

SACRAMENTO, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

SACRAMENTO, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

18 out of 18

COUNTY

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

II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships	
Municipal Domestic Partner Regist	r

providing a domestic partner registry

as a result of restrictive state law.



STATE

(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	00	2 2
City Contractor Equal Benefits Ordinance	4	4
SCORE	17 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			0	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	3 3	00	3 3	3 3
SCORE			11 οι	it of 18
BONUS City provides services to particularly	,			

vulnerable populations of the LGBT

community.

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

SCORE

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

Leadersh	ip's Public Position on LGBT Equality	(5)	(5)
Leadersh or Policy	ip's Pro-Equality Legislative Efforts	3	3
SCORE		8 or	ıt 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

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 84 + TOTAL BONUS 7 =



SAINT PAUL, MINNESOTA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SAINT PAUL, MINNESOTA 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 00

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			5	(5)
	Enumerated Anti-Bullying School Policies	00	00	30	3 3
	SCORE			15 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

II.	Relationship	Recognition

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

BONUS Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

SCORE

SCORE

(12)

STATE



CITY

18 out of 18



0







III. Municipality as Employer

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 Domestic Partner Health Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance (0) 4 SCORE **12** out of 26 **BONUS** Grossing Up of Employee Benefits **BONUS** Transgender-Inclusive Healthcare Benefits **BONUS** Municipality is a Welcoming Place to Work

VI. Relationship with the LGBT Community

to the FBI

SCORE

CITY AVAILABLE

18 out of 18

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

V. Law Enforcement

Fair enforcement of the law includes

thoughtful and respectful way.

responsible reporting of hate crimes and

engaging with the LGBT community in a

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative

CITY

(8)

10

or Policy Efforts SCORE

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics

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

TOTAL SCORE 83 + TOTAL BONUS 13 =

Final Score 96

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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SALEM, OREGON 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



CITY

COUNTY

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

<u>II.</u>	Relationship Rec	ognition
Marri	age, civil unions, and comprehensive	Marriage Equ

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 Regis	stry

SCORE

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





STATE

COUNTY

0



12 out of 12



CITY



CITY



AVAILABLE

AVAILABLE

12

12

III. Municipality as Employer

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

Non-Discrimination	n in City Employment	(5 5	(5 5)
Domestic Partner F	Health Benefits	4) (4)
Legal Dependent E	3enefits	$\overline{(2)}$	$\frac{1}{2}$
Equivalent Family L	Leave	$\overbrace{2}$	$\left(\begin{array}{c} 2 \end{array}\right)$
City Contractor No	n-Discrimination Ordinance	2 2	2 2
City Contractor Equ	ual Benefits Ordinance	0	4
SCORE		22	out of 26
BONUS Grossing	g Up of Employee Benefits	+0	+3
	ender-Inclusive are Benefits	+0	+4
BONUS Municip Place to	ality is a Welcoming) Work	+0	+2

SALEM, OREGON 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Services



AVAILABLE

This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE			18 or	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10

VI. Relationship with the LGBT Community

SCORE

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

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

1 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 89 + TOTAL BONUS 2 =

restrictive state law

Final Score 91

CANNOT EXCEED 100

18 out of 18

AVAILABLE

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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SALT LAKE CITY, UTAH 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SALT LAKE CITY, UTAH 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 12** out of 18

<u>II.</u>	Relationship Rec	ognition
	age civil unions and comprehensive	Marriago Egur

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

Marriage Equality, Civil Unions, or Domestic Partnerships	
Municipal Domestic Partner Regist	tr





providing a domestic partner registry

as a result of restrictive state law.



