

GARDEN GROVE, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment (33 (3 3 (0 0 (0 0 discrimination on the basis of sexual orientation and gender identity is Housing 00 33 00 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 33 00 00 33 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, (12) or Domestic Partnerships Municipal Domestic Partner Registry (0) 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	50	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	$\underbrace{)}{2}$	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 οι	ut 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

GARDEN GROVE, CALIFORNIA 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			0	(7)
	LGBT Liaison in the Mayor's Office				5
	Enumerated Anti-Bullying School Policies	33	00	0	33
	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	/		CITY	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

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.

12

(12)

0

12 out of 12





BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 59 + TOTAL BONUS 4 =

Final Score 63

CANNOT EXCEED 100



GARLAND, TEXAS 1/2

AVAILABLE

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AVAILABLE

12

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out of 12

0 out of 18

CITY

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2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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GARLAND, TEXAS 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				5
	Enumerated Anti-Bullying School Policies	00	00	0	33
	SCORE			7 。	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	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

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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 or	ut of 18
the LGBT Community			CITY	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			+0	+3
BONUS City engages with the LGBT community			+0	+2



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

SCORE

BONUS Municipality was forced to stop

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

II. Relationship Recogniti

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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits		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	0 0	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

hrc.org/mei



BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 17 + TOTAL BONUS 0 =

Final Score 17

CANNOT EXCEED 100



GILBERT, ARIZONA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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AVAILABLE

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(12)

0 out of 12

1 out of 18

GILBERT, ARIZONA 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	7
	Enumerated Anti-Bullying School Policies	00	00		33
	SCORE			12 。	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			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	,		CITY	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			+2	+2
	BONUS Cities are pro-equality despite			+0	+2

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

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 COUNTY Marriage Equality, Civil Unions, (0) or Domestic Partnerships Municipal Domestic Partner Registry 0 SCORE

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 businesses, municipalities commit themselves to treating LGBT employees equally.

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	5 5
Domestic Partner Health Benefits		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	0 от	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 31 + TOTAL BONUS 2 =

Final Score 33

CANNOT EXCEED 100



GLENDALE, ARIZONA 1/2

STATE

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2013 MUNICIPAL EQUALITY INDEX SCORECARD

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GLENDALE, ARIZONA 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			0	7	
city services and programs.	LGBT Liaison in the Mayor's Office			0	5	
	Enumerated Anti-Bullying School Policies	00	00	30	33	
	SCORE			3 out 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	
	PONUS Cities are pre-equality despite					

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S		STATE	COUNTY	CITY	AVAILABLE
Human F	Rights Commission			0	(7)
LGBT Lia	aison in the Mayor's Office			0	5
Enumera	ted Anti-Bullying School Policies	00	00	30	33
SCORE				3 o	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				CITY	AVAILABLE
LGBT Pa	lice Liaison or Task Force			0	8
Reported to the FE	l 2011 Hate Crimes Statistics 3I			10	10
SCORE				10 or	ut of 18
the L	_GBT Community			СІТҮ	AVAILABLE
Leadersh	nip's Public Position on LGBT Equality			0	5
Leadersh or Policy	nip's Pro-Equality Legislative 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
DOMILE	Citias are pro equality despite				



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I. Non-Discrimination Laws

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

Employment	6
Housing	0
Public Accommodations	0

II. Relationship Recognition

SCORE

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

упцоп	STATE	COUNTY	
Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	٥	
SCORE			

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 businesses, municipalities commit themselves to treating LGBT employees equally.

ployer	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{\bigcirc}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	0 0	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



BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 13 + TOTAL BONUS 0 =

Final Score 13

CANNOT EXCEED 100



GLENDALE, CALIFORNIA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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18 out of 18

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AVAILABLE

GLENDALE, CALIFORNIA 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			(7)	(7)
city services and programs.	LGBT Liaison in the Mayor's Office			$\underbrace{\overset{\smile}{0}}$	5
	Enumerated Anti-Bullying School Policies	33	33	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			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			CITY	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

