

RALEIGH, NORTH CAROLINA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 00 00 33 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 00 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 00 33 SCORE **0** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, $\left(\mathbf{o} \right)$ 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the Municipal Domestic Partner Registry 0 () power to create domestic partner registries. (12) SCORE **0** out of 12 **BONUS** Municipality was forced to stop providing a domestic partner registry

as a result of restrictive state law.

III. Municipality as Employer

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

<u>s En</u>	nployer	СІТҮ	AVAILABLE
,	Non-Discrimination in City Employment	50	55
iesses, ating	Domestic Partner Health Benefits		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 ou	it of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+0	+2

RALEIGH, NORTH CAROLINA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(7)	$\left(\begin{array}{c} 7 \end{array} \right)$
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	33	33	0	33
	SCORE			18 o	ut of 18
	BONUS City provides services to particula vulnerable populations of the LGE community.	2		+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Communi	ty		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equal	ity		3	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts				3
	SCORE			4	out of 8
	BONUS Openly LGBT elected or appointer municipal leaders	d		+0	+3
	BONUS City engages with the LGBT community			+2	+2
	PONUE Citiza are pro equality despite				

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23	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			$\overline{(7)}$	$\overline{(7)}$
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ted Anti-Bullying School Policies	33	33	00	33
	SCORE				18 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
-					СІТҮ	AVAILABLE
	LGBT Po	lice Liaison or Task Force			\bigcirc	(8)
	Reported to the FB	2011 Hate Crimes Statistics I			10	10
	SCORE				10 or	ut of 18
	the L	_GBT Community			CITY	AVAILABLE
	Leadersh	ip's Public Position on LGBT Equality			3	5
	Leadersh or Policy	ip's Pro-Equality Legislative Efforts				3
	SCORE				4	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City engages with the LGBT community			+2	+2
	BONUS	Cities are pro-equality despite restrictive state law			+2	+2

PTS FOR SEXUAL ORIENTATION -┽┣━

- PTS FOR GENDER IDENTITY

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 37 + TOTAL BONUS 6 =

Final Score 43

CANNOT EXCEED 100



RANCHO CUCAMONGA, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment Housing Public Accommodations	33 33 33		0 0 0 0	33 33 33
SCORE				18 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	(12)	0	0	(12) (12)
	SCORE		_	12 o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

as a result of restrictive state law.

III. Municipality as E

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

Ξm	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	50	5 5
es, J	Domestic Partner Health Benefits	4	4
	Legal Dependent Benefits	2	2
	Equivalent Family Leave	2	2
	City Contractor Non-Discrimination Ordinance	00	22
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	13 or	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+0	+2

RANCHO CUCAMONGA, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	IV. Municipal Services			СІТҮ	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			$\underbrace{\overset{\smile}{(0)}}$	5
	Enumerated Anti-Bullying School Policies	33	00	0	33
	SCORE			6 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	
				CIT	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Community	У		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City engages with the LGBT community			+0	+2

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- PTS FOR GENDER IDENTITY

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 59 + TOTAL BONUS 0 =

Final Score 59

+0

CANNOT EXCEED 100



RANCHO MIRAGE, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

+0

(+2)

I. Non-Discrimination	n 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 Housing Public Accommodations	33 33 33			3 3 3 3 3 3
	SCORE		-	18 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	(12)	0	0	(12) (12)
	SCORE			12 。	ut of 12
	BONUS Municipality was forced to stop				

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

III. Municipalit - I.

By offering equivalent benefits protections to LGBT employees awarding contracts to fair-mind municipalities commit themselv LGBT employees equally.

ity as Er	nployer	CITY AVAILABLE
s and es, and by	Non-Discrimination in City Employment	50 (55
nded businesses, lives to treating	Domestic Partner Health Benefits	(4)
	Legal Dependent Benefits	(2) (2)
	Equivalent Family Leave	(2) (2)
	City Contractor Non-Discrimination Ordinance	20 22
	City Contractor Equal Benefits Ordinance	
	SCORE	15 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