COUNTY

STATE

(o)



CITY



AVAILABLE

AVAILABLE

12

12

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	1 1	2 2
City Contractor Equal Benefits Ordinance	2	4
SCORE	20 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





COUNTY



AVAILABLE

SCORE

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



CITY

CITY

10 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 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 **BONUS** Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 80 + TOTAL BONUS 7 =

BONUS City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

Final Score 87

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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SAN ANTONIO, TEXAS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SAN ANTONIO, TEXAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

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

		00	00	3 3	3 3
	SCORE			12 or	ut of 18
II. Relationship Recog	gnition	STATE	COUNTY	CITY	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
	SCORE			0 ou	ıt of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+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.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	0	12
	SCORE			0 or	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2
III. Municipality as En	nployer			CITY	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			(2)	(2)
	City Contractor Non-Discrimination Ordinance			2 2	2 2
	City Contractor Equal Benefits Ordinance			0	4
	SCORE			22 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

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			5	5
	Enumerated Anti-Bullying School Policies	00	00	30	3 3
	SCORE			15 _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			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			18 o	ut of 18

VI. Relationship with	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
	BONUS City engages with the LGBT community	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+2	+2

CANNOT EXCEED 100

Final Score 86

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 75 + TOTAL BONUS 11 =



SAN BERNADINO, CALIFORNIA 1/2

CTATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COLINTY

CITY

CITY

AVAILABLE

AVAILABLE

SAN BERNADINO, 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 00 00 SCORE **18** out of 18

II. Relationship Reco	grittori	JIAIL	
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

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

III. Municipality as En	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 Depende
	Equivalent Fan

Relationship Recognition

Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	7 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

Ī	V.	Municipal Servi	ces
Т	his se	ection assesses the efforts of the city	/ Hur

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

CITY

AVAILABLE

AVAILABLE

13 out of 18

V. Law Enforcement

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

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

STATE

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 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 60

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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TOTAL SCORE 60 + TOTAL BONUS 0 =



SAN DIEGO, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

RIGHTS

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

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

	SCORE	12 or	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	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
LGB1 employees equally.	Legal Dependent Benefits	2	2
	Equivalent Family Leave	2	2
	City Contractor Non-Discrimination Ordinance	20	2 2
	City Contractor Equal Benefits Ordinance	4	4
	SCORE	24 or	ıt of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming	+2	+2

Place to Work

SAN DIEGO, 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	Rights Commission			7	7
city services and programs.	LGBT Lia	aison in the Mayor's Office			0	5
	Enumera	ted Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				13 °	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	LGBT Po	lice Liaison or Task Force				

thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10	10
	SCORE	18 o	ut of 18
VI. Relationship with	the LGBT Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	3	3
	SCORE	8	out of 8

BONUS Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT community

BONUS Cities are pro-equality despite restrictive state law

Reported 2011 Hate Crimes Statistics

Final Score 100 **TOTAL SCORE 93 + TOTAL BONUS 9 =**

CANNOT EXCEED 100



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





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

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SAN FRANCISCO, CALIFORNIA 1/2

STATE

(12)

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(o)

CITY

12

12 out of 12

AVAILABLE

12

RIGHTS

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 **18** out of 18 SCORE

П.	Relationship Re	cognition
Marr	iage, civil unions, and comprehensive	Marriage Equal

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
BONUS Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

III. Municipality as Em

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	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	22
City Contractor Equal Benefits Ordinance	4	4
SCORE	26 °	ut of 26
BONUS Grossing Up of Employee Benefits	+3	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

SAN FRANCISCO, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

AVAILABLE

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission	(7) (7)
	LGBT Liaison in the Mayor's Office	5 5
	Enumerated Anti-Bullying School Policies	3 3 3 3
	SCORE	18 out 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
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10 10
	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.

