

MADISON, WISCONSIN 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

33

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CITY

33

33

33

18 out of 18

AVAILABLE

33

33

33

MADISON, WISCONSIN 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

SCORE

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	30
Housing	30
Public Accommodations	30

II. Relationship Recog

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	CITY	AVAILABLE
or Domes	Equality, Civil Unions, tic Partnerships Domestic Partner Registry	(12)	(12)	(12)	(12) (12)
SCORE				12 or	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 Employer

By offering equivalent benefi protections to LGBT employe awarding contracts to fair-mi municipalities commit themse LGBT employees equally.

ality as Em	ployer	CITY	AVAILABLE
efits and yees, and by	Non-Discrimination in City Employment	5 5	55
ninded businesses, iselves to treating	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	4	4
	SCORE	22 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

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IV. Municipal Service	es	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			0	5
	Enumerated Anti-Bullying School Policies	00	00	33	33
	SCORE			13 o	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			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			18 o	ut of 18
VI. Relationship with	the LGBT Communit	Ŋ		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	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

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BONUS	Openly L municipa
BONUS	City eng commun
BONUS	Cities ar

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

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- gages with the LGBT nity
- **BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 91 + TOTAL BONUS 9 =

Final Score 100

CANNOT EXCEED 100



MANCHESTER, NEW HAMPSHIRE 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n 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			33 33 33
	SCORE			9 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	СІТҮ	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) (12)
	SCORE			12 。	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

as a result of restrictive state law.

III. Municipality as Er nnl

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

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

MANCHESTER, NEW HAMPSHIRE 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	lights Commission			(7)	(7)
city services and programs.	LGBT Lia	ison in the Mayor's Office			$\underbrace{\bigcirc}{0}$	5
	Enumera	ted Anti-Bullying School Policies	33	00	33	33
	SCORE				13 o	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 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			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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es			STATE	COUNTY	СІТҮ	AVAILABLE
Huma	an R	ights Commission			(7)	$\left(\begin{array}{c}7\end{array}\right)$
LGBT	Γ Lia	ison in the Mayor's Office		0	5	
Enum	nerat	ted Anti-Bullying School Policies	33	00	33	33
sco	RE				13 o	ut of 18
BON	IUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
-					СІТҮ	AVAILABLE
LGBT	[Pol	lice Liaison or Task Force			\bigcirc	(8)
Repo to the		2011 Hate Crimes Statistics I				
sco	RE				10 o	ut of 18
the	<u>L</u>	GBT Community			CITY	AVAILABLE
Lead	ersh	ip's Public Position on LGBT Equality			\bigcirc	5
		ip's Pro-Equality Legislative Efforts			0	3
sco	RE				0	out of 8
BON	US	Openly LGBT elected or appointed municipal leaders			+0	+3
BON	US	City engages with the LGBT community			+0	+2
BON	US	Cities are pro-equality despite restrictive state law			+0	+2

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

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restrictive state law

TOTAL SCORE 55 + TOTAL BONUS 2 =

Final Score 57

CANNOT EXCEED 100



MANOA, HAWAII* 1/2

CITY

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00

00

18 out of 18

AVAILABLE

33

33

33

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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00

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STATE

MANOA, HAWAII* 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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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			0	5
	Enumerated Anti-Bullying School Policies	33	00	0	33
	SCORE			13 o	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			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	/		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			2	3

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SCORE

BONUS	Openly I municipa
BONUS	City eng commun
BONUS	Cities ar

PTS FOR SEXUAL ORIENTATION ------

- 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.

Employment (3 3
Housing	33
Public Accommodations (33

SCORE

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.

gnitic	n	STATE	COUNTY	CITY	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 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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits	\bigcirc	(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	+0	+2





LGBT elected or appointed al leaders gages with the LGBT

nity **BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 60 + TOTAL BONUS 4 =

