

## PALM SPRINGS, CALIFORNIA 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

## PALM SPRINGS, 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

	SCORE			<b>18</b> o	ut of 18
II. Relationship Reco	anition	STATE	COUNTY	CITY	AVAILABLE
ii. Relationship Reco	grittori	JIAIL			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	12			12
	Municipal Domestic Partner Registry		0	12	12
	SCORE			<b>12</b> o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	0	12	12
	SCORE		<b>12</b> 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 Er	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		4	4
2aB1 siiipioyooo oquaiiy.	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		<b>18</b> oı	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	$\overline{(7)}$
city services and programs.	LGBT Lia	ison in the Mayor's Office				5
	Enumerat	ted Anti-Bullying School Policies	3 3	3 3	30	3 3
	SCORE				<b>13</b> °	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 Pol	lice Liaison or Task Force			8	8

Reported 2011 Hate Crimes Statistics

to the FBI

SCORE

Relationship with the LGRT Community

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

**CANNOT EXCEED 100** 

Final Score 100

18 out of 18

ΔVΔΙΙΔΒΙΕ



engaging with the LGBT community in a

thoughtful and respectful way.





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 87 + TOTAL BONUS 13 =** 



# PARADISE, NEVADA\* 1/2

AVAILABLE

2013 MUNICIPAL EQUALITY INDEX SCORECARD 2013 MUNICIPAL EQUALITY INDEX SCORECARD

PARADISE, NEVADA\* 2/2



#### I. Non-Discrimination Laws STATE COUNTY 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

II. Relationship Recognition		STATE	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	12	0	12
	SCORE			<b>12</b> out of 12
	BONUS Municipality was forced to stop			

	SCORE		<b>12</b> 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 Em	ployer	COUNTY	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	4	4
	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	(2)	(2)
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE		<b>22</b> out of 26
	<b>BONUS</b> 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	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	33	3 3
	SCORE			<b>6</b> out of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.		+2	+2
V. Law Enforcement			COUNTY	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		8	8
	Reported 2011 Hate Crimes Statistics to the FBI		10	10
	SCORE			<b>18</b> out of 18

VI. Relationship with	the LGBT Community	COUNTY	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	(5)	5
	Leadership's Pro-Equality Legislative or Policy Efforts	1	3
	SCORE		<b>6</b> 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	+2	+2
	TOTAL SCORE 82 + TOTAL BONUS 8 =	Final S	Score <b>90</b>

**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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103 \*UNINCORPORATED, RATED CLARK COUNTY \*UNINCORPORATED, RATED CLARK COUNTY 104 hrc.org/mei hrc.org/mei



# PARKERSBURG, WEST VIRGINIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

## PARKERSBURG, WEST VIRGINIA 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			0 0	ut of 18
II. Relationship Recog	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	0	12
	SCORE			<b>0</b> o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	0	12
	SCORE	<b>0</b> ou	ıt 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	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	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	<b>0</b> ou	ıt 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	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	00	3 3	00	3 3
	SCORE			<b>6</b> o	ut of 18
	<b>BONUS</b> 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			<b>10</b> o	ut of 18

VI. Relationship with	the LGBT Community	<b>CITY</b> 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	<ul><li>0</li><li>5</li><li>0</li><li>3</li></ul>
	SCORE	<b>0</b> 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 16 + TOTAL BONUS 0 =	Final Score <b>16</b>

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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## PASADENA, CALIFORNIA 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

## PASADENA, CALIFORNIA 2/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

V. Law Enforcement



CITY

AVAILABLE

#### 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

	SCORE			<b>18</b> 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

matters of state nave only the partner registries.		tic Partnerships Domestic Partner Registry	(12)	0	0	(12)	
						(12)	
	SCORE				<b>12</b> 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 CITY 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 (0) SCORE **11** 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	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			0	5
	Enumerated Anti-Bullying School Policies	3 3	33	30	3 3
	SCORE			<b>13</b> o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10 10
	LGBT Police Liaison or Task Force	0 8

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	5	5
	SCORE	5	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

**CANNOT EXCEED 100** 

Final Score 74





- PTS FOR GENDER IDENTITY



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

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**TOTAL SCORE 69 + TOTAL BONUS 5 =** 



## PATERSON, NEW JERSEY 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

0



#### 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

II	Relations	hip	Recog	gnition

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









**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	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	<b>14</b> out	t of 26
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

## PATERSON, NEW JERSEY 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

AVAILABLE

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			0	7
	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE			<b>6</b> o	ut of 18
	<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

V. Law Enforceme	nt	CITY
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	0
engaging with the LGBT community in a	Papartad 2011 Hata Crimos Statistics	$\sim$

Reported 2011 Hate Crimes Statistics 10 to the FBI

SCORE **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.

thoughtful and respectful way.

