

FAIRBANKS, ALASKA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

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.

Lavvo
Employment
Housing
Public Accommodations

Lavvo
Employment
Housing
Public Accommodations

(0	0
0	0
0	0

STATE



CITY

)	0	3 3
)	0	3 3
	0	out of 18

AVAILABLE

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.





STATE



CITY

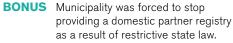


0 out of 12



AVAILABLE

SCORE







AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0 5 5
Domestic Partner Health Benefits	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	2
City Contractor Non-Discrimination Ordinance	00 22
City Contractor Equal Benefits Ordinance	0 4
SCORE	2 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2

FAIRBANKS, ALASKA 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 Commis	ssion

SCORE

LGBT Liaison in the Mayor's Office

community.

Enumerated Anti-Bullying School Policies



STATE



COUNTY







CITY

0

CITY

CITY



BONUS City provides services to particularly

vulnerable populations of the LGBT





AVAILABLE

AVAILABLE

0 out of 18

0 out of 8

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

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

Final Score 2 **TOTAL SCORE 2 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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



FAIRFAX COUNTY, VIRGINIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

FAIRFAX COUNTY, VIRGINIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

18 out of 18

CANNOT EXCEED 100

II. Relationship Recognition		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	0	12
	SCORE			0 out of 12
	BONUS Municipality was forced to stop providing a domestic partner regist	ry	+0	+2

as a result of restrictive state law.

III. Municipality as Er	nployer	COUNTY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance		2 2 2 4
	BONUS Grossing Up of Employee Benefits BONUS Transgender-Inclusive Healthcare Benefits BONUS Municipality is a Welcoming Place to Work	+0 +0 +2	0 out of 26

IV. Municipal Services		STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		7	7
city services and programs.	LGBT Liaison in the Mayor's Office		(0)	5
	Enumerated Anti-Bullying School Policies	00	3 3	3 3
	SCORE			13 out 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

VI. Relationship with	the LGBT Community	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	(3) (0)	3
	SCORE		3 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS City engages with the LGBT community	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+2	+2
	TOTAL SCORE 34 + TOTAL BONUS 6 =	Final S	Score 40

SCORE

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

+

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

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FARGO, NORTH DAKOTA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

FARGO, NORTH DAKOTA 2/2 RIGHTS 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 **0** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE

Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, 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. **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 En	nployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	5 0	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits	0	4
LGBT employees equally.	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	5 ou	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming	+0	12

Place to Work

IV. Municipal Services	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			7	7
city services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ted Anti-Bullying School Policies	00	00	30	3 3
	SCORE				10 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	lice Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2011 Hate Crimes Statistics			10	10
	SCORE				18 o	ut of 18

VI. Relationship with	the LGBT Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	2	5
	SCORE	7	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS City engages with the LGBT community	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+2	+2
TOTAL SCORE 40 + TOTAL BONUS 9 = Fina			re 49

CANNOT EXCEED 100





- PTS FOR GENDER IDENTITY



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

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FAYETTEVILLE, ARKANSAS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

CITY

CITY

14 out of 18

AVAILABLE

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 STATE COUNTY CITY AVAILABLE AVAILABLE

	SCORE			0 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	0	12
	SCORE			0 0	ut of 12
	BONUS Municipality was forced to stop				

providing a domestic partner registry

as a result of restrictive state law.

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 Domestic Part awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

mpioyer	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	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	16 o	ut of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

FAYETTEVILLE, ARKANSAS 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			0	7
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE			11 ou	ıt of 18

BONUS City provides services to particularly

community.

vulnerable populations of the LGBT

V.	Law	Enforcement
V .		

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	4	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	ip's Pro-Equality Legislative Efforts	0	3
SCORE		3 o	ut of 8
BONUS	Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS	City engages with the LGBT community	+2	+2
BONUS	Cities are pro-equality despite restrictive state law	+0	+2

CANNOT EXCEED 100

Final Score 46

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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TOTAL SCORE 44 + TOTAL BONUS 2 =

hrc.org/mei hrc.org/mei hrc.org/mei



FAYETTEVILLE, NORTH CAROLINA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

RIGHTS

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

II. Relationship Recognition

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

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

STATE



CITY





0 out of 12

0 out of 18

SCORE

SCORE

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





AVAILABLE

AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	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
SCORE	0 ou	ıt 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

FAYETTEVILLE, NORTH CAROLINA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY





AVAILABLE

SCORE

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



CITY

CITY



AVAILABLE

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

AVAILABLE

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.