RANCHO MIRAGE, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	(7)
city services and programs.	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	33	33	33	33
	SCORE				11 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice Liaison or Task Force			8	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2011 Hate Crimes Statistics				10
	SCORE				18 o	ut of 18
VI. Relationship with	the L	.GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality			(F)	
commitment to fully include the LGBT community and to advocate for full equality.	Leadersh or Policy I	ip's Pro-Equality Legislative Efforts			(5) (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

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S		STATE	COUNTY	CITY	AVAILABLE	
Human F	Rights Commission			0	$\left(\begin{array}{c} 7 \end{array} \right)$	
LGBT Li	aison in the Mayor's Office			5	(5)	
Enumera	ated Anti-Bullying School Policies	33	33	33	33	
SCORE				11 or	ut of 18	
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2	
				CITY	AVAILABLE	
LGBT Pa	olice Liaison or Task Force			8	(8)	
Reported to the FE	d 2011 Hate Crimes Statistics 31					
SCORE	I			18 out of 18		
the l	_GBT Community			CITY	AVAILABLE	
Leaders	hip's Public Position on LGBT Equality			5	5	
Leadersl or Policy	hip'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					

- PTS FOR GENDER IDENTITY

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 81 + TOTAL BONUS 9 =

Final Score 90

+0

CANNOT EXCEED 100



RAPID CITY, SOUTH DAKOTA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 00 00 33 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 00 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 00 33 SCORE **0** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, $\left(\mathbf{o} \right)$ 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the Municipal Domestic Partner Registry () (0) power to create domestic partner registries. (12) SCORE **0** out of 12 **BONUS** Municipality was forced to stop providing a domestic partner registry

as a result of restrictive state law.

III. Municipality as Employer

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

Em	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	00	55
sses, ing	Domestic Partner Health Benefits		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	0 от	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+0	+2

RAPID CITY, SOUTH DAKOTA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	00	0	33
	SCORE			7 。	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Communit	у		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	,		0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3

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BONUS	Cities ar

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- gages with the LGBT nity
- re pro-equality despite restrictive state law

TOTAL SCORE 17 + TOTAL BONUS 2 =

Final Score 19

CANNOT EXCEED 100



REHOBOTH BEACH, DELAWARE 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment Housing Public Accommodations	33 33 33			3 3 3 3 3 3
	SCORE			18 •	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	(12)	0	0	(12) (12)
	SCORE			12 。	ut of 12
	BONUS Municipality was forced to stop			+0	+2

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

III. Municipali - I.

By offering equivalent benefits protections to LGBT employees awarding contracts to fair-mind municipalities commit themselv LGBT employees equally.

lity as En	nployer	CITY	AVAILABLE
ts and es, and by	Non-Discrimination in City Employment	50	55
nded businesses, elves to treating	Domestic Partner Health Benefits	0	4
	Legal Dependent Benefits	$\underbrace{\circ}$	(2)
	Equivalent Family Leave	$\underbrace{}_{2}$	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	7 or	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+2	+2

REHOBOTH BEACH, DELAWARE 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			0	7
				0	5
	Enumerated Anti-Bullying School Policies	00	33	00	33
	SCORE			6 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Community	/		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			4	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			4	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City engages with the LGBT community			+0	+2
	BONUS Cities are pro-equality despite			+0	+2

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es		STATE	COUNTY	CITY	AVAILABLE	
Humar	Rights Commission			0	(7)	
LGBT	Liaison in the Mayor's Office			0	5	
Enume	rated Anti-Bullying School Policies	00	33	00	33	
SCOR	E			6 out of 18		
BONU	S City provides services to particularly vulnerable populations of the LGBT community.			+0	+2	
				CITY	AVAILABLE	
LGBT	Police Liaison or Task Force			0	8	
Report to the I	ed 2011 Hate Crimes Statistics FBI			(10)	10	
SCOR	E			10 or	ut of 18	
the	LGBT Community			СІТҮ	AVAILABLE	
Leader	ship's Public Position on LGBT Equality			(4)	5	
	ship's Pro-Equality Legislative cy Efforts			0	3	
SCOR	SCORE			4	out of 8	
BONU	 Openly LGBT elected or appointed municipal leaders 			+3	+3	
BONU	S City engages with the LGBT community			+0	+2	
BONU	S Cities are pro-equality despite			+0	+2	

