

## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	3/3	3/3
Housing	3/3	0/0	3/3	3/3
Public Accommodations	3/0	0/0	3/3	3/3
<b>SCORE</b>	<b>18</b> out of 18			

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12		12	12
Municipal Domestic Partner Registry		0	12	12
<b>SCORE</b>	<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 Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
<b>SCORE</b>	<b>15</b> out of 18			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<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.

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

**TOTAL SCORE 91 + TOTAL BONUS 9 = Final Score 100**  
CANNOT EXCEED 100

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

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## I. Non-Discrimination Laws

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	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0 out of 12</b>
<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 Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

## VI. Relationship with the LGBT Community

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

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

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

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>18</b> out of 18

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Municipal Domestic Partner Registry				
<b>SCORE</b>				<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.				

### III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
<b>SCORE</b>	<b>16</b> out of 26	
<b>BONUS</b> Grossing Up of Employee Benefits		
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits		
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>				<b>7</b> out of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2011 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>0</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.

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

**TOTAL SCORE 53 + TOTAL BONUS 2 = Final Score 55**  
CANNOT EXCEED 100

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0 out of 12</b>
<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 Employer

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

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

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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	3/0	3/3
Housing	3/3	0/0	3/0	3/3
Public Accommodations	3/3	0/0	3/0	3/3
<b>SCORE</b>	<b>18</b> out of 18			

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12		12	12
Municipal Domestic Partner Registry		0	12	12
<b>SCORE</b>	<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 Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
<b>SCORE</b>	<b>11</b> out of 18			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	4	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>14</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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
<b>SCORE</b>	<b>6</b> out of 8	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+3	+3
<b>BONUS</b> City engages with the LGBT community	+2	+2
<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+2

**TOTAL SCORE 81 + TOTAL BONUS 11 = Final Score 92**  
CANNOT EXCEED 100

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**I. Non-Discrimination Laws**

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	3/3	3/3
Housing	3/3	0/0	3/3	3/3
Public Accommodations	3/3	0/0	3/3	3/3
<b>SCORE</b>	<b>18</b> out of 18			

**II. Relationship Recognition**

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<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 Employer**

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

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

**IV. Municipal Services**

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
<b>SCORE</b>	<b>13</b> out of 18			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

**V. Law Enforcement**

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<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.

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

**TOTAL SCORE 63 + TOTAL BONUS 0 = Final Score 63**  
CANNOT EXCEED 100

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	3/0	3/3
Housing	3/3	0/0	3/0	3/3
Public Accommodations	3/3	0/0	3/0	3/3
<b>SCORE</b>	<b>18 out of 18</b>			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		12	0	12
<b>SCORE</b>	<b>12 out of 12</b>			
<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 Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>18 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	3/0	3/3
<b>SCORE</b>	<b>13 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 74 + TOTAL BONUS 0 = Final Score 74**  
CANNOT EXCEED 100

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<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 Employer

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
<b>SCORE</b>	<b>10 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 30 + TOTAL BONUS 4 = 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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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
<b>SCORE</b>				<b>12</b> out of 18

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0</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 Employer

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	3/3	0/0	3/3
<b>SCORE</b>				<b>11</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			+0   +2

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<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.

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

**TOTAL SCORE 47 + TOTAL BONUS 7 = Final Score 54**  
CANNOT EXCEED 100

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>18</b> out of 18			

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0</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 Employer

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	3/3	0/0	3/3
<b>SCORE</b>	<b>13</b> out of 18			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<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.

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

**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.

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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<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 Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>16 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
<b>SCORE</b>	<b>13 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

## VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 44 + TOTAL BONUS 7 = 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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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0 out of 12</b>
<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 Employer

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

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

IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 10 + TOTAL BONUS 5 = Final Score 15**  
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0 out of 12</b>
<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 Employer

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

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

IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 15 + TOTAL BONUS 0 = Final Score 15**  
CANNOT EXCEED 100

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

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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0 out of 12</b>
<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 Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

## VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 10 + TOTAL BONUS 4 = 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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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	3/3	3/3	3/3
Housing	3/3	3/3	3/3	3/3
Public Accommodations	3/3	3/3	3/3	3/3
<b>SCORE</b>	<b>18</b> out of 18			

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<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 Employer

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	3/3	0/0	3/3	3/3
<b>SCORE</b>	<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

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<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.

