

INDIANAPOLIS, INDIANA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

RIGHTS

18 out of 18

AVAILABLE

CITY

CITY

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

II. Relationship Reco	STATE	COUNTY	CITY	AVAILABL	
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	omestic Partnerships		0	12
	SCORE			0 0	ut of 12

BONUS Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

III. Municipality as En 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.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	$\overline{2}$	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	18 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

INDIANAPOLIS, INDIANA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			0	7
	Enumerated Anti-Bullying School Policies	00	00	00	3 3
	SCORE			0 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a	Reported 2011 Hate Crimes Statistics				

VI.	Relationship	with	the	LGBT	Community	
	•				•	

to the FBI

SCORE

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

thoughtful and respectful way.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE **7** out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community **BONUS** Cities are pro-equality despite restrictive state law

STATE

COUNTY

Final Score 66 **CANNOT EXCEED 100**

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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

TOTAL SCORE 61 + TOTAL BONUS 5 =

255 hrc.org/mei hrc.org/mei 256



IOWA CITY, IOWA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

<u>II.</u>	Relationship Reco	ognition
	age civil unions and comprehensive	Marriago Equality (

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

Marriage Equality, Civil Unions,	
or Domestic Partnerships	
Municipal Domestic Partner Regis	str





COUNTY

STATE

(12)



CITY



AVAILABLE



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





AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	2 2 2 2
City Contractor Equal Benefits Ordinance	4 4
SCORE	26 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

IOWA CITY, IOWA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV.	Muni	cip	al	Ser	vic	es	
-							

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



COUNTY

STATE





AVAILABLE

AVAILABLE

AVAILABLE



CITY



10 out of 18

CITY

CITY

V. Law Enforcement

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

community and to advocate for full equality.

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

BONUS City provides services to particularly

community.

vulnerable populations of the LGBT

VI. Relationship with the LGBT Community This category measures the city leadership's commitment to fully include the LGBT

SCORE

SCORE

or Policy Efforts

SCORE

community

BONUS Cities are pro-equality despite restrictive state law

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative

BONUS Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT

TOTAL SCORE 84 + TOTAL BONUS 6 =

Final Score 90

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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IRVINE, CALIFORNIA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

2013 MUNICIPAL EQUALITY INDEX SCORECARD

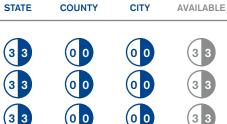


I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

odations		



COUNTY

00	3
18	- of 10

II. Relationship Recognition

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





STATE



CITY









SCORE

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





AVAILABLE

AVAILABLE

12

III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0 (5 5
Domestic Partner Health Benefits	4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	8 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2

IRVINE, CALIFORNIA 2/2

RIGHTS

AVAILABLE

IV. Municipal Services

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

Human Rights Commission	
LGBT Liaison in the Mayor's Office	



COUNTY







STATE



CITY



SCORE

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

Enumerated Anti-Bullying School Policies



CITY

CITY

10 out of 18



AVAILABLE

AVAILABLE

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community **BONUS** Cities are pro-equality despite restrictive state law

CANNOT EXCEED 100

Final Score 54

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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TOTAL SCORE 54 + TOTAL BONUS 0 =

259 hrc.org/mei 260 hrc.org/mei



IRVING, TEXAS 1/2

COUNTY

0

2013 MUNICIPAL EQUALITY INDEX SCORECARD



CITY

CITY

10 out of 18

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

II. Relationship Recognition

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

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



STATE



CITY



0 out of 12

AVAILABLE

0 out of 18



SCORE

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





AVAILABLE

III. Municipality as Employer

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

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

IRVING, TEXAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

AVAILABLE

This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	7
city services and programs.	LGBT Lia	ison in the Mayor's Office			(o)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 0	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 LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2011 Hate Crimes Statistics thoughtful and respectful way. 10 to the FBI

|--|

SCORE

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE 0 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community **BONUS** Cities are pro-equality despite restrictive state law

STATE

COUNTY

Final Score 10 **TOTAL SCORE 16 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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