Leadersh	ip's Public Position on LGBT Equality	(5)	(5)
Leadersh or Policy	ip's Pro-Equality Legislative Efforts	3	3
SCORE		8 o	ut 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



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TOTAL SCORE 100 + TOTAL BONUS 10 =



SAN JOSE, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SAN JOSE, CALIFORNIA 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

CITY

COUNTY

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

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

111 1 (010(0101101110 1 (0000)	j		
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	12
	SCORE	12	out of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.	+0	+2
III. Municipality as Em	ployer	СІТУ	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)	$\frac{1}{2}$
	Equivalent Family Leave	(2)	${2}$
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	22	out of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+2	+2

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	33	33	30	3 3
	SCORE			0 ou	ıt of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force			0	8
	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 ou	ıt of 18

VI. Relationship with	the LGBT Community	CITY AV	AILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	1 (5
	SCORE	5 out o	of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS City engages with the LGBT community	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+2
	TOTAL SCORE 80 + TOTAL BONUS 7 =	Final Score	87

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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



SANTA ANA, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SANTA ANA, CALIFORNIA 2/2

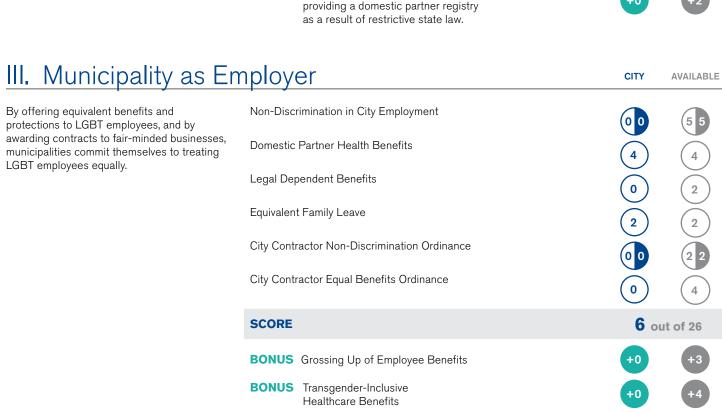
2013 MUNICIPAL EQUALITY INDEX SCORECARD

1/ Law Enforcement



	SCORE			18 °	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

ı state	or Donnes	lic i artiferships			()
the gistries.	Municipal	Domestic Partner Registry	0	0	12
	SCORE			12 ou	t of 12
	BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2



BONUS Municipality is a Welcoming
Place to Work

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

v. Law Lillorcemen	ı t	CITY AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	(0) (8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10 10
	SCORE	10 out of 18

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

CANNOT EXCEED 100

Final Score **52**





PTS FOR GENDER IDENTITY



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

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TOTAL SCORE 52 + TOTAL BONUS 0 =



SANTA CLARITA, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SANTA CLARITA, 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 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.

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

12

STATE



CITY



12 out of 12



COUNTY



AVAILABLE

SCORE

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





AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 ou	t of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+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



13 out of 18

AVAILABLE

SCORE

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



CITY



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

CITY

CITY

10

AVAILABLE

0 out of 8

AVAILABLE

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

RE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 66 + TOTAL BONUS 2 =

BONUS City engages with the LGBT community

Final Score **68**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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SANTA FE, NEW MEXICO 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SANTA FE, NEW MEXICO 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

<u>II.</u>	Relationship	Recognition
	•	

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

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

Place to Work

SCORE

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



(o



COUNTY



0 out of 12

CITY





AVAILABLE

AVAILABLE

III. Municipality as Employer

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

Non-Discr	imination in City Employment	5 0	5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	pendent Benefits	2	2
Equivalent	t Family Leave	2	2
City Contr	actor Non-Discrimination Ordinance	22	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE		17 out	of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming	+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



AVAILABLE

AVAILABLE



CITY

CITY

18 out of 18

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

8
8
10
10

VI. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

3

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City engages with the LGBT community

TOTAL SCORE 69 + TOTAL BONUS 9 =

BONUS Cities are pro-equality despite restrictive state law



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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SANTA ROSA, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

SANTA ROSA, 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 00 public accommodations. Public Accommodations **SCORE 18** out of 18

II. Relationship Recognition

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

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



STATE



CITY



12 out of 12



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





AVAILABLE

AVAILABLE

12

12

III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	8 ou	t 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 Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies