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

**TOTAL SCORE 94 + TOTAL BONUS 9 = 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.

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](mailto:mei@hrc.org).

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>18</b> out of 18

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Municipal Domestic Partner Registry				
<b>SCORE</b>				<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.			

### III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
<b>SCORE</b>	<b>16</b> out of 26	
<b>BONUS</b>	Grossing Up of Employee Benefits	
<b>BONUS</b>	Transgender-Inclusive Healthcare Benefits	
<b>BONUS</b>	Municipality is a Welcoming Place to Work	

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>				<b>6</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2011 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<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.

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

**TOTAL SCORE 64 + TOTAL BONUS 2 = Final Score 66**

CANNOT EXCEED 100

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>18</b> out of 18			

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0</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 Employer

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
<b>SCORE</b>	<b>15</b> out of 18			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<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.

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

**TOTAL SCORE 79 + TOTAL BONUS 11 = 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.

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>18</b> out of 18			

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Municipal Domestic Partner Registry		0	12	12
<b>SCORE</b>	<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 Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	4	4
<b>SCORE</b>	<b>24</b> out of 26	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>7</b> out of 18			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<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.

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

**TOTAL SCORE 79 + TOTAL BONUS 4 = 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.

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>9 out of 18</b>

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Municipal Domestic Partner Registry				
<b>SCORE</b>				<b>12 out of 12</b>
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.				

### III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
<b>SCORE</b>	<b>11 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits		
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits		
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>				<b>6 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2011 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

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

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

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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>18</b> out of 18

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Municipal Domestic Partner Registry				
<b>SCORE</b>				<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.				

### III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
<b>SCORE</b>	<b>5</b> out of 26	
<b>BONUS</b> Grossing Up of Employee Benefits		
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits		
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>				<b>13</b> out of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2011 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0</b> out of 8	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> City engages with the LGBT community		
<b>BONUS</b> 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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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>18</b> out of 18			

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Municipal Domestic Partner Registry		0	12	12
<b>SCORE</b>	<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 Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>18</b> out of 26	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2	+2

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>7</b> out of 18			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<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.

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

**TOTAL SCORE 70 + TOTAL BONUS 4 = Final Score 74**  
CANNOT EXCEED 100

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

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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	3/3	3/3	3/3
Public Accommodations	0/0	3/3	3/3	3/3
<b>SCORE</b>	<b>12 out of 18</b>			

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<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 Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>5 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>18 out of 18</b>	

## VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 52 + TOTAL BONUS 9 = 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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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0 out of 12</b>
<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 Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

## VI. Relationship with the LGBT Community

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

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

**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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### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>18</b> out of 18			

### II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Municipal Domestic Partner Registry		0	12	12
<b>SCORE</b>	<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 Employer

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
<b>SCORE</b>	<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

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	4	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>14</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.

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

**TOTAL SCORE 92 + TOTAL BONUS 9 = Final Score 100**  
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
<b>SCORE</b>	<b>18 out of 18</b>			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>12 out of 12</b>			
<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 Employer

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

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

IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
<b>SCORE</b>	<b>13 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 61 + TOTAL BONUS 7 = Final Score 68**

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
<b>SCORE</b>	<b>9 out of 18</b>			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>12 out of 12</b>			
<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 Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>16 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2	+2

IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
<b>SCORE</b>	<b>6 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 53 + TOTAL BONUS 2 = Final Score 55**  
CANNOT EXCEED 100

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

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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<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 Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>7 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

## VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 17 + TOTAL BONUS 2 = Final Score 19**  
CANNOT EXCEED 100

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

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## I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>18</b> out of 18

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Municipal Domestic Partner Registry				
<b>SCORE</b>				<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.				

## III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
<b>SCORE</b>	<b>24</b> out of 26	
<b>BONUS</b> Grossing Up of Employee Benefits		
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits		
<b>BONUS</b> Municipality is a Welcoming Place to Work		

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>				<b>3</b> out of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.				

## V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2011 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<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.

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

**TOTAL SCORE 67 + TOTAL BONUS 0 = Final Score 67**  
CANNOT EXCEED 100

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

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