Final Score 64

+0

CANNOT EXCEED 100

7 out of 8



MEMPHIS, TENNESSEE 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

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CITY

AVAILABLE

AVAILABLE

33

33

33

0 out of 18

MEMPHIS, TENNESSEE 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

This section assesses the efforts of the city of ensure LGBT constituents are included in city services and programs. Human Rights Commission IGBT Liaison in the Mayor's Office Immerated Anti-Bullying School Policies Immerate
city services and programs. LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE BONUS City provides services to particularly vulnerable populations of the LGBT community.
SCORE 6 out of 18 BONUS City provides services to particularly vulnerable populations of the LGBT community.
BONUS City provides services to particularly vulnerable populations of the LGBT community. +2 +2
vulnerable populations of the LGBT +2 +2 community.
V. Law Enforcement CITY AVAILABL
Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and (4)
engaging with the LGBT community in a thoughtful and respectful way. Reported 2011 Hate Crimes Statistics to the FBI
SCORE 14 out of 18
VI. Relationship with the LGBT Community CITY AVAILABLE
This category measures the city leadership's Leadership's Public Position on LGBT Equality (0) (5)
community and to advocate for full equality. Leadership's Pro-Equality Legislative or Policy Efforts
SCORE 2 out of 8

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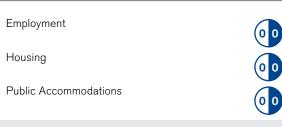
BONUS	Openly L municipa
BONUS	City eng commun
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- PTS FOR GENDER IDENTITY

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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.



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	CITY	AVAILABLE
0	Equality, Civil Unions, tic Partnerships	0			(12)
Municipal	Domestic Partner Registry		0	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.			+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.

прюуст	
Non-Discrimination in City Employment	5 5 (5 5
Domestic Partner Health Benefits	
Legal Dependent Benefits	
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	
SCORE	12 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





LGBT elected or appointed al leaders

gages with the LGBT nity

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 34 + TOTAL BONUS 6 =

Final Score 40

+2

CANNOT EXCEED 100



MERIDIAN, IDAHO 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

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CITY

AVAILABLE

AVAILABLE

33

33

33

0 out of 18

STATE

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MERIDIAN, IDAHO 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	Human Rights Commission		0	0	7
city services and programs.	LGBT Liaison in the Mayor's Office		0	0	5
	Enumerated Anti-Bullying School Policies	00	00	00	33
	SCORE			0 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			0	
SCORE				0 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			3	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3

SCORE

BONUS	Openly I municipa
BONUS	City eng commur
BONUS	Cities ar



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I. Non-Discriminatio	on Laws	
This category evaluates whether discrimination on the basis of sexual	Employment	
orientation and gender identity is prohibited by the city, county, or state in	Housing	

Public Accommodations

SCORE

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.

areas of employment, housing, and

public accommodations.

gnition	STATE	COUNTY	СІТҮ	AVAILABLE
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 providing a domestic partner registry			+0	+2

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 Employment	5 5 5 5
Domestic Partner Health Benefits	
Legal Dependent Benefits	(0) (2)
Equivalent Family Leave	(0) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 4
SCORE	10 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



3 out of 8 LGBT elected or appointed al leaders gages with the LGBT nity re pro-equality despite +0 restrictive state law

TOTAL SCORE 13 + TOTAL BONUS 0 =

Final Score 13

CANNOT EXCEED 100



MESA, ARIZONA 1/2

CITY

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00

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CITY

AVAILABLE

AVAILABLE

33

33

33

0 out of 18

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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STATE

MESA, ARIZONA 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	30	33
	SCORE			15 。	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	LGBT Police Liaison or Task Force			8	8
responsible reporting of hate crimes and 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	y		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			3	5
community and to advocate for full equality.	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			+2	+2
	BONUS Cities are pro-equality despite restrictive state law			+0	+2

es			STATE	COUNTY	CITY	AVAILABLE
ŀ	Human R	ights Commission			(7)	(7)
L	LGBT Lia	ison in the Mayor's Office			5	5
E	Enumerat	ted Anti-Bullying School Policies	00	00	30	33
	SCORE				15 o	ut of 18
I	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
					СІТҮ	AVAILABLE
L	LGBT Pol	ice Liaison or Task Force			8	8
	Reported to the FB	2011 Hate Crimes Statistics I			10	10
9	SCORE				18 o	ut of 18
t	he L	GBT Community			СІТҮ	AVAILABLE
L	Leadersh	ip's Public Position on LGBT Equality			3	5
	Leadersh or Policy I	ip's Pro-Equality Legislative Efforts				3
	SCORE				4	out of 8
E	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
E	BONUS	City engages with the LGBT community			+2	+2
E	BONUS	Cities are pro-equality despite restrictive state law			+0	+2

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

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Ι.	Non	-Dis	crim	ninatio	on L	.av	٧S	
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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	0

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.

gnitio	n	STATE	COUNTY	СІТҮ	AVAILABLE
	Equality, Civil Unions, tic Partnerships	0			(12)
Municipal	Domestic Partner Registry	C	0	0	12
SCORE				0 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 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.

