

HARRISBURG, PENNSYLVANIA 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 (3 3 Housing 00 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	4	
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	22	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	22 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

HARRISBURG, PENNSYLVANIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

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<u>)</u>	5		STATE	COUNTY	CITY	AVAILABLE	
	Human R	ights Commission			(7)	(7)	
	LGBT Lia	ison in the Mayor's Office			0	5	
	Enumerat	ted Anti-Bullying School Policies	00	00	00	33	
	SCORE				7 o	ut of 18	
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2	
					CITY	AVAILABLE	
	LGBT Pol	lice Liaison or Task Force			0	8	
	Reported to the FB	2011 Hate Crimes Statistics I			10		
SCORE					10 out of 18		
	the L	_GBT Community			СІТҮ	AVAILABLE	
	Leadersh	ip's Public Position on LGBT Equality			$\left(1\right)$	5	
	Leadersh or Policy	ip's Pro-Equality Legislative Efforts				3	
	SCORE				2	out of 8	
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3	
	BONUS	City engages with the LGBT community			+2	+2	

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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

12

(12)

(12)

12 out of 12

(0)





BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 71 + TOTAL BONUS 5 =

Final Score 76

CANNOT EXCEED 100



HARTFORD, CONNECTICUT 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment (3 3 (0 0 3 3 0 0 discrimination on the basis of sexual orientation and gender identity is Housing (33 00 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 Recog o iti o m DUNTY 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.

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

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

HARTFORD, CONNECTICUT 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office				7
	Enumerated Anti-Bullying School Policies	33	00	5	5 3 3
	SCORE			18 。	ut of 18
	BONUS City provides services to particular vulnerable populations of the LGB community.			+2	+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 。	ut of 18
VI. Relationship with	the LGBT Communit	ty		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	у		5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City engages with the LGBT community			+0	+2
	BONUS Cities are pro-equality despite			+0	+2

S		STATE	COUNTY	СІТҮ	AVAILABLE	
Human Rights Commission	0.11			7	7	
LGBT Liaison in the Mayor's	Office			5	5	
Enumerated Anti-Bullying So	chool Policies	33	00	33	33	
SCORE				18 οι	ut of 18	
BONUS City provides service vulnerable popula community.	vices to particularly ations of the LGBT			+2	+2	
				CITY	AVAILABLE	
LGBT Police Liaison or Task	Force			0	8	
Reported 2011 Hate Crimes to the FBI	s Statistics			10	10	
SCORE				10 out of 18		
the LGBT Co	mmunity			СІТҮ	AVAILABLE	
	minumity				AVAILADLE	
Leadership's Public Position	on LGBT Equality			5	5	
Leadership's Pro-Equality Le or Policy Efforts	egislative			3	3	
SCORE				8 c	out of 8	
BONUS Openly LGBT elec municipal leaders	cted or appointed			+3	+3	
BONUS City engages with community	the LGBT			+0	+2	
BONUS Cities are pro-equ	ality despite			+0	+2	

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

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12

(12)

(12)

12 out of 12





restrictive state law

TOTAL SCORE 92 + TOTAL BONUS 7 =

Final Score 99

CANNOT EXCEED 100



HELENA, MONTANA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(00

00

00

CITY

(3 3

33

32

17 out of 18

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

0 out of 12

+0

STATE

HELENA, MONTANA 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			$\underbrace{}_{0}$	5
	Enumerated Anti-Bullying School Policies	00	00	30	33
	SCORE			3 o	ut of 18
	BONUS City provides services to particular vulnerable populations of the LGB 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	<u>y</u>		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	у		0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			2	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

S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			0	(7)
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Po	licies	00	30	33
SCORE			3 o	ut of 18
BONUS City provides services to p vulnerable populations of community.			+0	+2
			CITY	AVAILABLE
LGBT Police Liaison or Task Force			0	8
Reported 2011 Hate Crimes Statistic to the FBI	cs			10
SCORE		10 out of 18		
the LGBT Comm	unity		CITY	AVAILABLE
Leadership's Public Position on LGB	T Equality		0	5
Leadership's Pro-Equality Legislative or Policy Efforts			2	3
SCORE			2	out of 8
BONUS Openly LGBT elected or a municipal leaders	ppointed		+0	+3
BONUS City engages with the LGE community	ЗТ		+0	+2



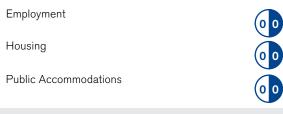
hrc.org/mei

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Ι.	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
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	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	5 5	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\underbrace{\bigcirc}$	(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



BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 48 + TOTAL BONUS 0 =

Final Score 48

CANNOT EXCEED 100



HENDERSON, NEVADA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

(0 0

CITY

00

00

00

18 out of 18

AVAILABLE

(3 3

(3 3

(3 3

HENDERSON, NEVADA 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	33
Housing	3 3
Public Accommodations	33

as a result of restrictive state law.

