

**BONUS** Openly LGBT elected or appointed municipal leaders

**BONUS** City engages with the LGBT community

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



AVAILABLE

0 out of 8

**CANNOT EXCEED 100** 

Final Score 68

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

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**TOTAL SCORE 61 + TOTAL BONUS 7 =** 



## **CONCORD, NEW HAMPSHIRE 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

# **CONCORD, NEW HAMPSHIRE 2/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

II.	Relationship	Recognition	STATE	COUNTY
	•			

SCORE

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 Municipal Domestic Partner Registry





0

CITY





AVAILABLE



providing a domestic partner registry

as a result of restrictive state law.





AVAILABLE

# III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	2
Equivalent Family Leave	(o)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>16</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

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission

LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies





COUNTY





STATE



CITY

0



AVAILABLE

SCORE

**BONUS** City provides services to particularly vulnerable populations of the LGBT community.



CITY



AVAILABLE

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

**SCORE** 

(0)

10

**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.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**SCORE** 

**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 53 + TOTAL BONUS 2 =** 

0

CITY

AVAILABLE

0 out of 8

**CANNOT EXCEED 100** 

Final Score 55

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.



# **CORPUS CHRISTI, TEXAS 1/2**

2013 MUNICIPAL EQUALITY INDEX SCORECARD

## **CORPUS CHRISTI, TEXAS 2/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

CITY

STATE

COUNTY

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE 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.

discrimination on the basis of sexual		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	3 3
public accommodations.	Public Accommodations	00	00	00	3 3
	SCORE			0 0	ut of 18
II. Relationship Reco	gnition	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 Municipal Domestic Partner Registry	0	0	0	12
	SCORE			<b>0</b> ou	t 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 Er	mployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment	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	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	<b>0</b> ou	ıt of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming		10

Place to Work

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 S	chool Policies	00	3 3
	SCORE		<b>7</b> o	ut of 18
	* *	vices to particularly ations of the LGBT	+2	+2
V. Law Enforcement			CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task	Force	0	8
	Reported 2011 Hate Crime to the FBI	s Statistics	10	10
	SCORE		<b>10</b> or	ut of 18

vi. Relationship with	the LGDT 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  Leadership's Pro-Equality Legislative or Policy Efforts	0 5
	SCORE	<b>0</b> 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 17 + TOTAL BONUS 2 =	Final Score <b>19</b>

**CANNOT EXCEED 100** 





- PTS FOR GENDER IDENTITY

Polationship with the LGRT Community



BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.



## **CRANSTON, RHODE ISLAND 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

### **CRANSTON, RHODE ISLAND 2/2** 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



CITY

STATE

COUNTY

AVAILABLE

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

	SCORE			<b>18</b> °	ut of 18
II. Relationship Reco	gnition	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 Municipal Domestic Partner Registry	12	0	0	12
	SCORE			<b>12</b> o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

II. Relationship Recog	gnitior	1	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.		quality, Civil Unions, : Partnerships	(12)			(12)
	Municipal D	omestic Partner Registry		0	0	12
	SCORE				<b>12</b> out of 12	
	p	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2
III. Municipality as En	nploye	r			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrin	nination in City Employment			5 5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic P	artner Health Benefits			4	4
zaz. omprojece equanj.	Legal Depe	ndent Benefits			0	2
	Equivalent F	Family Leave			2	2
	City Contrac	ctor Non-Discrimination Ordinance			2 2	2 2
	City Contrac	ctor Equal Benefits Ordinance			4	4
	SCORE				<b>24</b> or	ut of 26
	BONUS G	Grossing Up of Employee Benefits			+0	+3
		Transgender-Inclusive Healthcare Benefits			+0	+4
		Municipality is a Welcoming Place to Work			+0	+2

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission	(o) (7)
	LGBT Liaison in the Mayor's Office	0 5
	Enumerated Anti-Bullying School Policies	30 33
	SCORE	<b>3</b> out of 18
	BONUS 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 engaging with the LGBT community in a thoughtful and respectful way.	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

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	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 67 + TOTAL BONUS 0 =	Final Sco	re <b>67</b>

**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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