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

SCORE		<b>0</b> or	ut of 8
BONUS	Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS	City engages with the LGBT community	+0	+2

Final Score 60 **TOTAL SCORE 60 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

CITY

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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



# PEARL CITY, HAWAII\* 1/2

COUNTY

COUNTY

0

2013 MUNICIPAL EQUALITY INDEX SCORECARD **2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



# I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Lavvo	
Employment	
Housing	
Public Accommodations	

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	3 3
ccommodations	3 3

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00	00	(:
0 0	00	(;

CITY

AVAILABLE

	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.



Place to Work



STATE

STATE



CITY



**12** out of 12



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-Discr	imination in City Employment	5 5	5 5
Domestic	Partner Health Benefits	0	4
Legal Dep	endent Benefits	0	(2)
Equivalent	Family Leave	0	2
City Contr	actor Non-Discrimination Ordinance	00	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE		<b>10</b> out	of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming	+0	+2

# PEARL CITY, HAWAII\* 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



AVAILABLE

**SCORE** 

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



CITY

CITY

**13** out of 18

CITY



AVAILABLE

AVAILABLE

## V. Law Enforcement

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

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

**0** out of 18

# 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

**TOTAL SCORE 60 + TOTAL BONUS 4 =** 

restrictive state law

Final Score 64

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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111 \*RATED HONOLULU hrc.org/mei hrc.org/mei \*RATED HONOLULU 112



## PEMBROKE PINES, FLORIDA 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

## PEMBROKE PINES, FLORIDA 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

public accommodations.	Tublic / tecommodations	00	3 3	0 0	3 3
	SCORE			18 0	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	0	12	0	12
	SCORE			<b>12</b> o	ut of 12
				_	_

II. Relationship Recog	gnitic	n	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.	or Domes	Equality, Civil Unions, tic Partnerships Domestic Partner Registry	0	12	0	12
	SCORE				<b>12</b> 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	nploy	er			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Disc	rimination in City Employment			0 0	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic	Partner Health Benefits			0	4
LGBT employees equally.	Legal De	pendent Benefits			0	$\overline{2}$
	Equivalen	t Family Leave			0	(2)
	City Cont	ractor Non-Discrimination Ordinance			0 0	2 2
	City Cont	actor Equal Benefits Ordinance			0	4
	SCORE				0 0	ut of 26
	BONUS	Grossing Up of Employee Benefits			+0	+3
	BONUS	Transgender-Inclusive Healthcare Benefits			+0	+4
	BONUS	Municipality is a Welcoming			+0	+2

Place to Work

IV.	Municipal Service	<b>es</b>
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

STATE

COUNTY

**SCORE** 

Enumerated Anti-Bullying School Policies

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

**6** out of 18

CITY

CITY

CITY



AVAILABLE

AVAILABLE

**0** 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 o ` 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 2 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 43

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 43 + TOTAL BONUS 0 =** 



## PHILADELPHIA, PENNSYLVANIA 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

AVAILABLE

## PHILADELPHIA, PENNSYLVANIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

AVAILABLE

#### 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

IV.	Municipal Service	es
This se	ection assesses the efforts of the city are LGBT constituents are included in rvices and programs.	F
		E
		S
		В

3		STATE	COUNTY	CITY	AVAILABLE
Human Ri	ghts Commission			7	7
LGBT Liai	son in the Mayor's Office			5	5
Enumerate	ed Anti-Bullying School Policies	00	00	3 3	3 3
SCORE				<b>18</b> or	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	or Domest	Equality, Civil Unions, ic Partnerships Domestic Partner Registry	0	0	12	12
	SCORE				<b>12</b> out	of 12
	BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

V. Law Enforcemen	t	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 thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10	10
	SCORE	<b>18</b> ou	it of 18

	ac a room or roomon o otato law.		
III. Municipality as Er	nployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment	5 5	5 5
	Domestic Partner Health Benefits	4	4
	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	2	2
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	4	4
	SCORE	<b>26</b> o	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

	VI. Relationship with	the L	GBT Community	CITY	AVAILABL
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.		ip's Public Position on LGBT Equality ip's Pro-Equality Legislative Efforts	5	(5) (3)	
		SCORE		8 0	out of 8
		BONUS	Openly LGBT elected or appointed municipal leaders	+3	+3
		BONUS	City engages with the LGBT community	+2	+2
		BONUS	Cities are pro-equality despite restrictive state law	+0	+2

**CANNOT EXCEED 100** 

Final Score 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.