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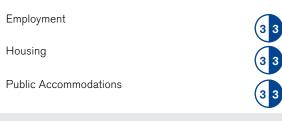
S		STATE	COUNTY	СІТҮ	AVAILABLE
Human F	Rights Commission			7	7
LGBT Lia	aison in the Mayor's Office			0	5
Enumera	ted Anti-Bullying School Policies	33	33	33	33
SCORE				13 o	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				CITY	AVAILABLE
LGBT Pa	lice Liaison or Task Force			0	8
Reported to the FE	l 2011 Hate Crimes Statistics 3I			10	
SCORE				10 or	ut of 18
the L	_GBT Community			CITY	AVAILABLE
Leadersh	nip's Public Position on LGBT Equality			0	5
Leadersh or Policy	nip's Pro-Equality Legislative Efforts			0	3
SCORE				0	out of 8
BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
BONUS	community			+0	+2
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I. Non-Discrimination	Laws
This category evaluates whether	Employment

SCORE

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	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	CITY	AVAILABLE
Non-Discrimination in City Employment	50	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits	0	2
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	11 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





BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 64 + TOTAL BONUS 2 =

Final Score 66

CANNOT EXCEED 100



GRAND FORKS, NORTH DAKOTA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment (3 3 00 (0 0 0 0 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 00 00 (3 3 SCORE **0** 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

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

SCORE

III. Municipality as Empl

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	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{\circ}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	10 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

GRAND FORKS, NORTH DAKOTA 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 Co	mmission			0	(7)
city services and programs.	LGBT Liaison in t	he Mayor's Office			$\underbrace{\overset{\smile}{(0)}}$	5
	Enumerated Anti-	Bullying School Policies	00	00	00	33
	SCORE				0 0	ut of 18
		ovides services to particularly able populations of the LGBT unity.			+2	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liais	on or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 H to the FBI	ate Crimes Statistics			10	10
	SCORE				10 or	ut of 18
VI. Relationship with	the LGB	T Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Publ	lic Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadership's Pro- or Policy Efforts	Equality Legislative			3	3
	SCORE				8	out of 8
		LGBT elected or appointed al leaders			+0	+3
	BONUS City en	gages with the LGBT			+0	+2

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20	S		STATE	COUNTY	CITY	AVAILABLE
	Human Rights Commission				0	7
	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	33
	SCORE				0 01	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
					CITY	AVAILABLE
	LGBT Pol	lice Liaison or Task Force			0	8
	Reported to the FB	2011 Hate Crimes Statistics I			10	10
	SCORE				10 or	ut of 18
	the L	GBT Community			CITY	AVAILABLE
	Leadersh	ip's Public Position on LGBT Equality			5	5
	Leadersh or Policy I	ip's Pro-Equality Legislative Efforts			3	3
	SCORE				8 0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City engages with the LGBT community			+0	+2

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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(12)

0 out of 12

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 28 + TOTAL BONUS 2 =

Final Score 30

CANNOT EXCEED 100



GRAND PRAIRIE, TEXAS 1/2

STATE

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2013 MUNICIPAL EQUALITY INDEX SCORECARD

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AVAILABLE

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AVAILABLE

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0 out of 12

0 out of 18

GRAND PRAIRIE, TEXAS 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 R	lights Commission			0	(7)
city services and programs.	LGBT Lia	ison in the Mayor's Office			$\underbrace{}_{0}$	5
	Enumera	ted Anti-Bullying School Policies	00	00	33	33
	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 Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2011 Hate Crimes Statistics				10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			\bigcirc	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			() ()	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City engages with the LGBT			+0	+2

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S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			0	(7)
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	00	00	33	33
SCORE			6 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			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			0	5
Leadership's Pro-Equality Legislative or Policy Efforts			0	3
SCORE			0	out of 8
BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
BONUS City engages with the LGBT community			+0	+2



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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.

Employment	00
Housing	00
Public Accommodations	
SCORE	

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	
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.

ployer	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	50	5 5
Domestic Partner Health Benefits		4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{\circ}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	5 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	+0	+2

hrc.org/mei





BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 21 + TOTAL BONUS 0 =

Final Score 21

CANNOT EXCEED 100



GRAND RAPIDS, MICHIGAN 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment (3 3 00 (3 3 (0 0 discrimination on the basis of sexual orientation and gender identity is Housing 00 33 33 00 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 33 00 33 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, $\left(\mathbf{o} \right)$ 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

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		
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	10 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	+2	+2

GRAND RAPIDS, 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			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
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	у		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	,		(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			2	3
	SCORE			4	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