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 23 + TOTAL BONUS 0 =

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative

CITY

Final Score 23

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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FERNDALE, MICHIGAN 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

II.	Relationship	Recognition

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

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



STATE

COUNTY

0



CITY



0 out of 12



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





AVAILABLE

AVAILABLE

III. Municipality as Employer

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

Non-Discr	imination in City Employment	5 0	5 5
Domestic	Partner Health Benefits	0	4
Legal Dep	pendent Benefits	0	2
Equivalent	Family Leave	(2)	(2)
City Contr	actor Non-Discrimination Ordinance	00	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE		7 out	t of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming Place to Work	+0	+2

FERNDALE, MICHIGAN 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE







COUNTY



AVAILABLE

SCORE

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



CITY

CITY

0



AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force (0) Reported 2011 Hate Crimes Statistics 10 to the FBI

10 out of 18 **SCORE**

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

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 40 + TOTAL BONUS 5 =

Leadership's Pro-Equality Legislative

CITY

2 out of 8

Final Score 45

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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FONTANA, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

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

II. Relationship Recognition

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

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

(12)

STATE

COUNTY

0



CITY





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	0	(2)
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	16 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

FONTANA, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY







AVAILABLE

SCORE

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



CITY

CITY

0



AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

(0)

10

10 out of 18

CITY

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 62 + TOTAL BONUS 0 =

Leadership's Pro-Equality Legislative

0 out of 8

Final Score 62

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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FORT LAUDERDALE, FLORIDA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

FORT LAUDERDALE, FLORIDA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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 Housing Public Accommodations STATE COUNTY AVAILABLE COUNTY AVAILABLE COUNTY AVAILABLE STATE COUNTY AVAILABLE This category evaluates whether city county, or state in areas of employment, housing, and public accommodations Food as a state county of the city county of the city county, or state in areas of employment, housing, and public accommodations SCORE 18 out of 18

	S	SCORE		18 out of 18		ut of 18
II.	Relationship Recogn	nition	STATE	COUNTY	CITY	AVAILABLE

as a result of restrictive state law.

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

Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		12	0	12
SCORE			12 ou	t of 12
BONUS Municipality was forced to stop providing a domestic partner registry			+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-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	4 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	4 4
SCORE	13 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2

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

0
0
3
0
0

STATE

COUNTY

SCORE

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

+2

CITY

CITY

CITY



AVAILABLE

AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

8
8
8
10
10
10

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

3 out of 8

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

CANNOT EXCEED 100

Final Score 77

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TOTAL SCORE 70 + TOTAL BONUS 7 =

hrc.org/mei hrc.org/mei hrc.org/mei



FORT SMITH, ARKANSAS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

FORT SMITH, ARKANSAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

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

	SCORE			0 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	0	12
	SCORE			0 0	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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) (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.		+0 +2
III. Municipality as En	nployer		CITY AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment		0 0 (5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits		0 4
LGBT employees equally.	Legal Dependent Benefits		
	Equivalent Family Leave		\bigcirc \bigcirc \bigcirc \bigcirc \bigcirc
	City Contractor Non-Discrimination Ordinance		0 0 2 2
	City Contractor Equal Benefits Ordinance		0 4
	SCORE		0 out of 26
	BONUS Grossing Up of Employee Benefits		+0 +3
	BONUS Transgender-Inclusive Healthcare Benefits		+0 +4
	BONUS Municipality is a Welcoming Place to Work		+0 +2

IV. Municipal Service	es .	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	7
city services and programs.	LGBT Liaison in the Mayor's Office			(0)	5
	Enumerated Anti-Bullying School Policies	3 3	00	00	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				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	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	0503
	SCORE	0 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0 +3
	BONUS City engages with the LGBT community	+0 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2
	TOTAL SCORE 16 + TOTAL BONUS 0 =	Final Score 16

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY

Relationship with the LGRT Community



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

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.



