

OAKLAND PARK, FLORIDA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(12)

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

SCORE 18 out of 18

II. Relationship Recognition

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

areas of employment, housing, and

public accommodations.

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

Public Accommodations



STATE



CITY

00



12 out of 12





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



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

OAKLAND PARK, FLORIDA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies





COUNTY



6 out of 18



CITY



AVAILABLE

SCORE

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





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

SCORE

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

BONUS Openly LGBT elected or appointed municipal leaders

community

restrictive state law

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

TOTAL SCORE 80 + TOTAL BONUS 3 =

Final Score 85

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.

79 hrc.org/mei hrc.org/mei *UNINCORPORATED, RATED KING COUNTY 80



OAKLAND, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0)

OAKLAND, CALIFORNIA 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 **18** out of 18 SCORE

П.	Relationship	Recognition	
			_

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

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



STATE



CITY



12 out of 12



AVAILABLE



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





AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	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	4
SCORE	17 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 Service	S S	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			5	5
	Enumerated Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE			11 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 engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force Reported 2011 Hate Crimes Statistics	8	8
inoughtur and respectful way.	to the FBI	(10)	(10)

Ü	,	to the FBI		
		SCORE	18 ou	t of 18
VI.	Relationship with	the LGBT Community	CITY	AVAILABLE

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

Leadersh	ip's Public Position on LGBT Equality	(!	5	(5)
Leadersh or Policy I	ip's Pro-Equality Legislative Efforts		2	3
SCORE			7 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 S	SCORE 83 + TOTAL BONUS 9 =	Final S	core	92

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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OCEAN GROVE, NEW JERSEY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

OCEAN GROVE, NEW JERSEY 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

	<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	
Municipal Domestic Partner Regist	tr





CITY



12 out of 12

AVAILABLE



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





AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	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	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	16 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

LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies

BONUS City provides services to particularly

vulnerable populations of the LGBT





COUNTY



AVAILABLE



CITY

13 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

community.

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

SCORE

10

CITY

10 out of 18

CITY

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed

BONUS City engages with the LGBT community

restrictive state law

Leadership's Pro-Equality Legislative

municipal leaders

BONUS Cities are pro-equality despite

TOTAL SCORE 74 + TOTAL BONUS 3 =

Final Score 77

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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OCEANSIDE, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

OCEANSIDE, CALIFORNIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

V. Law Enforcement

RIGHTS

CITY

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE Employment 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	00	00	3 3
Housing	3 3	00	0 0	3 3
Public Accommodations	33	00	00	3 3
SCORE			18 ou	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
	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

0.00

III. Municipality as Employer		
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	00
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits	4
	Legal Dependent Benefits	(2)
	Equivalent Family Leave	(2)
	City Contractor Non-Discrimination Ordinance	00
	City Contractor Equal Benefits Ordinance	0
	SCORE	8
	BONUS Grossing Up of Employee Benefits	+0

BONUS Transgender-Inclusive

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

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	7
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated 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

	SCORE	10 out of 18
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10 10
Fair enforcement of the law includes responsible reporting of hate crimes and	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 Leadership's Pro-Equality Legislative or Policy Efforts	5	(5) (3)	
	SCORE	5	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 59 + TOTAL BONUS 0 =	Final Sco	re 59	

CANNOT EXCEED 100







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

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83 84 hrc.org/mei hrc.org/mei

AVAILABLE

out of 26



OKLAHOMA CITY, OKLAHOMA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

OKLAHOMA CITY, OKLAHOMA 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 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.

	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			+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 0	5 5
Domestic Partner Health Benefits	0	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	5 out	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

(
LGBT Liaison in the Mayor's Office

(

SCORE

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

Enumerated Anti-Bullying School Policies

+0

CITY

CITY

CITY

COUNTY



AVAILABLE

AVAILABLE

6 out of 18

10 out of 18

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

0
8
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

Leadership's Pro-Equality Legislative or Policy Efforts

3
3
3

SCORE

5 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 28

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 26 + TOTAL BONUS 2 =

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



OLYMPIA, WASHINGTON 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

OLYMPIA, WASHINGTON 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

COUNTY

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 3	00	0 0	3 3
Housing	3 3	3 0	3 3	3 3
Public Accommodations	3 3	00	00	3 3
SCORE			18 οι	ıt of 18

			(3)	O	O	(3,0)
	SCORE				18 o	ut of 18
II. Relationship Recog	gnitic	n	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state		Equality, Civil Unions, stic Partnerships	12			12
policy; cities and counties have only the power to create domestic partner registries.	Municipa	I Domestic Partner Registry		12	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

policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	12	0 (12)
	SCORE	1	2 out of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.	•	+2
III. Municipality as Em	ployer	C	ITY AVAILABLE
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
	City Contractor Non-Discrimination Ordinance	(0	0 (2 2)
	City Contractor Equal Benefits Ordinance	(·	4 4
	SCORE	1	5 out of 26
	BONUS Grossing Up of Employee Benefits	4	+3
	BONUS Transgender-Inclusive Healthcare Benefits	4	+4
	BONUS Municipality is a Welcoming Place to Work	-	+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	3 3	3 3	3 3	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)