COUNTY



6 out of 18

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

or Policy Efforts

VI. Relationship with the LGBT Community

AVAILABLE

10 out of 18

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

SCORE

BONUS Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT

BONUS Cities are pro-equality despite restrictive state law

community

2 out of 8

Final Score 67

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 56 + TOTAL BONUS 11 =



SCOTTSDALE, ARIZONA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SCOTTSDALE, ARIZONA 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 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			0 o	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry	,		+0	+2

power to create domestic partner registries.	,	0	0	(12)
	SCORE		0 0	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2
III. Municipality as 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
	Legal Dependent Benefits		2	2
	Equivalent Family Leave		0	2
	City Contractor Non-Discrimination Ordinance		00	22
	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

IV. Municipal Services		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			(0)	5
	Enumerated Anti-Bullying School Policies	00	00	00	3 3
	SCORE			7 。	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			0	10
	SCORE			0 0	ut of 18

VI. Relationship with	the LGBT Community	CITY AVAILABLE		
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	0503		
	SCORE	0 out of 8		
	BONUS Openly LGBT elected or appointed municipal leaders	+0 +3		
	BONUS City engages with the LGBT community	+0 +2		
	BONUS Cities are pro-equality despite restrictive state law	+0 +2		
	TOTAL SCORE 23 + TOTAL BONUS 0 = Fina			

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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



SEATTLE, WASHINGTON 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE

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

11 = 50,110				
Employment	(3 3	3 3	3 3	3 3
Housing	3 3	3 3	3 3	3 3
Public Accommodations	33	3 3	3 3	3 3
SCORE			18 οι	ıt 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	12			12
Municipal Domestic Partner Registry		0	12	12
SCORE			12 ou	t of 12
BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

as a result of restrictive state law.

III. Municipality as Employer

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

Non-Discr	rimination in City Employment	5 5	(5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	pendent Benefits	(2)	2
Equivalent	t Family Leave	(2)	(2)
City Contr	ractor Non-Discrimination Ordinance	2 2	2 2
City Contr	ractor Equal Benefits Ordinance	4	4
SCORE		26 out	t 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

SEATTLE, WASHINGTON 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

IV. Municipal Services

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

)		OIAIL	0001111	0	ATAILABLE
Human R	ghts Commission			7	7
LGBT Lia	son in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
SCORE				18 o	ut of 18
BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

COUNTY

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality	(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
BONUS City engages with the LGBT community	+2 +2
BONUS Cities are pro-equality despite restrictive state law	+0 +2

TOTAL SCORE 100 + TOTAL BONUS 13 =

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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SHREVEPORT, LOUISIANA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SHREVEPORT, LOUISIANA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 18

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

	SCORE			0 0	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	0	12
	SCORE			0 0	ut of 12
	BONUS Municipality was forced to stop providing a domestic partner regis as a result of restrictive state law.	try		+0	+2

domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	or Domestic Partnerships Municipal Domestic Partner Registry	(0)	0 (12)
	SCORE		0 out of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0 +2
III. Municipality as Em	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		0 4
LGBT employees equally.	Legal Dependent Benefits		\bigcirc \bigcirc \bigcirc \bigcirc \bigcirc
	Equivalent Family Leave		\bigcirc \bigcirc \bigcirc \bigcirc \bigcirc
	City Contractor Non-Discrimination Ordinance		0 0 2 2
	City Contractor Equal Benefits Ordinance		0 4
	SCORE		10 out of 26
	BONUS Grossing Up of Employee Benefits		+0 +3
	BONUS Transgender-Inclusive Healthcare Benefits		+0 +4
	BONUS Municipality is a Welcoming Place to Work		+0 +2

IV. Municipal Services		STATE	COUNTY	CITY	AVAILABLE	
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	lights Commission			0	7
city services and programs.	LGBT Lia	aison in the Mayor's Office				5
	Enumera	ted Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 0	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a	Reported	2011 Hate Crimes Statistics				

Reported 2011 Hate Crimes Statistics

to the FBI

SCORE

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	2	<u>5</u>
	SCORE	6	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 Sco	re 16

