

NAMPA, IDAHO 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

NAMPA, IDAHO 2/2 RIGHTS 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 COUNTY 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
	SCORE			0 ou	t of 12
	BONUS Municipality was forced to stop providing a domestic partner registres as a result of restrictive state law.	ту		+0	+2

	SCORE	0 out 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 Er	nployer	CITY AVAILAE
By offering equivalent benefits and	Non-Discrimination in City Employment	5 5 5 5
protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits	(0) (4)
LGBT employees equally.	Legal Dependent Benefits	(o) (2
	Equivalent Family Leave	(o) (2
	City Contractor Non-Discrimination Ordinance	2 2 2 2
	City Contractor Equal Benefits Ordinance	0 4
	SCORE	14 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

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			0	7
city services and programs.	LGBT Liaison in the Mayor's Office			(0)	5
	Enumerated Anti-Bullying School Policies	00	00	00	3 3
	SCORE			0 0	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 °	ut of 18

VI. Relationship with	the LGBT 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	0	(5) (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 restrictive state law	+0	+2

CANNOT EXCEED 100

Final Score 24





- 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 24 + TOTAL BONUS 0 =



power to create domestic partner

NASHUA, NEW HAMPSHIRE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

NASHUA, NEW HAMPSHIRE 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



10 out of 18

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

areas of employment, housing, and public accommodations.	Public Accommodations	30	00	00	3 3
	SCORE			9 o	ut of 18
II. Relationship Rec	ognition	STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	12			(12)
policy; cities and counties have only the	Municipal Domestic Partner Registry				

s of state	_	tic Partnerships	(12)			(12)	
nly the registries.	Municipal	Domestic Partner Registry		0	0	12	
	SCORE				12 ou	t of 12	
	BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2	

	providing a domestic partner registry as a result of restrictive state law.		
III. Municipality as Er	nployer	CITY AVAILA	ΔBL
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	(5 0 (5	5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits	4 4	
LGBT employees equally.	Legal Dependent Benefits	(2))
	Equivalent Family Leave	0 2	$\left\langle \right\rangle$
	City Contractor Non-Discrimination Ordinance	0 0 2	2
	City Contractor Equal Benefits Ordinance	0 4)
	SCORE	11 out of 26	ò
	BONUS Grossing Up of Employee Benefits	+0 +3	
	BONUS Transgender-Inclusive Healthcare Benefits	+0 +4	
	BONUS Municipality is a Welcoming Place to Work	+0 +2	

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	7
city services and programs.	LGBT Lia	ison in the Mayor's Office			(0)	5
	Enumera	ted Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				6 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes	LGBT Po	lice Liaison or Task Force				

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	0	(5)
	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE	0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS City engages with the LGBT community	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+2
	TOTAL SCORE 48 + TOTAL BONUS 0 =	inal Sco	re 48

Reported 2011 Hate Crimes Statistics

to the FBI

SCORE

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

responsible reporting of hate crimes and engaging with the LGBT community in a

thoughtful and respectful way.





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

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NASHVILLE, TENESSEE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

NASHVILLE, TENESSEE 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

RIGHTS

I. Non-Discrimination Laws 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

to

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
	LGBT Liaison in the Mayor's Office			(5)	(5)
	Enumerated Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE			18 or	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 or	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City engages with the LGBT community			+2	+2
	BONUS Cities are pro-equality despite			+2	+2

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

SCORE

STATE





AVAILABLE



COUNTY

(o)

0 out of 12



as a result of restrictive state law.





AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5
Domestic Partner Health Benefits	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	0 2
City Contractor Non-Discrimination Ordinance	2 2 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	14 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 50 + TOTAL BONUS 11 =

restrictive state law

Final Score 61

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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NEWARK, DELAWARE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

NEWARK, DELAWARE 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

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

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 Registr



providing a domestic partner registry

as a result of restrictive state law.