- PTS FOR GENDER IDENTITY

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(+2)

+0





restrictive state law

TOTAL SCORE 57 + TOTAL BONUS 5 =

Final Score 62

CANNOT EXCEED 100



RENO, NEVADA 1/2

CITY

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CITY

AVAILABLE

18 out of 18

AVAILABLE

33

33

33

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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STATE

RENO, NEVADA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

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IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission LGBT Liaison in the Mayor's Office			0	7
	Enumerated Anti-Bullying School Policies	00	33	0	5 3 3
	SCORE			6 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			10 。	ut of 18
VI. Relationship with	the LGBT Community	/		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			\bigcirc	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City engages with the LGBT community			+0	+2
	BONUS Cities are pro-equality despite			+0	+2

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BONUS	City eng commur
BONUS	Cities a

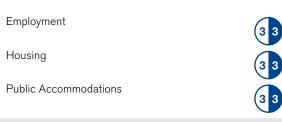
PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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Ι.	Non-Discrimination Laws	

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



II. Relationship Recogn

SCORE

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

gnitic	n	STATE	COUNTY	СІТҮ	AVAILABLE
0	Equality, Civil Unions, tic Partnerships	(12)			(12)
Municipal	Domestic Partner Registry	C	0	0	12
SCORE				12 。	ut of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

III. Municipality as Employer

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

прюуст	
Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	
City Contractor Non-Discrimination Ordinance	20 22
City Contractor Equal Benefits Ordinance	
SCORE	13 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+2 +2



restrictive state law

TOTAL SCORE 59 + TOTAL BONUS 2 =

Final Score 61

CANNOT EXCEED 100



RICHMOND, CALIFORNIA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

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18 out of 18

AVAILABLE

33

33

33

RICHMOND, CALIFORNIA 2/2

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.

Employment	33
Housing	33
Public Accommodations	33

II. Relationship Recog

SCORE

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

gnitic	n	STATE	COUNTY	CITY	AVAILABLE
or Domes	Equality, Civil Unions, stic Partnerships I Domestic Partner Registry	(12)	0	0	(12) (12)
SCORE				12 o	ut of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

III. Municipality as Employer

By offering equiva protections to LG awarding contract municipalities cor LGBT employees

<u>nicipality as En</u>	nployer	CITY	AVAILABLE
ivalent benefits and .GBT employees, and by	Non-Discrimination in City Employment	50	55
acts to fair-minded businesses, ommit themselves to treating es equally.	Domestic Partner Health Benefits	4	4
es equany.	Legal Dependent Benefits	$\underbrace{}_{2}$	(2)
	Equivalent Family Leave	2	(2)
	City Contractor Non-Discrimination Ordinance	20	22
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	15 οι	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

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			$\overline{(7)}$	$\overline{(7)}$
city services and programs.	LGBT Liaison in the Mayor's Office			\bigcirc	5
	Enumerated Anti-Bullying School Policies	33	00	00	33
SCORE				13 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts				3
	SCORE			5	out of 8

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BONUS City engages with the LGBT community

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

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BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 73 + TOTAL BONUS 4 =

Final Score 77

CANNOT EXCEED 100



RICHMOND, VIRGINIA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

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CITY

AVAILABLE

AVAILABLE

33

33

33

0 out of 18

RICHMOND, VIRGINIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	$\overline{(7)}$
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	00	00	33	33
	SCORE			6 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement	t			СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 。	ut of 18
VI. Relationship with	the LGBT Communit	у		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	/		(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			2	3
	SCORE			6	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				

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);	S		STATE	COUNTY	CITY	AVAILABLE
	Human R	lights Commission			\bigcirc	$\overline{(7)}$
	LGBT Lia	aison in the Mayor's Office			0	5
	Enumera	ted Anti-Bullying School Policies	00	00	33	3 3
	SCORE				6 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
					CITY	AVAILABLE
	LGBT Po	lice Liaison or Task Force			0	8
	Reported to the FB	2011 Hate Crimes Statistics			10	10
	SCORE				10 o	ut of 18
	the L	_GBT Community			CITY	AVAILABLE
	Leadersh	ip's Public Position on LGBT Equality			(4)	5
	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			2	3
	SCORE				6	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				+2