II. Relationship Recogn

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.

gnitic	n	STATE	COUNTY	СІТҮ	AVAILABLE
0	Equality, Civil Unions, tic Partnerships	12			(12)
Municipal	Domestic Partner Registry	_	0	0	12
SCORE				12 o	ut 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 businesse municipalities commit themselves to treating LGBT employees equally.

Err	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	50	55
ses, ng	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 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 city services and programs.	Human Rights Commission			0	7
	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				
	SCORE			10 or	ut of 18
VI. Relationship with	the LGBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0 (out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City engages with the LGBT community			+0	+2
	BONUS Cities are pro-equality despite				

S		STATE	COUNTY	СІТҮ	AVAILABLE
Humar	n Rights Commission			0	(7)
LGBT	Liaison in the Mayor's Office			0	5
Enume	rated Anti-Bullying School Policies	00	00	00	33
SCOR	E			0 o	ut of 18
BONU	S City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
				CITY	AVAILABLE
LGBT	Police Liaison or Task Force			0	8
Report to the	ed 2011 Hate Crimes Statistics FBI				
SCOR	E			10 o	ut of 18
the	LGBT Community			CITY	AVAILABLE
Leader	ship's Public Position on LGBT Equality			0	5
	ship's Pro-Equality Legislative cy Efforts			0	3
SCOR	E			0	out of 8
BONU	 Openly LGBT elected or appointed municipal leaders 			+0	+3
BONU	S City engages with the LGBT community			+0	+2
BONU	S Cities are pro-equality despite				

BONUS Cities are pro-equality despite

PTS FOR SEXUAL ORIENTATION -

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restrictive state law

TOTAL SCORE 53 + TOTAL BONUS 2 =

Final Score 55

+0

CANNOT EXCEED 100



HIALEAH, FLORIDA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

3 0

30

30

CITY

(0 0

00

00

CITY

0

+0

12 out of 12

AVAILABLE

(3 3

33

AVAILABLE

12

(12)

9 out of 18

STATE

00

00

HIALEAH, FLORIDA 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	$\left(\begin{array}{c}7\\5\end{array}\right)$
	Enumerated Anti-Bullying School Policies	00	33	0	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				
	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
	BONUS Cities are pro-equality despite				

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	33	00	33
SCORE			13 o	ut of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
			СІТҮ	AVAILABLE
LGBT Police Liaison or Task Force			0	8
Reported 2011 Hate Crimes Statistics to the FBI			10	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
BONUS Cities are pro-equality despite				

BONUS Cities are pro-equality despite

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

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I. Non-Discrimination	Laws
This category evaluates whether discrimination on the basis of sexual	Employment

SCORE

orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Housing 00 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.

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

ployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	14 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



restrictive state law

TOTAL SCORE 58 + TOTAL BONUS 0 =

Final Score 58

+0

CANNOT EXCEED 100

+2



This category evaluates whether

orientation and gender identity is

public accommodations.

discrimination on the basis of sexual

prohibited by the city, county, or state in areas of employment, housing, and

HILO, HAWAII* 1/2

AVAILABLE

(3 3

3 3

AVAILABLE

+2

AVAILABLE

18 out of 18

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

+0

COUNTY

STATE

33

33

33

HILO, HAWAII* 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 city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE	33	7 0 0	7 5 3 3 6 out of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.		+0	+2
V. Law Enforcement			COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and 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		0	8 (10)
	SCORE		0	0 out of 18

II. Relationship Recogn

I. Non-Discrimination Laws

Employment

Public Accommodations

Housing

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.

gnition	STATE	COUNTY	AVAILAB
Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	(12)	0	(12) (12)
SCORE			12 out of 12