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



TOTAL SCORE 37 + TOTAL BONUS 4 =

Final Score 41

CANNOT EXCEED 100

H U M A N R I G H T S MIAMI BEACH (SELF-SUBMISSION), FLORIDA 1/2 CAMPAIGN

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	00	00	33	33
	Public Accommodations		00	33	33
	SCORE			18 o	out of 18
II Polationship Doc	agnition	STATE	COUNTY	СІТҮ	AVAILABLE
II. Relationship Rec	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriaga aivil uniona and comprehensive					

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, 0 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	50	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	4	(2)
Equivalent Family Leave	4	(2)
City Contractor Non-Discrimination Ordinance	22	22
City Contractor Equal Benefits Ordinance	2	4
SCORE	21 οι	ıt of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+3	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

MIAMI BEACH (SELF-SUBMISSION), FLORIDA 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			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	00	33	0	33
	SCORE			18 o	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			(4)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			14 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			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City engages with the LGBT				10

SCORE	
BONUS	City

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CORE	
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S	STATE	COUNTY	СІТҮ	AVAILABLE
Human Rights Commission			(7)	(7)
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	00	33	00	33
SCORE			18 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			(4)	8
Reported 2011 Hate Crimes Statistics to the FBI				10
SCORE			14 or	ut of 18
the LGBT Community			CITY	AVAILABLE
Leadership's Public Position on LGBT Equality			5	5
Leadership's Pro-Equality Legislative or Policy Efforts			3	3
SCORE			0	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

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12

(12)

(12)

12 out of 12

(12)



restrictive state law

TOTAL SCORE 91 + TOTAL BONUS 12 =

Final Score 100

CANNOT EXCEED 100



MIAMI SHORES, FLORIDA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(3 0

30

30

CITY

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AVAILABLE

33

33

33

9 out of 18

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	
Public Accommodations	
SCORE	

II. Relationship Recog

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

gnitio	n	STATE	COUNTY	CITY	AVAILABLE
	Equality, Civil Unions, tic Partnerships	0			(12)
Municipal	Domestic Partner Registry	Ŭ	12	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 Employer

By offering equivalent bene protections to LGBT employ awarding contracts to fair-m municipalities commit them LGBT employees equally.

ality as Err	nployer	CITY	AVAILABLE
nefits and oyees, and by	Non-Discrimination in City Employment	00	55
-minded businesses, mselves to treating	Domestic Partner Health Benefits	4	4
	Legal Dependent Benefits	$\underbrace{\circ}$	(2)
	Equivalent Family Leave	$\underbrace{}_{2}$	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	6 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

MIAMI SHORES, 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 R	ights 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	Enumerated Anti-Bullying School Policies		33	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					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 I				10
	SCORE				10 o	ut 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	СІТҮ	AVAILABLE
Leadership's Public Position on LGBT Equality	(2)	5
Leadership's Pro-Equality Legislative or Policy Efforts		3
SCORE	3 .	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 restrictive state law	+0	+2

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TOTAL SCORE 53 + TOTAL BONUS 3 =

Final Score 56

CANNOT EXCEED 100



MIAMI, FLORIDA 1/2

CITY

00

00

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AVAILABLE

33

33

33

9 out of 18

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

30

30

30

STATE

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MIAMI, FLORIDA 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	, 0				(7)	(7)
city services and programs.	LGBT Liaison in	the Mayor's Office			$\underbrace{\circ}$	5
	Enumerated Anti-Bullying School Policies		00	33	0	33
	SCORE				13 or	ut of 18
	vulne	provides services to particularly rable populations of the LGBT nunity.			+2	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Lia	ison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 to the FBI	Hate Crimes Statistics			10	10
	SCORE				10 or	ut of 18
VI. Relationship with	the LGE	3T Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Pu	blic Position on LGBT Equality			(3)	5
community and to advocate for full equality.	Leadership's Pro or Policy Efforts	p-Equality Legislative			0	3
	SCORE				3	out of 8
		ly LGBT elected or appointed ipal leaders			+3	+3
	BONUS City e	ngages with the LGBT nunity			+2	+2