STATE

(12)

COUNTY

CITY

AVAILABLE

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-Discr	imination in City Employment	5 5	(5 5
Domestic	Partner Health Benefits	0	4
Legal Dep	pendent Benefits	0	(2)
Equivalent	t Family Leave	0	(2)
City Contr	actor Non-Discrimination Ordinance	00	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE		10 ou	t of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming Place to Work	+0	+2

IV. Municipal Services

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

Human Ri	ghts Commission			0	7
LGBT Liai	son in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
SCORE				0 ou	t of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT			+0	+2

COUNTY

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.

SCORE	10 out of 18
Reported 2011 Hate Crimes Statistics to the FBI	10 10
LGBT Police Liaison or Task Force	0 8

VI. Relationship with the LGBT Community

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	(o) (5)
Leadership's Pro-Equality Legislative or Policy Efforts	0 3
SCORE	0 out of 8
BONUS Openly LGBT elected or appointed municipal leaders	+0 +3
BONUS City engages with the LGBT community	+0 +2
BONUS Cities are pro-equality despite restrictive state law	+2 +2

CANNOT EXCEED 100

Final Score **52**

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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TOTAL SCORE 50 + TOTAL BONUS 2 =



NEWARK, NEW JERSEY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

IV. Municipal Services



AVAILABLE

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			18 °	ut of 18
II. Relationship Reco	ognition	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
	SCORE			12 o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.	у		+0	+2

policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	0	0	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 Em	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 0	5 5
	Domestic Partner Health Benefits		4	4
	Legal Dependent Benefits		2	(2)
	Equivalent Family Leave		2	2
	City Contractor Non-Discrimination Ordinance		20	2 2
	City Contractor Equal Benefits Ordinance		0	4
	SCORE		15 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

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			(5)	5
	Enumerated Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE			11 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force			0	8
	Reported 2011 Hate Crimes Statistics to the FBI			10	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 community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	<u>5</u>	(5) (3)
	SCORE	8	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

CANNOT EXCEED 100

Final Score 76

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



Polationship with the LGRT Community



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

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TOTAL SCORE 74 + TOTAL BONUS 2 =

57 *UNINCORPORATED, RATED KING COUNTY 58 hrc.org/mei hrc.org/mei



NEW BRUNSWICK, NEW JERSEY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

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			18 o	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	12	0	0	12
	SCORE			12 o	ut of 12
	BONUS Municipality was forced to stop				

policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	0	0	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 Em	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		00	2 2
	City Contractor Equal Benefits Ordinance		0	4
	SCORE		18 or	ut of 26
	BONUS Grossing Up of Employee Benefits		+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits		+4	+4
	BONUS Municipality is a Welcoming Place to Work		+2	+2

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			7	7
city services and programs.	LGBT Lia	ison in the Mayor's Office				5
	Enumera	Enumerated Anti-Bullying School Policies		3 3	33	3 3
	SCORE				13 °	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po	lice Liaison or Task Force			0	8
engaging with the LODT community in a	Reported	2011 Hate Crimes Statistics				

Reported 2011 Hate Crimes Statistics

to the FBI

SCORE

VI. Relationship with	the LGBT Community	CITY AVA	AILABLE
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	(a)(b)(c)	5
	SCORE	0 out o	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 71 + TOTAL BONUS 6 =	Final Score	77

CANNOT EXCEED 100

10 out of 18

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

thoughtful and respectful way.





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

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NEW HAVEN, CONNECTICUT 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

NEW HAVEN, CONNECTICUT 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

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 18** out of 18

as a result of restrictive state law.

II. Relationship Recognition 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.

0	Equality, Civil Unions, tic Partnerships	12			12
Municipal	Domestic Partner Registry		0	0	12
SCORE				12 ou	t of 12
BONUS	Municipality was forced to stop providing a domestic partner registry			+0	+2

III. Municipality as Employer

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

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

IV. Municipal Services

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

CGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

SCORE

18 out of 18

BONUS City provides services to particularly

vulnerable populations of the LGBT

community.