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S		STATE	COUNTY	СІТҮ	AVAILABLE
Human I	Rights Commission			(7)	(7)
LGBT Li	aison in the Mayor's Office			0	5
Enumera	ated Anti-Bullying School Policies	00	00	00	33
SCORE	E			7 o	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				СІТҮ	AVAILABLE
LGBT Po	olice Liaison or Task Force			0	8
Reported to the FI	d 2011 Hate Crimes Statistics 3I			10	10
SCORE	E			10 or	ut of 18
the l	_GBT Community			СІТҮ	AVAILABLE
Leaders	hip's Public Position on LGBT Equality			2	5
Leaders or Policy	hip's Pro-Equality Legislative Æfforts			2	3
SCORE	E			4	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

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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12

(12)

0 out of 12

(0)

(0)





TOTAL SCORE 49 + TOTAL BONUS 7 =

Final Score 56

CANNOT EXCEED 100



GREAT FALLS, MONTANA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

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(0 0

CITY

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00

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AVAILABLE

(3 3

3 3

(33

AVAILABLE

0 out of 18

GREAT FALLS, MONTANA 2/2

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.

Employment	00
Housing	00
Public Accommodations	
SCORE	

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

II. Relationship Recogn

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	0			(12)
Municipal Domestic Partner Registry	C	0	0	12
SCORE			0 o	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 businesse municipalities commit themselves to treating LGBT employees equally.

Em	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	5 5	55
ses, ng	Domestic Partner Health Benefits	0	4
	Legal Dependent Benefits	0	(2)
	Equivalent Family Leave	0	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	10 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

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	(7)
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	00	00	33
	SCORE			0 0	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			10 or	ut of 18
VI. Relationship with	the LGBT Community			CITY	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
	RONUS Cities are pro-equality despite				

S		STATE	COUNTY	СІТҮ	AVAILABLE	
Human I	Rights Commission			0	(7)	
LGBT Li	aison in the Mayor's Office			0	5	
Enumera	ated Anti-Bullying School Policies	00	00	00	33	
SCORE	I			0 0	ut of 18	
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2	
				СІТҮ	AVAILABLE	
LGBT Po	olice Liaison or Task Force			0	8	
Reported to the FE	d 2011 Hate Crimes Statistics 3I				10	
SCORE	i i			10 out of 18		
the l	_GBT Community			СІТҮ	AVAILABLE	
Leaders	hip's Public Position on LGBT Equality			0	5	
Leaders or Policy	hip's Pro-Equality Legislative Efforts			0	3	
SCORE	1			0	out of 8	
BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3	
BONUS	City engages with the LGBT community			+0	+2	
RONUS	Cities are pro-equality despite					

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 20 + TOTAL BONUS 2 =

Final Score 22

+0

CANNOT EXCEED 100



GREEN BAY, WISCONSIN 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws		STATE	COUNTY	СІТҮ	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	30 30 30	0 0 0 0		33 33 33
	SCORE			9 c	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 0 (12) power to create domestic partner registries. **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

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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	50	55
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	$\underbrace{\bigcirc}{0}$	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	7 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

GREEN BAY, WISCONSIN 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 R	lights Commission			0	(7)
city services and programs.	LGBT Lia	aison in the Mayor's Office			$\underbrace{\bigcirc}{0}$	5
	Enumera	ted Anti-Bullying School Policies	00	00	33	33
	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 Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FE	2011 Hate Crimes Statistics				10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	_GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(1)	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts				3
	SCORE				2	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City engages with the LGBT			+2	+2

CCODE
SCORE

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iCO	RE	

BONUS	Openly LGE municipal le
BONUS	City engage community

restrictive state law

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

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BONUS Cities are pro-equality despite

TOTAL SCORE 46 + TOTAL BONUS 2 =

Final Score 48

CANNOT EXCEED 100



GREENSBORO, NORTH CAROLINA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	on Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	00	33
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing		00	00	33
	Public Accommodations		00	00	33
	SCORE			0 c	out of 18
II. Relationship Rec	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)

 $(\mathbf{0})$ (12) or Domestic Partnerships Municipal Domestic Partner Registry (12) 0 0 power to create domestic partner registries. **0** 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

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

policy; cities and counties have only the

	Πρισγεί	onn	AVAILADEL
	Non-Discrimination in City Employment	50	55
esses, ting	Domestic Partner Health Benefits	4	4
	Legal Dependent Benefits	$\underbrace{)}{2}$	(2)
	Equivalent Family Leave	$\underbrace{}_{2}$	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	13 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

