

DALLAS, TEXAS 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0



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.

Lavvo
Employment
Housing
Public Accommodations

0 0	0 0	3 3	
0 0	00	3 3	
	U	33	

SCORE		
-------	--	--

AVAILABLE



CITY

(3)
3 3



AVAILABLE

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

STATE



CITY



18 out of 18



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	0	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	0
SCORE	20 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	+2	+2

DALLAS, TEXAS 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	(

STATE

COUNTY

SCORE

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

Enumerated Anti-Bullying School Policies



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)	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10

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.

Leadersh	ip's Public Position on LGBT Equality	(3)	5
Leadersh or Policy I	ip's Pro-Equality Legislative Efforts	2	3
SCORE		5	out of 8
BONUS	Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS	City engages with the LGBT community	+2	+2
BONUS	Cities are pro-equality despite restrictive state law	+0	+2
TOTAL S	SCORE 72 + TOTAL BONUS 9 =	Final Sco	re 81

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.

143 hrc.org/mei 144 hrc.org/mei



DAVENPORT, IOWA 1/2

DAVENPORT, IOWA 2/2 RIGHTS **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 00 SCORE **18** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (12) 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the Municipal Domestic Partner Registry (0)power to create domestic partner registries. 0 **12** out of 12 SCORE **BONUS** Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. III. Municipality as Employer AVAILABLE 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

Place to Work

IV. Municipal Service	S		STATE	COUNTY
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission		
city services and programs.	LGBT Lia	ison in the Mayor's Office		
	Enumerated Anti-Bullying School Policies		3 3	00
	SCORE			
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.		
V. Law Enforcement				
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice Liaison or Task Force		
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2011 Hate Crimes Statistics		
	SCORE			
VI. Relationship with	the L	GBT Community		
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality		
community and to advocate for full equality.	Leadersh or Policy I	ip's Pro-Equality Legislative Efforts		
	SCORE			

SCORE **5** 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 Final Score 90 **TOTAL SCORE 85 + TOTAL BONUS 5 =**

CANNOT EXCEED 100

CITY

7

CITY

0

10

CITY

10 out of 18

18 out of 18

AVAILABLE

AVAILABLE

AVAILABLE

City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance (0) SCORE **22** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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145 hrc.org/mei 146 hrc.org/mei

4



DECATUR, GEORGIA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY 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

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.

areas of employment, housing, and

public accommodations.

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

STATE



CITY



0 out of 12

AVAILABLE

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	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	14 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

DECATUR, GEORGIA 2/2

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

COUNTY

STATE

CITY

0

SCORE

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

Enumerated Anti-Bullying School Policies

CITY

CITY

AVAILABLE

AVAILABLE

0 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

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 2 Leadership's Pro-Equality Legislative or Policy Efforts **SCORE 2** 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 27

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 22 + TOTAL BONUS 5 =

147 hrc.org/mei 148 hrc.org/mei



DENVER, COLORADO 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

DENVER, COLORADO 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.

Lavvs
Employment
Housing
Public Accommodations

Public Accommodations	

RE	18	out of 1

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

STATE



CITY

CITY

AVAILABLE





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	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	16 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	+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			7
LGBT Liaison in the Mayor's Office			5
Enumerated Anti-Bullying School Policies	3 3	0 0	00

STATE

COUNTY

SCORE

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



CITY

CITY

18 out of 18

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	8	(8)
Reported 2011 Hate Crimes Statistics to the FBI	10	10

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

CANNOT EXCEED 100

Final Score 99

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 90 + TOTAL BONUS 9 =

149 hrc.org/mei 150 hrc.org/mei



DES MOINES, IOWA 1/2

COUNTY

0

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 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

BONUS Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

SCORE

(12)

STATE



CITY









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-Discrimin	nation in City Employment	5 0	5 5
Domestic Par	tner Health Benefits	4	4
Legal Depend	lent Benefits	(2)	2
Equivalent Far	mily Leave	(2)	2
City Contracto	or Non-Discrimination Ordinance	0 0	2 2
City Contracto	or Equal Benefits Ordinance	0	4
SCORE		13 out	t of 26
BONUS Gro	ossing Up of Employee Benefits	+0	+3
	insgender-Inclusive althcare Benefits	+0	+4
	inicipality is a Welcoming ace to Work	+2	+2

DES MOINES, IOWA 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



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

(8) 10

CITY

CITY

18 out of 18

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative 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 81 + TOTAL BONUS 7 =



AVAILABLE

7 out of 8

Final Score 88

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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DETROIT, MICHIGAN 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 00 **SCORE 18** out of 18

П.	F	Rela	atio	onsh	ip	Re	COC	gn	itio	on

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

STATE



CITY





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	0	(2)
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	14 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

DETROIT, MICHIGAN 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



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

SCORE

(0) 10

CITY

5

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

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

8 out of 8

Final Score 72

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TOTAL SCORE 63 + TOTAL BONUS 9 =

153 hrc.org/mei 154 hrc.org/mei



DOVER, DELAWARE 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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.

Laws	OIAIL
Employment	3 3
Housing	3 3
Public Accommodations	3 3

SCORE

SCORE

Employment	(3 3	0 0	0 0	3 3
Housing	3 3	0 0	0 0	3 3
Public Accommodations	3 3	00	00	3 3
SCORE			18 ou	ıt 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.



BONUS Municipality was forced to stop

Non-Discrimination in City Employment

Place to Work

providing a domestic partner registry

as a result of restrictive state law.



STATE



CITY

CITY

AVAILABLE







CITY



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 Discinning on 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	5 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming	10

DOVER, DELAWARE 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

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office





COUNTY



AVAILABLE

STATE

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

10

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

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

Final Score 57

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TOTAL SCORE 55 + TOTAL BONUS 2 =

155 hrc.org/mei 156 hrc.org/mei



DURHAM, NORTH CAROLINA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

DURHAM, NORTH CAROLINA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



CITY

CITY

(0)

10

CITY

10 out of 18

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 (o)



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 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	18 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

city services and programs.

to ensure LGBT constituents are included in

SCORE

Human Rights Commission LGBT Liaison in the Mayor's Office



STATE





AVAILABLE

COUNTY

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

Enumerated Anti-Bullying School Policies

BONUS City provides services to particularly

community.

vulnerable populations of the LGBT

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 5 Leadership's Pro-Equality Legislative or Policy Efforts **SCORE 7** out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 48 + TOTAL BONUS 8 =

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

Final Score 56

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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159 hrc.org/mei 160 hrc.org/mei



DURHAM, NEW HAMPSHIRE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

DURHAM, 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

<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

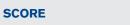


STATE



CITY





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	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	18 ou	t of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+4	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

IV. Municipal Services

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

Human Rights Commission

Enumerated Anti-Bullying School Policies

STATE



COUNTY







AVAILABLE

LGBT Liaison in the Mayor's Office

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

CITY

SCORE

10 out of 18

VI. Relationship with the LGBT Community

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

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 65 + TOTAL BONUS 6 =

3 out of 8

Final Score 71 **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.

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