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

8
8
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

3

SCORE

8 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 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TOTAL SCORE 100 + TOTAL BONUS 5 =

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



NEW HOPE, PENNSYLVANIA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

NEW HOPE, PENNSYLVANIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

as a result of restrictive state law.

<u>II.</u>	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	0			12
Municipal Domestic Partner Registry		0	12	12
SCORE			12 ou	t of 12
BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded 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	(0) (2)
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	16 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

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

SCORE

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

CITY

CITY

18 out of 18

CITY

COUNTY



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 **8** 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 **BONUS** City engages with the LGBT community **BONUS** Cities are pro-equality despite restrictive state law

CANNOT EXCEED 100

Final Score 89

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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TOTAL SCORE 80 + TOTAL BONUS 9 =



NEW ORLEANS, LOUISIANA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

NEW ORLEANS, LOUISIANA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

18 out of 18

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 **18** out of 18 **SCORE**

١.	Relationship	Recognition	STATE	COUNTY	CITY	ı

as a result of restrictive state law.

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	0			12
Municipal Domestic Partner Registry		0	12	12
SCORE			12 ou	it of 12
BONUS Municipality was forced to stop providing a domestic partner registry	/		+0	+2

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded 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	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	14 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	+2	+2

IV. Municipal Services

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

Human R	ights Commission			7	7
LGBT Lia	ison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
SCORE				18 ou	t of 18
BONUS	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.

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

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	3 5
Leadership's Pro-Equality Legislative or Policy Efforts	1 3
SCORE	4 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

Final Score 91 **TOTAL SCORE 84 + TOTAL BONUS 7 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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



NEWPORT NEWS, VIRGINIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

NEWPORT NEWS, VIRGINIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

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 00 **SCORE 0** out of 18

II. Relationship Reco	ognition	STATE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0
policy; cities and counties have only the	Municipal Domastic Portner Posistry	

	Equality, Civil Unions, tic Partnerships	0			12
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

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.

power to create domestic partner registries.

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

IV. Municipal Services

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

<u> </u>					
Human R	ghts Commission			7	7
LGBT Lia	son in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
SCORE				10 ou	t of 18
BONUS	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.

SCORE	10 out of 18
Reported 2011 Hate Crimes Statistics to the FBI	10 10
LGBT Police Liaison or Task Force	0 8

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	(o) (5)
Leadership's Pro-Equality Legislative or Policy Efforts	0 3
SCORE	0 out of 8
BONUS Openly LGBT elected or appointed municipal leaders	+0 +3
BONUS City engages with the LGBT community	+0 +2
BONUS Cities are pro-equality despite restrictive state law	+0 +2

TOTAL SCORE 20 + TOTAL BONUS 0 = Final Score 20

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE REFER TO PAGE 17 OR VISIT HRC.ORG/MEI.

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



NEW YORK, NEW YORK 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

NEW YORK, NEW YORK 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

I. Non-Discrimination Laws STATE COUNTY CITY 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	3 0	0 0	3 3	3 3
Housing	30	00	3 3	3 3
Public Accommodations	30	00	3 3	3 3
SCORE			18 οι	ıt of 18

		(3 0	00	(3 3	3 3
	SCORE			18 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry		0	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

power to create domestic partner registries.	Municipal Domestic Farther Registry	0	(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 En	nployer		CITY	AVAILAB
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment		5 5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits		4	4
LGBT employees equally.	Legal Dependent Benefits		(2)	(2)
	Equivalent Family Leave		2	(2)
	City Contractor Non-Discrimination Ordinance		20	2 2
	City Contractor Equal Benefits Ordinance		2	4
	SCORE		22 or	ut 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		+2	+2

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	3 3	00	33	3 3
	SCORE			18 °	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a	Reported 2011 Hate Crimes Statistics			$\widetilde{}$	\sim

to the FBI

SCORE

VI Polationship with the LGRT Community

vi. Relationship with	the LGDT 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	4 3	5
	SCORE	7 d	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

TOTAL SCORE 95 + TOTAL BONUS 13 =

CANNOT EXCEED 100

Final Score 100

18 out of 18

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

thoughtful and respectful way.