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

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 Employment55Domestic Partner Health Benefits(4)(4)Legal Dependent Benefits(2)(2)Equivalent Family Leave(2)(2)City Contractor Non-Discrimination Ordinance(0)(2)City Contractor Equal Benefits Ordinance(0)(2)(1) Contractor Equal Benefits Ordinance(1)(4)SCORE18 out of 26BONUSGrossing Up of Employee Benefits(4)BONUSTransgender-Inclusive Healthcare Benefits(4)BONUSMunicipality is a Welcoming Place to Work(4)(4)(4)			
Legal Dependent Benefits(4)(4)Legal Dependent Benefits(2)(2)Equivalent Family Leave(2)(2)City Contractor Non-Discrimination Ordinance(0)(2)City Contractor Equal Benefits Ordinance(0)(2)City Contractor Equal Benefits Ordinance(0)(4)SCORE18 out of 26BONUSGrossing Up of Employee Benefits+0BONUSTransgender-Inclusive Healthcare Benefits+0HonusMunicipality is a Welcoming+0+0+4	Non-Discrimination in City Employment	5 5	5 5
Equivalent Family Leave 2 2 Equivalent Family Leave 2 2 City Contractor Non-Discrimination Ordinance 0 2 City Contractor Equal Benefits Ordinance 0 0 O 4 SCORE BONUS Grossing Up of Employee Benefits +0 BONUS Transgender-Inclusive Healthcare Benefits +0 Healthcare Benefits +0 BONUS Municipality is a Welcoming +0	Domestic Partner Health Benefits	4	4
222City Contractor Non-Discrimination Ordinance02City Contractor Equal Benefits Ordinance04SCORE18 out of 26BONUSGrossing Up of Employee Benefits+04+3BONUSTransgender-Inclusive Healthcare Benefits+04+4BONUSMunicipality is a Welcoming+0	Legal Dependent Benefits	2	(2)
City Contractor Equal Benefits Ordinance	Equivalent Family Leave		(2)
Image: Construction of the second	City Contractor Non-Discrimination Ordinance	00	2 2
BONUSGrossing Up of Employee Benefits+0+3BONUSTransgender-Inclusive Healthcare Benefits+0+4BONUSMunicipality is a Welcoming+0+2	City Contractor Equal Benefits Ordinance	0	4
BONUS Transgender-Inclusive Healthcare Benefits +0 +4 BONUS Municipality is a Welcoming +0 +2	SCORE	1	8 out of 26
Healthcare Benefits +4 BONUS Municipality is a Welcoming +0 +2	BONUS Grossing Up of Employee Benefits	+0	+3
+0 +2	0	+0	+4
		+0	+2

- \

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	(5)	5
Leadership's Pro-Equality Legislative or Policy Efforts	2	3
SCORE		7 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

PTS FOR SEXUAL ORIENTATION

- 6

- PTS FOR GENDER IDENTITY

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TOTAL SCORE 61 + TOTAL BONUS 0 =

Final Score 61

CANNOT EXCEED 100



HOLLYWOOD, FLORIDA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

3 3

(3 3

33

CITY

00

00

00

CITY

0

+0

18 out of 18

12 out of 12

AVAILABLE

(3 3

(3 3

(33

AVAILABLE

12

12

+2

HOLLYWOOD, FLORIDA 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 F	Rights Commission			0	7
city services and programs.	LGBT Lia	aison in the Mayor's Office			0	5
	Enumera	ted Anti-Bullying School Policies	00	33	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					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pa	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			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT		ip's Public Position on LGBT Equality			0	(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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BONUS	Openly LGE municipal le		
BONUS	City engage community		

BONUS Cities are pro-equality despite



hrc.org/mei

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Ι.	Non-Discriminati	on Laws	
	s 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.

Employment	00
Housing	00
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	
Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	\bigcirc	
		(12)	
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	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	8 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





restrictive state law

TOTAL SCORE 54 + TOTAL BONUS 0 =

Final Score 54

CANNOT EXCEED 100



HONOLULU, HAWAII 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

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CITY

00

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18 out of 18

AVAILABLE

33

33

33

STATE

HONOLULU, HAWAII 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	33
Housing	33
Public Accommodations	33
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	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			(12)
Municipal Domestic Partner Registry	-	0	0	12
SCORE			12 o	ut of 12
BONUS Municipality was forced to stop				

III. Municipality as E 1

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

s Em	ployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	5 5	55
sses, ting	Domestic Partner Health Benefits		4
	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	$\underbrace{}_{2}$	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	18 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

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	33	00	00	33
	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			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			0	10
	SCORE			0 o	ut of 18
VI. Relationship with	the LGBT Community	/		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			2	3
	SCORE			7	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3

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BONUS	Openly LGE municipal le
BONUS	City engage community

PTS FOR SEXUAL ORIENTATION -----

- PTS FOR GENDER IDENTITY

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gages with the LGBT

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 68 + TOTAL BONUS 4 =

Final Score 72

CANNOT EXCEED 100



HOUSTON, TEXAS 1/2

CITY

(0 0

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AVAILABLE

(3 3

33

33

AVAILABLE

12

12

0 out of 12

+0

1 out of 18

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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STATE

HOUSTON, 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 city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			7	7
	Enumerated Anti-Bullying School Policies	00	00	33	33
	SCORE			13 。	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+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			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City engages with the LGBT community			+2	+2
	BONUS Cities are pro-equality despite			+2	+2

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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	33	33
SCORE			13 o	ut of 18
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
			CITY	AVAILABLE
LGBT Police Liaison or Task Force			(8)	8
Reported 2011 Hate Crimes Statistics to the FBI				10
SCORE			18 o	ut of 18
the LGBT Community			СІТҮ	AVAILABLE
Leadership's Public Position on LGBT Equality			(5)	5
Leadership's Pro-Equality Legislative or Policy Efforts			3	3
SCORE			8	out of 8
BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
BONUS City engages with the LGBT community			+2	+2
BONUS Cities are pro-equality despite			+2	+2

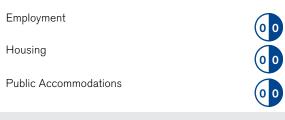
restrictive state law



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Ι.	Non-Discrimination	Laws	
			_

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



BONUS Municipality was forced to stop

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

II. Relationship Recognition

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.