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	(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	+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 67

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 65 + TOTAL BONUS 2 =



OMAHA, NEBRASKA 1/2

COUNTY

0

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

П.	Relationship	Recognition
	•	

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



STATE



CITY



0 out of 12

12 out of 18

SCORE

SCORE

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



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-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	$\overline{2}$
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 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

OMAHA, NEBRASKA 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	



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



CITY

CITY

14 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 10 to the FBI

VI. Relationship with the LGBT Community

SCORE

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 64

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 59 + TOTAL BONUS 5 =



ONTARIO, CALIFORNIA 1/2

ONTARIO, CALIFORNIA 2/2 RIGHTS 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 **18** out of 18 SCORE II. Relationship Recognition COUNTY AVAILABLE Marriage, civil unio domestic partners policy; cities and power to create d

nions, and comprehensive erships are matters of state d counties have only the domestic partner registries.	or Domes	equality, Civil Unions, tic Partnerships Domestic Partner Registry	12	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.		12
III. Municipality as Er	nployer	СІТУ	AVAILABLE
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 LGBT employees equally.	Domestic Partner Health Benefits	4	4
LGB1 employees equally.	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 οι	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+4	+4
	BONUS Municipality is a Welcoming	12	12

Place to Work

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	3 3	00	00	3 3
	SCORE			6 or	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 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 community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	0503
	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 59 + TOTAL BONUS 6 =	Final Score 65

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

IV. Municipal Services





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

COUNTY

CITY

AVAILABLE

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ORLANDO, FLORIDA 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

2013 MUNICIPAL EQUALITY INDEX SCORECARD



CITY

CITY

CITY

10 out of 18

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 30

	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	0	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. III. Municipality as Employer AVAILABLE By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Domestic Partner Health Benefits municipalities commit themselves to treating LGBT employees equally. 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

IV. Municipal Services

ORLANDO, FLORIDA 2/2

RIGHTS

AVAILABLE

AVAILABLE

AVAILABLE

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

Commission 7 in the Mayor's Office Enumerated Anti-Bullying School Policies **SCORE 13** out of 18

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.

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

VI. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE 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 79

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 74 + TOTAL BONUS 5 =

BONUS City provides services to particularly

community.

vulnerable populations of the LGBT



II. Relationship Recognition

ORONO, MAINE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

ORONO, MAINE 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

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 οι	it of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

	SCORE	12 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	0 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) (2)
	Equivalent Family Leave	(2) (2)
	City Contractor Non-Discrimination Ordinance	0 0 2 2
	City Contractor Equal Benefits Ordinance	0 4
	SCORE	8 out of 26
	BONUS Grossing Up of Employee Benefits	+0 +3
	BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
	BONUS Municipality is a Welcoming Place to Work	+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			0	5
	Enumerated Anti-Bullying School Policies	00	00	00	3 3
	SCORE			7 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			0	10
	SCORE			0 0	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 47







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

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TOTAL SCORE 45 + TOTAL BONUS 2 =



OVERLAND PARK, KANSAS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

0 out of 18

AVAILABLE

OVERLAND PARK, KANSAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

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 Employment Housing Housing Public Accommodations STATE COUNTY AVAILABLE COUNTY AVAILABLE

I. Relationship Recognition STATE	TE CO	OUNTY C	CITY	AVAILABLE
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as a result of restrictive state law.

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.

0	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			+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	00	2 2
City Contractor 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 Rights Commission

Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

Output

Out

SCORE

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

+0

CITY

CITY

CITY

COUNTY

+2

AVAILABLE

AVAILABLE

7 out of 18

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

0
8
10
10
10

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

O 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

TOTAL SCORE 27 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 27

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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OXNARD, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

OXNARD, CALIFORNIA 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 prohibited by the city, county, or state i areas of employment, housing, and public accommodations.

prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	3 3	0 0	0 0	3 3
	Public Accommodations	3 3	00	00	3 3
	SCORE			18 ₀	ut of 18
II. Relationship Reco	ognition	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	0	12
	SCORE			12 °	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships		12
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	0	12
	SCORE	12 οι	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	СІТҮ	AVAILAE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	00	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	0 0	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	8 ou	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

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	3 3	3 3	00	3 3
	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 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. INCIALIONALIP WILL	the EdDT Community	OIII ATAILABLE
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
	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 61 + TOTAL BONUS 0 =	Final Score 61

CANNOT EXCEED 100

10 out of 18

AVAILABLE

CITY

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE

Relationship with the LGBT Community



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

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