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

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NORFOLK, VIRGINIA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

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 00

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

Place to Work

SCORE

SCORE

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





COUNTY

STATE

(o)



CITY



0 out of 12

AVAILABLE

12

AVAILABLE

0 out of 18



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 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming	

NORFOLK, VIRGINIA 2/2

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









COUNTY





SCORE

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



CITY



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

CITY

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

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

community **BONUS** Cities are pro-equality despite

BONUS City engages with the LGBT

restrictive state law

TOTAL SCORE 10 + TOTAL BONUS 2 =

Final Score 12

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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61 *UNINCORPORATED, RATED KING COUNTY hrc.org/mei hrc.org/mei 62



NORMAN, OKLAHOMA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

NORMAN, OKLAHOMA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

CITY

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 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	0	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

domestic partnerships are matters of state	or Domestic Partnerships	(12)
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry 0	0 (12)
	SCORE	0 out 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	Non-Discrimination in City Employment	5 5 5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	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	10 out of 26
	BONUS Grossing Up of Employee Benefits	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
	BONUS Municipality is a Welcoming Place to Work	+0 +2

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	00	(o o	7	5
	SCORE				ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	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 community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	3	5
	SCORE	4	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+2	+3
	BONUS City engages with the LGBT community	+0	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+2

CANNOT EXCEED 100

Final Score **33**







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

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TOTAL SCORE 31 + TOTAL BONUS 2 =

63 *UNINCORPORATED, RATED KING COUNTY 64 hrc.org/mei hrc.org/mei



NORTHAMPTON, MASSACHUSETTS 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 00

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

(12)

STATE

COUNTY

0



CITY



12 out of 12

18 out of 18



SCORE

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





AVAILABLE

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 Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance (o) 4 SCORE **13** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming Place to Work

NORTHAMPTON, MASSACHUSETTS 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

COUNTY



CITY

AVAILABLE

SCORE

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

Enumerated Anti-Bullying School Policies



CITY

CITY

10 out of 18



AVAILABLE

AVAILABLE

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

SCORE

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

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

CANNOT EXCEED 100

Final Score 80

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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TOTAL SCORE 73 + TOTAL BONUS 7 =



NORTH CHARLESTON, SOUTH CAROLINA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

I. Non-Discrimination Laws state county city 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.

1 Lavvo				
Employment	00	0 0	0 0	3 3
Housing	0 0	0 0	3 3	3 3
Public Accommodations	00	00	00	3 3
SCORE			6 ou	it 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	0			12
manospai Zomocae i araioi i toggotty		(0)	(0)	(12)
SCORE			0 ou	it of 12
BONUS Municipality was forced to stop providing a domestic partner registr	у		+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	0	\bigcirc
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	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	+2	+2

NORTH CHARLESTON, SOUTH CAROLINA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

10 out of 18

COUNTY

IV. Municipal Services

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

)					
Human R	ghts Commission			0	7
LGBT Lia	son in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
SCORE				11 o	ut of 18
BONUS	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.

LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10

VI. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality	(3) (5)
Leadership's Pro-Equality Legislative or Policy Efforts	0 3
SCORE	3 out of 8
BONUS Openly LGBT elected or appointed municipal leaders	+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 47

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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TOTAL SCORE 40 + TOTAL BONUS 7 =

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



NORTH DRUID HILLS, GEORGIA* 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

NORTH DRUID HILLS, GEORGIA* 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

COUNTY

+0

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 00 **SCORE 0** out of 18

as a result of restrictive state law.