**TOTAL SCORE 100 + TOTAL BONUS 13 =** 



# PHOENIX, ARIZONA 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

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

	SCORE			<b>18</b> o	ut of 18
II. Relationship Recognized Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Onition  Marriage Equality, Civil Unions, or Domestic Partnerships	STATE	COUNTY	CITY	AVAILABLE 12
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry		0	12	12
	SCORE			<b>12</b> or	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

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	12
	SCORE	<b>12</b> ou	ıt of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.	+0	+2
III. Municipality as En	nployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Non-Discrimination in City Employment	5 5	5 5
	Domestic Partner Health Benefits	4	4
LGBT employees equally.	Legal Dependent Benefits	(2)	2
	Equivalent Family Leave	(2)	(2)
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	<b>22</b> ou	it of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+2	+2

## PHOENIX, ARIZONA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

RIGHTS

AVAILABLE

CITY

COUNTY

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	00	00	3 3	3 3
	SCORE			<b>18</b> 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			8	8
engaging with the LGBT community in a	Reported 2011 Hate Crimes Statistics				

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	5	(5) (3)
	SCORE	8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS City engages with the LGBT community	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+2

**CANNOT EXCEED 100** 

Final Score 100

**18** out of 18



thoughtful and respectful way.



- PTS FOR GENDER IDENTITY

to the FBI

SCORE

Relationship with the LGRT Community



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 96 + TOTAL BONUS 9 =



## PIERRE, SOUTH DAKOTA 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

## PIERRE, SOUTH DAKOTA 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 0** out of 18

l.	Relationship	Recognition	STATE	COUNTY	CITY	AVAILABLE

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 Municipal Domestic Partner Registry	0	0	0	12
SCORE			<b>0</b> ou	ıt 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	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	<b>0</b> 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. Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

SCORE

3 out of 18

**BONUS** City provides services to particularly

community.

vulnerable populations of the LGBT

## 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

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

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

**CANNOT EXCEED 100** 

Final Score 13

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 13 + TOTAL BONUS 0 =** 

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



## PITTSBURGH, PENNSYLVANIA 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

CITY

AVAILABLE

AVAILABLE

# PITTSBURGH, PENNSYLVANIA 2/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

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

as a result of restrictive state law.

II.	Relationshi	p 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			<b>12</b> ou	t of 12
BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

STATE

# 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	(o)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>11</b> 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 15 out of 18 **SCORE** 

**BONUS** City provides services to particularly

community.

vulnerable populations of the LGBT

## 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 SCORE

# VI. Relationship with the LGBT Community

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

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

**CANNOT EXCEED 100** 

Final Score 72

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 69 + TOTAL BONUS 3 =** 



## PLANO, TEXAS 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

## PLANO, TEXAS 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 **0** out of 18

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	0	12
	SCORE			<b>0</b> or	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

	as a result of restrictive state law.	
III. Municipality as Er	nployer	<b>CITY</b> AVAILAB
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	0 4
LGBT employees equally.	Legal Dependent Benefits	(o) (2)
	Equivalent Family Leave	(o) (2)
	City Contractor Non-Discrimination Ordinance	00 22
	City Contractor Equal Benefits Ordinance	0 4
	SCORE	<b>0</b> 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	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 i	n the Mayor's Office			0	5
	Enumerated A	nti-Bullying School Policies	00	00	00	3 3
	SCORE				0 0	ut of 18
	vulr	provides services to particularly derable populations of the LGBT amunity.			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police L	iaison or Task Force			0	(8)
engaging with the LGBT community in a	Reported 201	1 Hate Crimes Statistics			$\sim$	

Reported 2011 Hate Crimes Statistics

to the FBI

SCORE

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	<ul><li>2</li><li>5</li><li>0</li><li>3</li></ul>
	SCORE	<b>2</b> 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
	TOTAL SCORE 12 + TOTAL BONUS 2 =	Final Score <b>14</b>

**CANNOT EXCEED 100** 

10 out of 18

AVAII ARI E

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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# PLEASANT RIDGE, MICHIGAN 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

## PLEASANT RIDGE, MICHIGAN 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>	Re	latior	ıshi	рΙ	Red	cogr	nition

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



STATE



CITY



**0** out of 12



AVAILABLE



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



CITY



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	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	<b>14</b> 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

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office





COUNTY



**3** out of 18

10 out of 18

#### **SCORE**

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



CITY

CITY

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 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

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

**BONUS** City engages with the LGBT

Final Score 60

**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 53 + TOTAL BONUS 7 =** 



## **PORTLAND, MAINE 1/2**

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 3 0 public accommodations. Public Accommodations **SCORE 18** out of 18

Ш.	Relationship Rec	ognition
Marri	age, civil unions, and comprehensive	Marriage Equa

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

Marriage Equality, Civil U or Domestic Partnership	
Municipal Domestic Part	ner Registry

**BONUS** Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

SCORE





COUNTY

STATE

(12)



CITY



AVAILABLE





CITY



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	2 2	2 2
City Contractor Equal Benefits Ordinance	4	4
SCORE	<b>21</b> 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

