

JACKSONVILLE, FLORIDA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD 2013 MUNIC

CITY

CITY

AVAILABLE

(12

AVAILABLE

HUMAN RIGHTS CAMPAIGN

COUNTY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. SCORE **0** out of 18

II. Relationship Reco	gnition	STATE	COUNTY
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0

0.00

Municipal	Domestic Partner Registry	0	0	12
SCORE			0 ou	t of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2

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

11010101	
Non-Discrimination in City Employment	0 0 (5 5
Domestic Partner Health Benefits	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	0 2
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	0 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

JACKSONVILLE, FLORIDA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

STATE

SCORE

Enumerated Anti-Bullying School Policies

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

+2

CITY

CITY

10 out of 18

CITY

7

+2

AVAILABLE

AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

0
8
10
10
10

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

3 out of 8

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

CANNOT EXCEED 100

Final Score 25

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 23 + TOTAL BONUS 2 =

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



JACKSON, MISSISSIPPI 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

12

RIGHTS

AVAILABLE

CITY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and Public Accommodations public accommodations. SCORE **0** out of 18

II. Relationship Recognition STATE COUNTY CITY Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (o)domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the power to create domestic partner registr

e stries.	Municipal	Domestic Partner Registry	0	0	12
	SCORE			0 ou	t of 12
	BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2



JACKSON, MISSISSIPPI 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

STATE

COUNTY

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	LGBT Lia	ights Commission ison in the Mayor's Office ed Anti-Bullying School Policies	00	00	0	7 5 3 3
	SCORE				13 ou	t of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice 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			0	10
	SCORE				0 ou	t of 18

VI. Relationship with	the LGBT Community	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	1 5 1 3
	SCORE	2 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0 +3
	BONUS City engages with the LGBT community	+0 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2
	TOTAL SCORE 15 + TOTAL BONUS 2 =	Final Score 17

CANNOT EXCEED 100





PTS FOR GENDER IDENTITY



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

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JEFFERSON CITY, MISSOURI 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 **0** 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.

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

STATE

COUNTY

0



CITY



0 out of 12



AVAILABLE

SCORE

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



AVAILABLE

III. Municipality as Employer

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

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

JEFFERSON CITY, MISSOURI 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

STATE



COUNTY

AVAILABLE

SCORE

BONUS City provides services to particularly vulnerable populations of the LGBT

community.

Enumerated Anti-Bullying School Policies

CITY

CITY



AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

(0) 10

10 out of 18

CITY

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

community

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

BONUS City engages with the LGBT

Final Score 12 **TOTAL SCORE 10 + TOTAL BONUS 2 =**

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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JERSEY CITY, NEW JERSEY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

JERSEY CITY, NEW JERSEY 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

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

thoughtful and respectful way.

RIGHTS

18 out of 18

AVAILABLE

AVAILABLE

AVAILABLE

CITY

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

· ·							
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission						
city services and programs.	LGBT Liaison in the Mayor's Office						
	Enumerat	ed Anti-Bullying School Policies	3 3	00			
	SCORE						
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.					
V. Law Enforcement							

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

7110			
	LGBT Police Liaison or Task Force	8	(8)
	Reported 2011 Hate Crimes Statistics to the FBI	10	10
	SCORE	18 out	of 18

STATE

COUNTY

policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	0	0	12
	SCORE		12 o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2
III. Municipality as En	nployer		CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment		5 5	5 5
	Domestic Partner Health Benefits		4	4
	Legal Dependent Benefits		(2)	2
	Equivalent Family Leave		(2)	(2)
	City Contractor Non-Discrimination Ordinance		2 2	2 2
	City Contractor Equal Benefits Ordinance		0	4
	SCORE		22 o	ut of 26
	BONUS Grossing Up of Employee Benefits		+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits		+2	+4
	BONUS Municipality is a Welcoming		+2	+2

Place to Work

VI. Relationship with	the LGBT Community	CITY	AVAILABLI
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 restrictive state law	+0	+2

CANNOT EXCEED 100

Final Score 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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TOTAL SCORE 96 + TOTAL BONUS 11 =

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JUNEAU, ALASKA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

RIGHTS

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **0** out of 18

II. Relationship	Recognition
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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



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	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	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

JUNEAU, ALASKA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



STATE



COUNTY



AVAILABLE

SCORE

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



CITY



AVAILABLE

AVAILABLE

V. Law Enforcement

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

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

SCORE

CITY

0 out of 18

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

restrictive state law

BONUS City engages with the LGBT community **BONUS** Cities are pro-equality despite

TOTAL SCORE 20 + TOTAL BONUS 3 =

CITY

2

2 out of 8

Final Score 23

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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