GREENSBORO, NORTH CAROLINA 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 Co	mmission			(7)	$\overline{(7)}$
city services and programs.	LGBT Liaison in th	ne Mayor's Office			0	5
Enumer		Bullying School Policies	33	33	00	33
	SCORE				13 o	ut of 18
		ovides services to particularly ble populations of the LGBT inity.			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liais	on or Task Force			0	8
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 H to the FBI	ate Crimes Statistics			10	10
	SCORE				10 or	ut of 18
VI. Relationship with	the LGB	T Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Publ	ic Position on LGBT Equality			3	5
community and to advocate for full equality.	Leadership's Pro- or Policy Efforts	Equality Legislative				3
	SCORE				4	out of 8
		LGBT elected or appointed al leaders			+0	+3
BONUS City engages with the LGBT community					+0	+2

SCORE

CO	RE	

S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			$\overline{7}$	(7)
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	33	33	00	33
SCORE			13 。	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			3	5
Leadership's Pro-Equality Legislative or Policy Efforts				3
SCORE			4	out of 8
BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
BONUS City engages with the LGBT community			+0	+2

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

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AVAILABLE

CITY





BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 40 + TOTAL BONUS 2 =

Final Score 42

CANNOT EXCEED 100



GUERNEVILLE, CALIFORNIA* 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

+0

COUNTY

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

BONUS Municipality was forced to stop

providing a domestic partner registry 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.

gnition	STATE	COUNTY	
Marriage Equality, Civil Unions, or Domestic Partnerships	(12)		
Municipal Domestic Partner Registry		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.

	•••		
Non-Discr	imination in City Employment	50	55
Domestic	Partner Health Benefits	(4)	4
Legal Dep	pendent Benefits	(2)	(2)
Equivalent	t Family Leave	(2)	(2)
City Contr	actor Non-Discrimination Ordinance	20	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE			15 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

GUERNEVILLE, CALIFORNIA^{*} 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		$\overline{(7)}$	(7)
city services and programs.	LGBT Liaison in the Mayor's Office		\bigcirc	5
	Enumerated Anti-Bullying School Policies	33	33	33
	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
	SCORE			18 out of 18

VI. Relationship with

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

the LGBT Community	COUNTY	AVAILABLE
Leadership's Public Position on LGBT Equality	(2)	(5)
Leadership's Pro-Equality Legislative or Policy Efforts	2	3
SCORE		4 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

PTS FOR SEXUAL ORIENTATION

- 6

- PTS FOR GENDER IDENTITY

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12

12

+2

AVAILABLE

12 out of 12





TOTAL SCORE 80 + TOTAL BONUS 9 =

Final Score 89

CANNOT EXCEED 100



GULFPORT, MISSISSIPPI 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0 0

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00

CITY

(0 0

00

00

AVAILABLE

(3 3

(3 3

(3 3

AVAILABLE

0 out of 18

GULFPORT, MISSISSIPPI 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			0	7
				0	5
	Enumerated Anti-Bullying School Policies	00	00	00	33
	SCORE			0 0	ut of 18
	BONUS City provides services to particularl 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 Communit	.У		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				

S		STATE	COUNTY	CITY	AVAILABLE
Human I	Rights Commission			0	$\overline{(7)}$
LGBT Li	aison in the Mayor's Office			\bigcirc	5
Enumera	ated Anti-Bullying School Policies	00	00		33
SCORE	I			0 0	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				CITY	AVAILABLE
LGBT Po	olice Liaison or Task Force			0	8
Reported to the FE	d 2011 Hate Crimes Statistics Bl				10
SCORE	:			10 o	ut of 18
the l	_GBT Community			CITY	AVAILABLE
Leaders	hip's Public Position on LGBT Equality			0	5
Leaders or Policy	hip's Pro-Equality Legislative Efforts			0	3
SCORE	E Contraction of the second seco			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				

BONUS Cities are pro-equality despite



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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.

Employment 0 0 Housing 00 00 Public Accommodations SCORE

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	AVAILABI
Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)
Municipal Domestic Partner Registry	-	0	0	12
SCORE			0 o	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	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits		
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	0 ou	it 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 10 + TOTAL BONUS 0 =

Final Score 10

+0

CANNOT EXCEED 100