FORT WAYNE, INDIANA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

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

II. Relationship	Recognition
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III. Municipality as Employer

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries. Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry

BONUS Municipality was forced to stop

SCORE

SCORE

STATE

COUNTY



CITY



6 out of 18

AVAILABLE

12

AVAILABLE





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

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

Non-Discr	rimination in City Employment	5 0	5 5
Domestic	Partner Health Benefits	0	4
Legal Dep	pendent Benefits	(o)	(2)
Equivalent	t Family Leave	0	(2)
City Contr	ractor Non-Discrimination Ordinance	20	2 2
City Contr	ractor Equal Benefits Ordinance	0	4
SCORE		7 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

FORT WAYNE, INDIANA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

11. /	K / ' ' I	
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



SCORE

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



CITY

10

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

10 out of 18 **SCORE**

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

BONUS Cities are pro-equality despite restrictive state law

community

SCORE 0 out of 8 **BONUS** Openly LGBT elected or appointed

Final Score 30 **TOTAL SCORE 30 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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FORT WORTH, TEXAS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

II. Relationship Recognition

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

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

STATE

COUNTY

0



CITY



0 out of 12

18 out of 18



AVAILABLE

SCORE

SCORE

BONUS Municipality was forced to stop providing a domestic partner registry

as a result of restrictive state law.





AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	22 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

FORT WORTH, TEXAS 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

STATE



COUNTY



AVAILABLE







SCORE

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



CITY

CITY



AVAILABLE

AVAILABLE



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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

(8) 10

18 out of 18

CITY

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

BONUS City engages with the LGBT community

TOTAL SCORE 82 + TOTAL BONUS 9 =

Final Score 91

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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FRANKFORT, KENTUCKY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

FRANKFORT, KENTUCKY 2/2 RIGHTS 2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Regis	stry	0	0	12
	SCORE			0 ou	t of 12
	BONUS Municipality was forced providing a domestic p as a result of restrictive	partner registry		+0	+2

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

Place to Work

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			7	7
	LGBT Liaison in the Mayor's Office			(0)	5
	Enumerated Anti-Bullying School Policies	00	00	00	3 3
	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	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality	(4) (5)
	Leadership's Pro-Equality Legislative or Policy Efforts	2 3
	SCORE	6 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0 +3
	BONUS City engages with the LGBT community	+0 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2
	TOTAL SCORE 31 + TOTAL BONUS 0 =	Final Score 31

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY

Relationship with the LGRT Community



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

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FREDERICK, MARYLAND 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	30	0 0	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	30	00	3 0	3 3
public accommodations.	Public Accommodations	30	00	00	3 3
	SCORE			9 0	ut 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 (12)

STATE

COUNTY

0



CITY



SCORE

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





AVAILABLE

AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	13 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2

FREDERICK, MARYLAND 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

13.7	A 4 1 1 1	
IV.	Municipal	Services

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

Human Rights Commission

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



STATE



COUNTY



SCORE

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



CITY



AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics

SCORE

to the FBI

10

CITY

CITY

10 out of 18

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 50 + TOTAL BONUS 2 =

Final Score 52

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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FREMONT, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

CITY

AVAILABLE

AVAILABLE

RIGHTS

AVAILABLE

CITY

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

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	12	(o)

Municipal I	Domestic Partner Registry	0	0	12
SCORE			12 ou	t of 12
	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.

l	ipioyei	CITT	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	20	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	20 ou	ıt 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

FREMONT, CALIFORNIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

This section assesses the efforts of the city

to ensure LGBT constituents are included in

STATE

COUNTY

city services and programs.	LGBT Liaison in the Mayor's Office			(0)	5
	Enumerated Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE			13 °	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			4	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			14 o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE

Human Rights Commission

•	-	
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	(o) (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	+2 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2

CANNOT EXCEED 100

Final Score 86







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

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TOTAL SCORE 77 + TOTAL BONUS 9 =



FRESNO, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

CITY

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

	SCORE			10 0	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	12	0	0	12
	SCORE			12 o	ut of 12
	BONUS Municipality was forced to stop				

power to create domestic partner registries.	Municipal Domestic Partner Registry	0	0	12
	SCORE		12 οι	ıt 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 Em	nployer		CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment		5 0	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		13 οι	ıt 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

FRESNO, CALIFORNIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

STATE

COUNTY

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission	$\overline{7}$
	LGBT Liaison in the Mayor's Office	0 5
	Enumerated Anti-Bullying School Policies	30 33
	SCORE	13 out of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.	+2 +2
V. Law Enforcement		CITY AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force	0 8
	Reported 2011 Hate Crimes Statistics to the FBI	10 10
		10 10 10 10 10 10 10 10 10 10 10 10 10 1
	to the FBI	

VI. Relationship with	the Ead's 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	(2) (5) (0) (3)
	SCORE	2 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0 +3
	BONUS City engages with the LGBT community	+0 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2
	TOTAL SCORE 68 + TOTAL BONUS 2 =	Final Score 70

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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