II.	Relationship Recognition	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	12
SCORE		0 out of 12
BONUS Municipality was forced to stop providing a domestic partner registry	+0	+2

III. Municipality as Employer

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

Non-Disc	rimination in City Employment	5 0	5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	pendent Benefits	0	(2)
Equivalen	t Family Leave	0	(2)
City Cont	ractor Non-Discrimination Ordinance	00	2 2
City Cont	ractor Equal Benefits Ordinance	0	4
SCORE			9 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

IV.	Municipal Service	es
This se	ection assesses the efforts of the city	Hu

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

BONUS City provides services to particularly

community.

vulnerable populations of the LGBT

SCORE 6 out of 18

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

COUNTY

AVAILABLE

0

0

0

0

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

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 15

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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TOTAL SCORE 15 + TOTAL BONUS 0 =

67 *UNINCORPORATED, RATED DEKALB COUNTY hrc.org/mei hrc.org/mei hrc.org/mei hrc.org/mei



NORTH LAS VEGAS, NEVADA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

NORTH LAS VEGAS, NEVADA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

COUNTY

	SCORE			18 0	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)

or Domes	tic Partnerships	(12)			(12)
Municipal	Domestic Partner Registry		0	0	12
SCORE				12 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 Legal Depend

•	
Non-Discrimination in City Employment	5 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	13 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

IV.	Municip	oal S	Servic	es
	ection assesses th are LGBT constitu		,	Huma

city services and programs.

Human Ri	ghts Commission			0	7
LGBT Liai	son in the Mayor's Office			0	5
Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
SCORE				0 ou	t of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

STATE

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

thoughtful and respectful way.

V. Law Enforcement

SCORE	10 out of 18
Reported 2011 Hate Crimes Statistics to the FBI	10 10
LGBT Police Liaison or Task Force	0 8

VI.	Relationship	with	the	LGBT	Community	/
	•					

This category measures the city leadershi	p's
commitment to fully include the LGBT	
community and to advocate for full equalit	y.

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

CANNOT EXCEED 100

Final Score 53

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 53 + TOTAL BONUS 0 =

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

AVAILABLE



NORTH LITTLE ROCK, ARKANSAS 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 00 public accommodations. Public Accommodations 00

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

BONUS Municipality was forced to stop

Non-Discrimination in City Employment

Healthcare Benefits **BONUS** Municipality is a Welcoming Place to Work

providing a domestic partner registry

as a result of restrictive state law.

SCORE

SCORE

STATE



COUNTY



CITY

0 out of 18



0 out of 12



AVAILABLE

AVAILABLE

12

12

III. Municipality as Employer

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

71

Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance 4 SCORE **0** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive

NORTH LITTLE ROCK, ARKANSAS 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



COUNTY



7 out of 18



CITY

7

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



CITY



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

SCORE

SCORE

10

10 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

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8

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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TOTAL SCORE 17 + TOTAL BONUS 0 =



NORTHWEST HARBOR, NEW YORK 1/2

COUNTY

CITY

AVAILABLE

AVAILABLE

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	30	3 3	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 0	3 3	00	3 3
public accommodations.	Public Accommodations	30	3 3	00	3 3
	SCORE			18 °	ut 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.

	Equality, Civil Unions, tic Partnerships	12			(12)
Municipal	Domestic Partner Registry		12	0	12
SCORE				12 ou	t 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	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	14 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

NORTHWEST HARBOR, NEW YORK 2/2

community.

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

10 out of 18

COUNTY

IV. Municipal Services

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

Human Ri	ghts Commission			0	7
LGBT Liai	son in the Mayor's Office			0	(5)
Enumerat	ed Anti-Bullying School Policies	33	00	00	3 3
SCORE				6 ou	t of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT			+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.

SCORE	10 out of 18
Reported 2011 Hate Crimes Statistics to the FBI	10 10
LGBT Police Liaison or Task Force	0 8
LODE Dalias Lisiana au Tarl. Franc	

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.

Leadersh	ip's Public Position on LGBT Equality	0	(5)
Leadersh or Policy I	ip's Pro-Equality Legislative Efforts	0	3
SCORE		0 or	ut 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

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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TOTAL SCORE 60 + TOTAL BONUS 0 =