

EAST LANSING, MICHIGAN 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Employer

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

power to create domestic partner registries.

is En	nployer	CITY	AVAILABLE
у	Non-Discrimination in City Employment	5 5	55
nesses, eating	Domestic Partner Health Benefits	4	4
	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	$\underbrace{}_{2}$	(2)
	City Contractor Non-Discrimination Ordinance	22	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	22 or	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+0	+2

EAST LANSING, MICHIGAN 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

CO	RE	

S	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission LGBT Liaison in the Mayor's Office			7	7
LGDT Liaison in the mayor's Office			0	5
Enumerated Anti-Bullying School Policies	00	00	33	3 3
SCORE			13 o	ut of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
			CITY	AVAILABLE
LGBT Police Liaison or Task Force			(8)	8
Reported 2011 Hate Crimes Statistics to the FBI				10
SCORE			18 o	ut of 18
the LGBT Community			СІТҮ	AVAILABLE
Leadership's Public Position on LGBT Equality			5	5
Leadership's Pro-Equality Legislative or Policy Efforts			3	3
SCORE			8	out of 8
BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
BONUS City engages with the LGBT community			+2	+2
BONUS Cities are pro-equality despite			+2	+2

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.





restrictive state law

TOTAL SCORE 79 + TOTAL BONUS 7 =

Final Score 86

CANNOT EXCEED 100



EL DORADO AT SANTA FE, NEW MEXICO* 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

+0

COUNTY

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

BONUS Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

II. Relationship Recog

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

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

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.

יעטיקי	01		
Non-Discr	imination in City Employment	5 5	55
Domestic	Partner Health Benefits	4	4
Legal Dep	endent Benefits	2	(2)
Equivalent	t Family Leave	0	(2)
City Contr	actor Non-Discrimination Ordinance	00	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE		1	6 out of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming Place to Work	+2	+2

EL DORADO AT SANTA FE, NEW MEXICO* 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		0		$\overline{(7)}$
city services and programs.	LGBT Liaison in the Mayor's Office		\bigcirc		5
	Enumerated Anti-Bullying School Policies	30	•	00	33
	SCORE			3 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.		+0		+2
V. Law Enforcement			COUNTY		AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		0		8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI		0		(10)

City pro
vulnera
commu

SCORE

VI. Relationship with

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

со	RE	

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

PTS FOR SEXUAL ORIENTATION

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- PTS FOR GENDER IDENTITY

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12

12

+2

AVAILABLE

0 out of 12





TOTAL SCORE 37 + TOTAL BONUS 5 =



CANNOT EXCEED 100

0 out of 18



EL PASO, TEXAS 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 00 00 33 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 00 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 33 00 33 SCORE 6 out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE

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

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

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

III. Municipality as Emp

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

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{}_{0}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	14 o	ut of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

EL PASO, TEXAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

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CO	RE	

S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			7	(7)
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	00	00	00	33
SCORE			7 。	ut of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
			CITY	AVAILABLE
LGBT Police Liaison or Task Force			0	8
Reported 2011 Hate Crimes Statistics to the FBI				10
SCORE			10 o	ut of 18
the LGBT Community	/		CITY	AVAILABLE
Leadership's Public Position on LGBT Equality			5	5
Leadership's Pro-Equality Legislative or Policy Efforts			3	3
SCORE			8	out of 8
BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
BONUS City engages with the LGBT community			+2	+2

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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12

(12)

0 out of 12

(0)

(0)



BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 45 + TOTAL BONUS 6 =

Final Score 51

CANNOT EXCEED 100



ENTERPRISE, NEVADA* 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

I. Non-Discrimination Laws STATE COUNTY AVAILABLE This category evaluates whether Employment 33 00 33 discrimination on the basis of sexual orientation and gender identity is 33 00 Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. 33 00 Public Accommodations 3 3 SCORE **18** out of 18

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

III. Municipality as Employer

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

	••		
Non-Disci	rimination in City Employment	5 5	55
Domestic	Partner Health Benefits	4	4
Legal Dep	pendent Benefits	2	(2)
Equivalen	t Family Leave	2	(2)
City Contr	actor Non-Discrimination Ordinance	2 2	(2 2
City Contr	ractor Equal Benefits Ordinance	0	4
SCORE			22 out of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming Place to Work	+2	+2

ENTERPRISE, NEVADA* 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		0		$\overline{(7)}$
city services and programs.	LGBT Liaison in the Mayor's Office		0		5
	Enumerated Anti-Bullying School Policies	00	33	00	33
	SCORE			6 .	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.		+2		+2
V. Law Enforcement			COUNTY		AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		(8)		8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI		10		10