### PORTLAND, MAINE 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

AVAILABLE

IV.	Munici	pal 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



**6** out of 18



Enumerated Anti-Bullying School Policies

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



CITY

CITY



AVAILABLE

AVAILABLE

8 out of 8

## 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** 

10

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

**TOTAL SCORE 83 + TOTAL BONUS 6 =** 

restrictive state law

Final Score 89

**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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# PORTLAND, OREGON 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 **SCORE 18** out of 18

11.	Relationship Rec	ognition
	age civil unions and comprehensive	Marriage Egy

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

	uality, Civil Unions, Partnerships
Municipal Do	omestic Partner Registr

SCORE

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



STATE





CITY





**12** out of 12

AVAILABLE

12

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	<b>26</b> out	t of 26
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+4	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

## PORTLAND, OREGON 2/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

IV.	Municii	pal Serv	vices
-----	---------	----------	-------

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



13 out of 18

**SCORE** 

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



CITY

CITY

CITY



AVAILABLE

AVAILABLE

## V. Law Enforcement

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

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

SCORE **18** 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 SC

SCORE		<b>8</b> out of 8		
	Openly LGBT elected or appointed municipal leaders	+3	+3	
	City engages with the LGBT community	+2	+2	
BONUS	Cities are pro-equality despite		10	

**TOTAL SCORE 95 + TOTAL BONUS 13 =** 

restrictive state law

Final Score 100

**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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## PORT SAINT LUCIE, FLORIDA 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

## PORT SAINT LUCIE, FLORIDA 2/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



# This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Employment Housing Housing Public Accommodations SCOPE

'		00	00	00	3 3
	SCORE			<b>0</b> or	ut of 18
II. Relationship Recognition		STATE	COUNTY	CITY	AVAILABLE
II. Relationship Rece		- CIAIL			AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry		0	0	12

and comprenensive are matters of state ties have only the stic partner registries.	or Domes	Equality, Civil Unions, tic Partnerships  Domestic Partner Registry	0	0	0	12
	SCORE				<b>0</b> 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 Er	nployer
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimin
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Part
LGBT employees equally.	Legal Depend
	Equivalent Far

Non-Discrimination in City Employment	00	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	<b>0</b> 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.	Municip	oal Services
	•	

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

LGBT Liaison in the Mayor's Office

STATE

COUNTY

SCORE

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

Enumerated Anti-Bullying School Policies

+0

CITY

CITY

CITY



AVAILABLE

AVAILABLE

0 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

# 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

0 5

Leadership's Pro-Equality Legislative or Policy Efforts

0 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 0

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 0 + TOTAL BONUS 0 =** 

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



## PROVIDENCE, RHODE ISLAND 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

AVAILABLE

12

## PROVIDENCE, RHODE ISLAND 2/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

#### I. Non-Discrimination Laws COUNTY STATE 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

	SOURE			10 out
II. Relationship Reco	ognition	STATE	COUNTY	CITY
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
	SCORE			12 out

power to create domestic partner registries.	Municipal Domestic Partner Registry	0	12
	SCORE	<b>12</b> 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 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	Domestic Partner Health Benefits	4	4
LGBT employees equally.	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	<b>16</b> ou	it of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming	+0	+2

Place to Work

IV.	Munici	pal 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

5

SCORE

13 out of 18

BONUS City provides services to particularly

vulnerable populations of the LGBT

community.

STATE

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

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

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

3

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 81

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 77 + TOTAL BONUS 4 =** 

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



## PROVINCETOWN, MASSACHUSETTS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

# PROVINCETOWN, MASSACHUSETTS 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

CITY

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **SCORE 15** out of 18

<u>II.</u>	Relationship	o Recog	Inition

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

SCORE

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



STATE



COUNTY



CITY







CITY



AVAILABLE

AVAILABLE

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.

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	<b>15</b> 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 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





**10** 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

community.

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

**SCORE** 

CITY

CITY

10

10 out of 18

AVAILABLE

AVAILABLE

# 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

**TOTAL SCORE 67 + TOTAL BONUS 9 =** 

5 out of 8

Final Score 76

**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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## PROVO, UTAH 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

## PROVO, UTAH 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

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

II.	Relationship	Recognition

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

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

SCORE







COUNTY

STATE



CITY



AVAILABLE

12

12

AVAILABLE



CITY

# 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	0 0	5 5
Domestic	Partner Health Benefits	0	4
Legal Dep	endent Benefits	0	2
Equivalent	Family Leave	0	2
City Contr	actor Non-Discrimination Ordinance	00	2 2
City Contr	actor 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.	Munici	pal Services

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

Human Rights Commission

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office





COUNTY



**0** out of 18

**SCORE** 

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



CITY



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

10

CITY

CITY

AVAILABLE

SCORE 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

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

Final Score 10

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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**TOTAL SCORE 10 + TOTAL BONUS 0 =**