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

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Ι.	Non-Discrimination	Laws

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

Employment 00 Housing 00 Public Accommodations 00 SCORE

II. Relationship Recogn

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

gnitic	n	STATE	COUNTY	СІТҮ	AVAILABLE
0	Equality, Civil Unions, tic Partnerships	0			(12)
Municipal	Domestic Partner Registry	Ŭ	0	0	12
SCORE				0 o	ut of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	
Legal Dependent Benefits	
Equivalent Family Leave	
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	
SCORE	10 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2



BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 32 + TOTAL BONUS 4 =

Final Score 36

+0

CANNOT EXCEED 100

+2



RIO RANCHO, NEW MEXICO 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 33 00 00 33 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 prohibited by the city, county, or state in 33 areas of employment, housing, and public accommodations. Public Accommodations 33 00 00 33 18 out of 18 SCORE II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, $(\mathbf{0})$ 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the Municipal Domestic Partner Registry (0) (0) power to create domestic partner registries. (12) SCORE **0** out of 12 **BONUS** Municipality was forced to stop

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

III. Municipality as Er

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.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	55
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 or	ut of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

RIO RANCHO, NEW MEXICO 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services			STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission				\bigcirc	$\left(\begin{array}{c} 7 \end{array} \right)$
city services and programs.	LGBT Liaiso	n in the Mayor's Office			\bigcirc	5
	Enumerated	Anti-Bullying School Policies	30	00	30	33
	SCORE				3 o	ut of 18
	VL	ity provides services to particularly Inerable populations of the LGBT ommunity.			+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 20 to the FBI	11 Hate Crimes Statistics			0	10
	SCORE				0 0	ut of 18
VI. Relationship with	the LG	BT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's	Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadership's or Policy Effe	Pro-Equality Legislative orts			•	3
	SCORE				0	out of 8

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BONUS	City eng commun
BONUS	Cities ar

PTS FOR SEXUAL ORIENTATION -

- PTS FOR GENDER IDENTITY

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LGBT elected or appointed al leaders gages with the LGBT

nity

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 37 + TOTAL BONUS 0 =

Final Score 37

CANNOT EXCEED 100



RIVERSIDE, CALIFORNIA 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

00

00

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18 out of 18

AVAILABLE

33

33

33

RIVERSIDE, CALIFORNIA 2/2

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.

Employment	33
Housing	33
Public Accommodations	33
SCORE	

II. Relationship Recog

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

gnitic	n	STATE	COUNTY	СІТҮ	AVAILABLE
or Domes	Equality, Civil Unions, tic Partnerships I Domestic Partner Registry	(12)	0	0	(12) (12)
SCORE				12 o	ut of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

III. Municipality as Employer

By offering equivalent be protections to LGBT emp awarding contracts to fair municipalities commit the LGBT employees equally.

<u>pality as Em</u>	nployer	CITY	AVAILABLE
enefits and ployees, and by air-minded businesses, nemselves to treating ly.	Non-Discrimination in City Employment	5 5	55
	Domestic Partner Health Benefits	4	4
	Legal Dependent Benefits	$\underbrace{)}{2}$	(2)
	Equivalent Family Leave	$\underbrace{)}{2}$	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	18 ou	t of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+2	+2

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(7)	(7)
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	33	33	0	33
	SCORE			18 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement	t			СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			18 o	ut of 18
VI. Relationship with	the LGBT Communit	у		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	,		0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+2	+3
	BONUS City engages with the LGBT community			+0	+2
	BONUS Cities are pro-equality despite				

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S		STATE	COUNTY	CITY	AVAILABLE
Humar	Rights Commission			$\overline{(7)}$	$\overline{(7)}$
LGBT	Liaison in the Mayor's Office			5	5
Enume	rated Anti-Bullying School Policies	33	33	00	33
SCOR	E			18 o	ut of 18
BONU	S City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				CITY	AVAILABLE
LGBT	Police Liaison or Task Force			(8)	8
Report to the	ed 2011 Hate Crimes Statistics FBI				10
SCOR	E			18 o	ut of 18
the	LGBT Community			CITY	AVAILABLE
Leade	ship's Public Position on LGBT Equality			0	5
	ship's Pro-Equality Legislative cy Efforts			0	3
SCOR	E			0	out of 8
BONU	 Openly LGBT elected or appointed municipal leaders 			+2	+3
BONU	S City engages with the LGBT community			+0	+2
BONU	S Cities are pro-equality despite				