9	S		STATE	COUNTY	СІТҮ	AVAILABLE
	Human R	ights Commission		\bigcirc		
	LGBT Lia	ison in the Mayor's Office				(5)
	Enumerat	ed Anti-Bullying School Policies	00	33	00	33
	SCORE				6 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.		+2		+2
t				COUNTY		AVAILABLE
-	LGBT Pol	lice Liaison or Task Force		(8)		(8)
	Reported to the FB	2011 Hate Crimes Statistics		10		10

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SCORE

VI. Relationship with the LGBT

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

Leadership's Public F

Leadership's Pro-Equ or Policy Efforts

SCORE

BONUS	Openly LGE municipal le
BONUS	City engage community

BONUS Cities are p restrictive

PTS FOR SEXUAL ORIENTATION

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- PTS FOR GENDER IDENTITY

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AVAILABLE





Community	COUNTY	AVAILABLE
Position on LGBT Equality	5	5
uality Legislative		3
		6 out of 8
GBT elected or appointed leaders	+0	+3
ges with the LGBT y	+2	+2
pro-equality despite state law	+2	+2

TOTAL SCORE 82 + TOTAL BONUS 8 =

Final Score 90

CANNOT EXCEED 100

18 out of 18



ESSEX, VERMONT 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

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00

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18 out of 18

AVAILABLE

33

33

33

AVAILABLE

STATE

33

33

33

ESSEX, VERMONT 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

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BONUS	Openly I municipa
BONUS	City eng

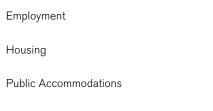
hrc.org/mei

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

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Ι.	Non-Discrimination	Laws

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



BONUS Municipality was forced to stop

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

SCORE

II. Relationship Recognition

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

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

III. Municipality as Employer

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

ployer	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	8 or	ut of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2



restrictive state law

TOTAL SCORE 54 + TOTAL BONUS 0 =

Final Score 54

CANNOT EXCEED 100



EUGENE, OREGON 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

00

00

18 out of 18

AVAILABLE

33

33

33

AVAILABLE

STATE

33

33

33

EUGENE, OREGON 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office				7
	Enumerated Anti-Bullying School Policies	30	00	0	5 3 3
	SCORE			13 。	ut of 18
	BONUS City provides services to particularl vulnerable populations of the LGBT community.	5		+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			18 o	ut of 18
VI. Relationship with	the LGBT Communit	.y		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	/		5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City engages with the LGBT community			+2	+2
	BONUS Cities are pro-equality despite			+0	+2

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S	STATE	COUNTY	СІТҮ	AVAILABLE	
Human Rights Commission			$\overline{(7)}$	$\overline{(7)}$	
LGBT Liaison in the Mayor's Office			\bigcirc	5	
Enumerated Anti-Bullying School Policies	30	00	33	3 3	
SCORE			13 o	ut of 18	
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2	
			СІТҮ	AVAILABLE	
LGBT Police Liaison or Task Force			8	(8)	
Reported 2011 Hate Crimes Statistics to the FBI					
SCORE			18 out of 18		
the LGBT Community			СІТҮ	AVAILABLE	
Leadership's Public Position on LGBT Equality			5	5	
Leadership's Pro-Equality Legislative or Policy Efforts			3	3	
SCORE			8	out of 8	
BONUS Openly LGBT elected or appointed municipal leaders			+0	+3	
BONUS City engages with the LGBT community			+2	+2	
BONUS Cities are pro-equality despite			+0	+2	



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١.	Non-Discrimination	Laws

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

SCORE

II. Relationship Recognition

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

gnition	STATE	COUNTY	CITY	AVAILABI
Marriage Equality, Civil Unions, or Domestic Partnerships	(12)			12
Municipal Domestic Partner Registry		0	0	(12)
SCORE			12 。	ut of 12
BONUS Municipality was forced to stop				

III. Municipality as Employer

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

ployer	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	55	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	20	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	20 οι	ut of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2



restrictive state law

TOTAL SCORE 89 + TOTAL BONUS 4 =

Final Score 93

CANNOT EXCEED 100



EVANSVILLE, INDIANA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

33

30

+0

AVAILABLE

33

33

33

AVAILABLE

12

12

0 out of 12

9 out of 18

EVANSVILLE, INDIANA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

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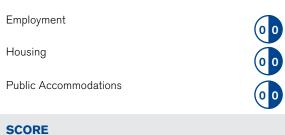
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BONUS	Openly LGE municipal le	
BONUS	City engage community	

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Ι.	Non-Discrimination	Laws

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



BONUS Municipality was forced to stop

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

CITY	AVAILABLE
5 5	55
	4
0	2
0	(2)
2 2	2 2
4	4
18 οι	ıt of 26
+0	+3
+0	+4
+0	+2
	55 0 0 0 22 4 18 or +0 +0



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

TOTAL SCORE 39 + TOTAL BONUS 0 =

Final Score 39

CANNOT EXCEED 100