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BONUS	Openly L municipa
BONUS	City eng commun
BONUS	Cities ar

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

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I. Non-Discrimination	on Laws	
This category evaluates whether discrimination on the basis of sexual	Employment	
orientation and gender identity is prohibited by the city, county, or state in	Housing	

Public Accommodations

SCORE

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.

areas of employment, housing, and

public accommodations.

gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)
Municipal Domestic Partner Registry	-	12	0	12
SCORE			12 。	ut of 12
BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

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	(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

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 60 + TOTAL BONUS 7 =

Final Score 67

CANNOT EXCEED 100



MILWAUKEE, WISCONSIN 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

33

33

33

18 out of 18

AVAILABLE

33

33

33

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	30
Housing	30
Public Accommodations	30
SCORE	

II. Relationship Recog

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		C	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 Employer

By offering equivalent protections to LGBT en awarding contracts to municipalities commit t LGBT employees equal

<u>ipality as Er</u>	nployer	CITY	AVAILABLE
t benefits and employees, and by	Non-Discrimination in City Employment	5 5	55
fair-minded businesses, themselves to treating	Domestic Partner Health Benefits	4	4
ially.	Legal Dependent Benefits	$\underbrace{}_{0}$	(2)
	Equivalent Family Leave	$\underbrace{\circ}$	(2)
	City Contractor Non-Discrimination Ordinance	2 2	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

MILWAUKEE, 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	ights Commission			7	(7)
city services and programs.	LGBT Lia	ison in the Mayor's Office			$\underbrace{0}^{\circ}$	5
	Enumera	ted Anti-Bullying School Policies	00	03	0	33
	SCORE				10 o	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 Po	lice Liaison or Task Force			(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2011 Hate Crimes Statistics I				10
	SCORE				18 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			(4)	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			3	3
	SCORE				7	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City engages with the LGBT			+2	+2

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BONUS	Openly L municipa
BONUS	City eng commun
	0.11

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

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nity

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 83 + TOTAL BONUS 8 =

Final Score 91

CANNOT EXCEED 100



MINNEAPOLIS, MINNESOTA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

33

33

33

18 out of 18

AVAILABLE

33

33

33

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.

Lottro	
Employment	33
Housing	33
Public Accommodations	33
SCORE	

II. Relationship Recog

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

gnitio	n	STATE	COUNTY	СІТҮ	AVAILABLE
0	Equality, Civil Unions, tic Partnerships	(12)			(12)
Municipal Domestic Partner Registry			0	12	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 Employer

By offering equivalent ben protections to LGBT emplo awarding contracts to fairmunicipalities commit then LGBT employees equally.

ality as Employer city available								
nefits and ployees, and by	Non-Discrimination in City Employment	5 5	55					
r-minded businesses, emselves to treating	Domestic Partner Health Benefits	0	4					
·	Legal Dependent Benefits	$\underbrace{\circ}$	(2)					
	Equivalent Family Leave	$\underbrace{}_{2}$	(2)					
	City Contractor Non-Discrimination Ordinance	22	2 2					
	City Contractor Equal Benefits Ordinance	4	4					
	SCORE	20 οι	ıt 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					

MINNEAPOLIS, MINNESOTA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services			COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(7)	$\left(\begin{array}{c} 7 \end{array} \right)$
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	00	00	0	33
	SCORE			12 o	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

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es	STATE	COUNTY	СІТҮ	AVAILABLE		
Human Rights Commission			7	7		
LGBT Liaison in the Mayor's Office			5	5		
Enumerated Anti-Bullying School Policies	00	00	00	33		
SCORE			12 o	ut of 18		
BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2		
			СІТҮ	AVAILABLE		
LGBT Police Liaison or Task Force			8	8		
Reported 2011 Hate Crimes Statistics to the FBI				10		
SCORE			18 out 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						