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

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 84 + TOTAL BONUS 4 =

Final Score 88

+0

CANNOT EXCEED 100



ROCHESTER, MINNESOTA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 33 00 00 33 discrimination on the basis of sexual orientation and gender identity is Housing 33 00 00 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 33 00 00 33 18 out of 18 SCORE II. Relationship Recog 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.

gnitic	n	STATE	COUNTY	СІТҮ	AVAILABI
or Domes	Equality, Civil Unions, tic Partnerships Domestic Partner Registry	(12)	0	(12)	(12) (12)
SCORE			0	12 0	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 a

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

as En	nployer	CITY	AVAILABLE
ру	Non-Discrimination in City Employment	5 5	55
sinesses, reating	Domestic Partner Health Benefits		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 o	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+0	+2

ROCHESTER, MINNESOTA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services			STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights	Human Rights Commission			0	$\left(\begin{array}{c} 7 \end{array} \right)$
city services and programs.	LGBT Liaison	in the Mayor's Office			$\underbrace{}_{(0)}$	5
	Enumerated A	nti-Bullying School Policies	00	00	30	33
	SCORE				3 0	ut of 18
	vul	y provides services to particularly nerable populations of the LGBT nmunity.			+0	+2
V. Law Enforcement					СІТҮ	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 thoughtful and respectful way.	Reported 201 to the FBI	1 Hate Crimes Statistics				10
	SCORE				10 o	ut of 18
VI. Relationship with	the LG	BT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's F	Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadership's F or Policy Effor	Pro-Equality Legislative ts			3	3
	SCORE				8	out of 8
		enly LGBT elected or appointed nicipal leaders			+3	+3
		engages with the LGBT nmunity			+2	+2

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es		STATE	COUNTY	СІТҮ	AVAILABLE
Human F	Rights Commission			0	(7)
LGBT Li	aison in the Mayor's Office			$\underbrace{\circ}$	5
Enumera	ated Anti-Bullying School Policies	00	00	30	33
SCORE	1			3 o	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
				СІТҮ	AVAILABLE
LGBT Po	olice Liaison or Task Force			0	8
Reported to the FE	d 2011 Hate Crimes Statistics 3I				10
SCORE	I			10 o	ut of 18
the l	_GBT Community			CITY	AVAILABLE
Leaders	hip's Public Position on LGBT Equality			(5)	5
Leaders or Policy	hip's Pro-Equality Legislative Efforts			3	3
SCORE	1			8	out of 8
BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
BONUS	City engages with the LGBT community			+2	+2
BONUS	Cities are pro-equality despite				

- PTS FOR GENDER IDENTITY

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BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 61 + TOTAL BONUS 5 =

Final Score 66

+0

CANNOT EXCEED 100



ROCHESTER, NEW YORK 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

33

33

33

18 out of 18

AVAILABLE

33

33

33

ROCHESTER, NEW YORK 2/2

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.

Employment	30
Housing	30
Public Accommodations	30

II. Relationship Recog

SCORE

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

gnitic	n	STATE	COUNTY	CITY	AVAILABLE
or Domes	Equality, Civil Unions, tic Partnerships Domestic Partner Registry	(12)	0	(12)	(12) (12)
SCORE				12 o	ut of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

III. Municipality as Employer

By offering equivaler protections to LGBT awarding contracts to municipalities commit LGBT employees equ

<u>cipality as Er</u>	nployer	CITY	AVAILABLE
ent benefits and Γemployees, and by	Non-Discrimination in City Employment	5 5	55
to fair-minded businesses, nit themselves to treating	Domestic Partner Health Benefits	4	4
qually.	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	$\underbrace{}_{2}$	(2)
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	22 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 Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	$\overline{(7)}$
city services and programs.	LGBT Lia	ison in the Mayor's Office			5	5
	Enumera	ted Anti-Bullying School Policies	33	00	33	33
	SCORE				11 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement					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 Po	lice Liaison or Task Force			8	(8)
	Reported to the FB	2011 Hate Crimes Statistics				
	SCORE				18 o	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			3	3
	SCORE				8	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City engages with the LGBT			+2	+2