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	5 5	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits		(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	14 o	ut of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2



TOTAL SCORE 54 + TOTAL BONUS 9 =

Final Score 63

CANNOT EXCEED 100



HUNTINGTON BEACH, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on 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	33			33
	SCORE	33		00 18 a	3 3 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, or Domestic Partnerships Municipal Domestic Partner Registry	(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	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	•	4
SCORE	13 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

HUNTINGTON BEACH, 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 F	tights Commission			(7)	$\left(\begin{array}{c}7\end{array}\right)$
city services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumera	ted Anti-Bullying School Policies	33	00	00	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 Po	lice Liaison or Task Force			(4)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FE	2011 Hate Crimes Statistics				10
	SCORE				14 o	ut of 18
VI Deletienship with	thal					
VI. Relationship with	the L				CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			3	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			0	3
	SCORE				3	out of 8
	BONUS	Openly LGBT elected or appointed			+3	+3

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BONUS	Openly LGE municipal le
BONUS	City engage community

BONUS Cities are pro-equality despite

PTS FOR SEXUAL ORIENTATION -----

- PTS FOR GENDER IDENTITY

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12

(12

0

12 out of 12

0





al leaders gages with the LGBT

restrictive state law

TOTAL SCORE 73 + TOTAL BONUS 3 =

Final Score 76

CANNOT EXCEED 100



HUNTINGTON, WEST VIRGINIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

JULION	STATE	
Marriage Equality, Civil Unions, or Domestic Partnerships	0	
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	00	55
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	$\underbrace{\bigcirc}{0}$	(2)
Equivalent Family Leave	$\underbrace{\bigcirc}{0}$	(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

HUNTINGTON, WEST VIRGINIA 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 R	ights Commission			7	(7)
city services and programs.	LGBT Lia	ison in the Mayor's Office			(0)	5
	Enumera	ted Anti-Bullying School Policies	00	33	0	33
	SCORE				13 。	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 I			0	10
	SCORE				0 0	ut of 18
VI. Relationship with	the L	<u>_GBT Community</u>			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadersh or Policy	ip'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			+0	+2

SCORE	
BONUS	City

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CO	RE	

S		STATE	COUNTY	CITY	AVAILABLE
Human Rig	ghts Commission			(7)	(7)
LGBT Liai	son in the Mayor's Office			0	5
Enumerate	ed Anti-Bullying School Policies	00	33	00	33
SCORE				13 or	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				СІТҮ	AVAILABLE
LGBT Poli	ce Liaison or Task Force			0	8
Reported 2 to the FBI	2011 Hate Crimes Statistics			0	
SCORE				0 or	ut of 18
the L	GBT Community			СІТҮ	AVAILABLE
Leadershi	p's Public Position on LGBT Equality			0	5
Leadershi or Policy E	o's Pro-Equality Legislative fforts			0	3
SCORE				0 0	out of 8
	Openly LGBT elected or appointed municipal leaders			+0	+3
	City engages with the LGBT community			+0	+2

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

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12

(12)

0 out of 12

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0





BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 13 + TOTAL BONUS 0 =

Final Score 13

CANNOT EXCEED 100



HUNTSVILLE, ALABAMA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

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AVAILABLE

(3 3

(3 3

33

AVAILABLE

AVAILABLE

CITY

0 out of 18

HUNTSVILLE, ALABAMA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services		STATE	COUNTY	СІТҮ	AVAILABLE	
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.		ights Commission ison in the Mayor's Office				7
	Enumera	ted Anti-Bullying School Policies	00	00	0 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 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	10
	SCORE				10 or	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			0	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			0	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3

BONUS	Openly LGE municipal le
BONUS	City engage community

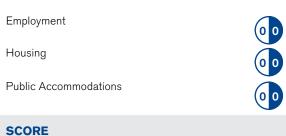


- PTS FOR GENDER IDENTITY

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Ι.	Non-Discrimination	Laws

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



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 Municipal Domestic Partner Registry	0	0	0	(12) (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 businesses, municipalities commit themselves to treating LGBT employees equally.

ipioyoi		
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits		
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{\bigcirc}{0}$	(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





gages with the LGBT

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 17 + TOTAL BONUS 0 =

Final Score 17

CANNOT EXCEED 100