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

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 88 + TOTAL BONUS 13 =

Final Score 100

+2

CANNOT EXCEED 100

+2



MISSOULA, MONTANA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

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CITY

33

33

33

CITY

AVAILABLE

18 out of 18

AVAILABLE

33

33

33

MISSOULA, MONTANA 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			0	7
ery services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	00	00	33	33
	SCORE			11 o	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				

) (5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	$\left(\begin{array}{c} 7 \end{array} \right)$
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ted Anti-Bullying School Policies	00	00	33	33
	SCORE				11 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
					CITY	AVAILABLE
	LGBT Po	lice Liaison or Task Force			(8)	(8)
	Reported to the FB	2011 Hate Crimes Statistics I				
	SCORE				18 o	ut of 18
	the L	_GBT Community			CITY	AVAILABLE
	Leadersh	ip's Public Position on LGBT Equality			5	5
	Leadersh or Policy	ip's Pro-Equality Legislative 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

PTS FOR SEXUAL ORIENTATION ------

- PTS FOR GENDER IDENTITY

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Ι.	on Laws		
	category evaluates whether	Employment	

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	
Public Accommodations	•••
SCORE	

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.

gnitic	n	STATE	COUNTY	CITY	AVAILABLE
or Dome	Equality, Civil Unions, stic Partnerships I Domestic Partner Registry	0	0	(12)	$\begin{pmatrix} 12 \\ 12 \end{pmatrix}$
SCORE			\bigcirc	12 •	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 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	
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	22 22
City Contractor Equal Benefits Ordinance	0 4
SCORE	22 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+2 +4
BONUS Municipality is a Welcoming Place to Work	+2 +2



TOTAL SCORE 89 + TOTAL BONUS 11 =

Final Score 100

CANNOT EXCEED 100



MOBILE, ALABAMA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

00

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AVAILABLE

33

33

33

0 out of 18

MOBILE, ALABAMA 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		7	7
city services and programs.	LGBT Liaison in the Mayor's Office		0	5
	Enumerated Anti-Bullying School Polic	es oo		33
	SCORE		7 c	out of 18
	BONUS City provides services to par vulnerable populations of the 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 c	out of 18
VI. Relationship with	the LGBT Commu	unity	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT I	-	(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts		o	3
	SCORE		2	out of 8
	BONUS Openly LGBT elected or app municipal leaders	ointed	+0	+3
	BONUS City engages with the LGBT		+2	+2

es		STATE	COUNTY	CITY	AVAILABLE
Huma	n Rights Commission			(7)	(7)
LGBT	Liaison in the Mayor's Office			0	5
Enum	erated Anti-Bullying School Policies	00	00	00	33
sco	RE			7 o	ut of 18
BON	US City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				CITY	AVAILABLE
LGBT	Police Liaison or Task Force			\bigcirc	8
Report to the	ted 2011 Hate Crimes Statistics FBI				
sco	RE			10 o	ut of 18
the	LGBT Community	,		CITY	AVAILABLE
Leade	rship's Public Position on LGBT Equality			(2)	5
	rship's Pro-Equality Legislative icy Efforts			•	3
SCORE				2	out of 8
BON	JS Openly LGBT elected or appointed municipal leaders			+0	+3
BON	JS City engages with the LGBT community			+2	+2
BON	JS Cities are pro-equality despite restrictive state law			+0	+2



- PTS FOR GENDER IDENTITY

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

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	СІТҮ	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)
Municipal Domestic Partner Registry		0	0	12
SCORE			0 o	ut of 12
BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

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	00	55
Domestic Partner Health Benefits		4
Legal Dependent Benefits	\bigcirc	(2)
Equivalent Family Leave	\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



- restrictive state law

TOTAL SCORE 19 + TOTAL BONUS 2 =

Final Score 21

CANNOT EXCEED 100



MODESTO, CALIFORNIA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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00

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CITY

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CITY

AVAILABLE

18 out of 18

AVAILABLE

33

33

33

MODESTO, 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 city services and programs.	_	lights Commission			7	7
	LGBT Lia	ison in the Mayor's Office			0	5
	Enumera	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
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
responsible reporting of hate crimes and 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	Leadersh	ip's Public Position on LGBT Equality			0	5
commitment to fully include the LGBT 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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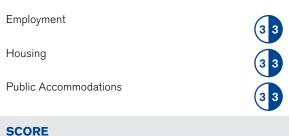
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BONUS	Openly I municipa
BONUS	City eng commur
BONUS	Cities ar

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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.