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29	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	$\overline{(7)}$
	LGBT Lia	ison in the Mayor's Office			5	(5)
	Enumerat	ted Anti-Bullying School Policies	33	00	33	33
	SCORE				11 or	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
					CITY	AVAILABLE
	LGBT Pol	ice Liaison or Task Force			8	(8)
	Reported to the FB	2011 Hate Crimes Statistics I				
	SCORE				18 o	ut of 18
-	the L	GBT Community			CITY	AVAILABLE
	Leadersh	ip's Public Position on LGBT Equality			5	5
	Leadersh or Policy I	ip's Pro-Equality Legislative Efforts			3	3
	SCORE				8	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City engages with the LGBT community			+2	+2
	BONUS	Cities are pro-equality despite restrictive state law			+0	+2

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

TOTAL SCORE 89 + TOTAL BONUS 9 =

Final Score 98

CANNOT EXCEED 100



ROCKFORD, ILLINOIS 1/2

STATE

33

33

33

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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00

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CITY

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18 out of 18

AVAILABLE

33

33

33

ROCKFORD, ILLINOIS 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(7)	$\left(\begin{array}{c} 7 \end{array} \right)$
city services and programs.	LGBT Liaison in the Mayor's C	Office		$\underbrace{\bigcirc}{0}$	5
	Enumerated Anti-Bullying Sch	ool Policies	33	00	33
	SCORE			13 o	ut of 18
	BONUS City provides servic vulnerable populati community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task F	orce		0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes to the FBI	Statistics		10	10
	SCORE			10 or	ut of 18
VI. Relationship with	the LGBT Cor	nmunity		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position o	n LGBT Equality		3	5
community and to advocate for full equality.	Leadership's Pro-Equality Leg or Policy Efforts	islative		0	3
	SCORE			3	out of 8
	BONUS Openly LGBT electer municipal leaders	ed or appointed		+0	+3
	BONUS City engages with t community	he LGBT		+0	+2

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BONUS	Openly I municipa
BONUS	City eng commur
BONUS	Cities ar

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

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

Employment	
Housing	
Public Accommodations	

SCORE

II. Relationship Recogn

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

gnitic	n	STATE	COUNTY	CITY	AVAILABLE
	Equality, Civil Unions, tic Partnerships	(12)			(12)
Municipal	Domestic Partner Registry		0	0	12
SCORE				12 。	ut of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	50	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	•	4
SCORE	13 or	ut of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2



BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 69 + TOTAL BONUS 0 =

Final Score 69

CANNOT EXCEED 100



ROCKVILLE, MARYLAND 1/2

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

33

33

33

CITY

30

30

30

18 out of 18

AVAILABLE

33

33

33

ROCKVILLE, MARYLAND 2/2

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.

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	Employment	30
	Housing	30
	Public Accommodations	30

II. Relationship Recog

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.

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

III. Municipality as Employer

By offering equiva protections to LGE awarding contract municipalities com LGBT employees

nicipality as Employer			AVAILABLE
valent benefits and GBT employees, and by	Non-Discrimination in City Employment	50	55
cts to fair-minded businesses, mmit themselves to treating	Domestic Partner Health Benefits	0	4
s equally.	Legal Dependent Benefits	$\underbrace{\circ}$	(2)
	Equivalent Family Leave	$\underbrace{\circ}$	2
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	5 οι	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+0	+2

IV. Municipal Services		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(7)	$\overline{(7)}$
city services and programs.	LGBT Liaison in the Mayor's Office			0	5
	Enumerated Anti-Bullying School Policies	33	33	00	33
	SCORE			13。	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	PONUS City opgogoo with the LCPT				

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BONUS	Openly L municipa
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PTS FOR SEXUAL ORIENTATION ------ PTS FOR GENDER IDENTITY

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.





gages with the LGBT nity

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 58 + TOTAL BONUS 0 =

Final Score 58

CANNOT EXCEED 100