

## 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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			

## 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

## III. Municipality as Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	3/0	0/0	3/3
<b>SCORE</b>	<b>10 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## 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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

## VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	2	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
<b>SCORE</b>	<b>3 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+0	+3
<b>BONUS</b> City engages with the LGBT community	+0	+2
<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+2

**TOTAL SCORE 23 + TOTAL BONUS 2 = Final Score 25**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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## I. Non-Discrimination Laws

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	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			

## 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

## III. Municipality as Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>13 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## 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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	0	10
<b>SCORE</b>	<b>0 out of 18</b>	

## VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	1	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
<b>SCORE</b>	<b>2 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+0	+3
<b>BONUS</b> City engages with the LGBT community	+0	+2
<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+2

**TOTAL SCORE 15 + TOTAL BONUS 2 = Final Score 17**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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### 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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			

### 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

### III. Municipality as Employer

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

### 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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 10 + TOTAL BONUS 2 = Final Score 12**  
CANNOT EXCEED 100

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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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
<b>SCORE</b>				<b>18</b> out of 18

## II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>12</b> out of 12
<b>BONUS</b>	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0

## III. Municipality as Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
<b>SCORE</b>				<b>18</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			+2

## 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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>18</b> out of 18	

## VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 96 + TOTAL BONUS 11 = Final Score 100**  
CANNOT EXCEED 100

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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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			

## 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	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

## III. Municipality as Employer

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

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

## IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
<b>SCORE</b>	<b>10 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

## 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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	0	10
<b>SCORE</b>	<b>0 out of 18</b>	

## VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 20 + TOTAL BONUS 3 = Final Score 23**  
CANNOT EXCEED 100

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