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.

<u>gnitic</u>	n	STATE	COUNTY	CITY	AVAILABLE
0	Equality, Civil Unions, stic 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 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.

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



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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 58 + TOTAL BONUS 0 =

Final Score 58

CANNOT EXCEED 100



MONTGOMERY, ALABAMA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 00 00 33 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 33 SCORE **0** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, $\left(\mathbf{o} \right)$ 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the Municipal Domestic Partner Registry () (0) power to create domestic partner registries. (12) SCORE **0** out of 12

BONUS Municipality was forced to stop

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

III. Municipality as E

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.

Employer	CITY AVAILABLE
Non-Discrimination in City Employment	50 55
' Domestic Partner Health Benefits	
Legal Dependent Benefits	
Equivalent Family Leave	
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	
SCORE	5 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

MONTGOMERY, ALABAMA 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	$\overline{(7)}$
city services and programs.	LGBT Liaison in the Mayor's Office			\bigcirc	5
	Enumerated Anti-Bullying School Policies	00	00	0	33
	SCORE			0 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

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es		STATE	COUNTY	CITY	AVAILABLE
Human R	Rights Commission			0	$\overline{(7)}$
LGBT Lia	aison in the Mayor's Office			0	5
Enumera	ted 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.			+0	+2
				СІТҮ	AVAILABLE
LGBT Po	lice Liaison or Task Force			0	(8)
Reported to the FB	2011 Hate Crimes Statistics I				10
SCORE				10 or	ut of 18
the L	_GBT Community			CITY	AVAILABLE
Leadersh	ip's Public Position on LGBT Equality			0	5
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 community			+0	+2
BONUS	Cities are pro-equality despite			+0	+2

PTS FOR SEXUAL ORIENTATION -┽┣╋

- PTS FOR GENDER IDENTITY

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ity c iesp restrictive state law

TOTAL SCORE 15 + TOTAL BONUS 0 =

Final Score 15

CANNOT EXCEED 100



MONTPELIER, VERMONT 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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CITY

AVAILABLE

18 out of 18

MONTPELIER, VERMONT 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services COUNTY CITY AVAILABLE

(3 3

33

33

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

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.

VI. Relationship with

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

SCORE	

s		STATE	COUNTY	CITY	AVAILABLE
Human F	Rights Commission			\bigcirc	$\overline{(7)}$
LGBT Lia	aison in the Mayor's Office			\bigcirc	(5)
Enumera	ted Anti-Bullying School Policies	33	00	30	33
SCORE		-	-	6 or	ut of 18
BONUS	 City provides services to particularly vulnerable populations of the LGBT community. 			+0	+2
				CITY	AVAILABLE
LGBT Pc	lice Liaison or Task Force			\bigcirc	8
	2011 Hate Crimes Statistics				
to the FE	31				
score				\bigcirc	ut of 18
				\bigcirc	\bigcirc
SCORE				\bigcirc	\bigcirc
score the L				10 от сіту	ut of 18 AVAILABLE
score the L Leadersh	_GBT Community hip's Public Position on LGBT Equality hip's Pro-Equality Legislative			10 or	ut of 18
score the L Leadersh	LGBT Community nip's Public Position on LGBT Equality nip's Pro-Equality Legislative Efforts			10 от спту (4) (0)	AVAILABLE
score the L Leadersh Leadersh or Policy	LGBT Community nip's Public Position on LGBT Equality nip's Pro-Equality Legislative Efforts			10 от спту (4) (0)	available
SCORE the L Leadersh or Policy SCORE BONUS	<u>GBT Community</u> nip's Public Position on LGBT Equality nip's Pro-Equality Legislative Efforts			10 от спу (4) (0) 4 о	available

PTS FOR SEXUAL ORIENTATION - -

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.

En	nployment	33
Ho	busing	33
Pu	blic Accommodations	33

II. Relationship Recogniti

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.

<u>gnitic</u>	n	STATE	COUNTY	CITY	AVAILABLE
0	Equality, Civil Unions, stic 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 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.

Ľ.,	ipioyei	•	
	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	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	18 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



TOTAL SCORE 68 + TOTAL BONUS 0 =

Final Score 68

CANNOT EXCEED 100



MORENO VALLEY, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n 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 33			33 33 33	
	SCORE			18 o	ut 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)	0	0	(12) (12)	
	SCORE			12 。	ut of 12	
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2	

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

III. Municipality as Er anl

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.

Em	ployer		CITY	AVAILABLE
	Non-Discriminat	on in City Employment	5 5	5 5
es, g	Domestic Partne	r Health Benefits	4	4
	Legal Dependen	t Benefits	(2)	(2)
	Equivalent Famil	y Leave	$\underbrace{}_{2}$	(2)
	City Contractor I	Non-Discrimination Ordinance	00	2 2
	City Contractor I	qual Benefits Ordinance	0	4
	SCORE		18 ou	t of 26
	BONUS Gross	ing Up of Employee Benefits	+0	+3
		gender-Inclusive hcare Benefits	+0	+4
		sipality is a Welcoming to Work	+0	+2

MORENO VALLEY, CALIFORNIA 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			0	7
	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	33	33	0	33
	SCORE			6 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	ty		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	У		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			+0	+2

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S	STATE	COUNTY	СІТҮ	AVAILABLE		
Human Rights Commission			0	$\overline{(7)}$		
LGBT Liaison in the Mayor's Office			0	5		
Enumerated Anti-Bullying School Policies	33	33	00	33		
SCORE			6 0	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		
SCORE			10 out of 18			
the LGBT Community	,		СІТҮ	AVAILABLE		
Leadership's Public Position on LGBT Equality			0	(5)		
Leadership's Pro-Equality Legislative or Policy Efforts			•	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			+0	+2		

PTS FOR SEXUAL ORIENTATION -----

- PTS FOR GENDER IDENTITY

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restrictive state law

TOTAL SCORE 64 + TOTAL BONUS 0 =

Final Score 64

CANNOT EXCEED 100



MORGANTOWN, WEST VIRGINIA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n 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 33	33 33 33
	SCORE				ut of 18
II. Relationship Reco	gnition	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	0	0	0	(12) (12)
	SCORE			0 o	ut of 12
	BONUS Municipality was forced to stop				12

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

III. Municipality as Er امد

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

; Em	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	5 5	55
sses, ting	Domestic Partner Health Benefits	0	4
	Legal Dependent Benefits	0	2
	Equivalent Family Leave	$\underbrace{)}{2}$	(2)
	City Contractor Non-Discrimination Ordinance	22	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	16 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

MORGANTOWN, WEST VIRGINIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	IV. Municipal Services			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			$\underbrace{\bigcirc}{0}$	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
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

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S		STATE	COUNTY	СІТҮ	AVAILABLE		
Human Rig	ghts Commission			(7)	$\overline{(7)}$		
LGBT Liais	son in the Mayor's Office			$\underbrace{\circ}$	5		
Enumerate	d Anti-Bullying School Policies	00	33	00	33		
SCORE				13 or	ut of 18		
	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2		
				СІТҮ	AVAILABLE		
LGBT Polic	ce Liaison or Task Force			0	8		
Reported 2 to the FBI	2011 Hate Crimes Statistics			10	10		
SCORE				10 out of 18			
the L	GBT Community			СІТҮ	AVAILABLE		
Leadership	s' Public Position on LGBT Equality			\bigcirc	5		
Leadership or Policy E [.]	o's Pro-Equality Legislative fforts			•	3		
SCORE				0	out of 8		
	Openly LGBT elected or appointed municipal leaders			+0	+3		
	City engages with the LGBT community			+0	+2		
BONUS	Cities are pro-equality despite				12		

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

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 57 + TOTAL BONUS 0 =

Final Score 57

+0

CANNOT EXCEED 100

+2