CANNOT EXCEED 100

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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SIGNAL HILL, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SIGNAL HILL, CALIFORNIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

		(3 3)	00	00	3 3
	SCORE			18 °	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

nower to create domestic partner registries.	Municipal Domestic Partner Registry	0	0	12
	SCORE		12 out	of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0	+2

III. Municipality as En	nployer
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimina
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partr
LGBT employees equally.	Legal Depende

 	<u> </u>		
Non-Discr	imination in City Employment	5 5	5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	pendent Benefits	(2)	(2)
Equivalent	Family Leave	2	(2)
City Contra	actor Non-Discrimination Ordinance	2 2	2 2
City Contra	actor Equal Benefits Ordinance	0	4
SCORE		22 out	of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming Place to Work	+2	+2

IV.	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

(

STATE

COUNTY

SCORE

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

Enumerated Anti-Bullying School Policies

+2

CITY

CITY

Final Score 93

11 out of 18



AVAILABLE

AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

8
8
8
10
10
10

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



 $\ensuremath{\mathsf{BONUS}}$ 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 84 + TOTAL BONUS 9 =

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

AVAILABLE



SIOUX FALLS, SOUTH DAKOTA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

SIOUX FALLS, SOUTH DAKOTA 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

as a result of restrictive state law.

II. Relationship Recognition			
Marriage civil unions and comprehensive	Marriage Equality Civil Unions		

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	0	12
SCORE			0 ou	t of 12
BONUS Municipality was forced to stop providing a domestic partner registry	/		+0	+2

III. Municipality as Employer

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

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

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

7 out of 18

COUNTY

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 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 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

TOTAL SCORE 22 + TOTAL BONUS 2 =

Final Score 24 **CANNOT EXCEED 100**

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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



SOUTH BURLINGTON, VERMONT 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SOUTH BURLINGTON, VERMONT 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

RIGHTS

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

	333			
II Polationship Poss	anition	CTATE	COUNTY	CITY
II. Relationship Reco	grituori	STATE	COUNTY	CITY
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	12		
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry		0	0
	SCOPE			19

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

III. Municipality as En	nployer
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimina
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partr
LGBT employees equally.	Legal Depende

Non-Discrimination in City Employment	0 0 (5 5
Domestic Partner Health Benefits	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	8 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+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			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3 3	00	30	3 3
SCORE			6 ou	t of 18
BONUS City provides services to particularly				

vulnerable populations of the LGBT

community.

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality	4 5
Leadership's Pro-Equality Legislative or Policy Efforts	0 3
SCORE	4 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

Final Score 58 **TOTAL SCORE 58 + TOTAL BONUS 0 =**

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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SOUTHAVEN, MISSISSIPPI 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SOUTHAVEN, MISSISSIPPI 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 00 public accommodations. Public Accommodations 00 **SCORE 0** out of 18

.	Relationship	Recognition

III. Municipality as Employer

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

By offering equivalent benefits and

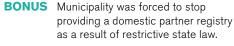
LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

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





STATE



COUNTY

0



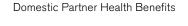
0 out of 12

CITY

0

AVAILABLE





Non-Discrimination in City Employment

Legal Dependent Benefits Equivalent Family Leave

City Contractor Non-Discrimination Ordinance

City Contractor Equal Benefits Ordinance

SCORE	
BONUS	Grossing Up of Employee Benefits

BONUS Transgender-Inclusive Healthcare Benefits

BONUS Municipality is a Welcoming Place to Work



0



AVAILABLE

12

12





















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

community.

Enumerated Anti-Bullying School Policies

BONUS City provides services to particularly

vulnerable populations of the LGBT





COUNTY







CITY



AVAILABLE

AVAILABLE



0 out of 18





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

CITY

0 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

TOTAL SCORE 0 + TOTAL BONUS 0 =

BONUS Cities are pro-equality despite restrictive state law

CITY

AVAILABLE

0 out of 8

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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SPRINGFIELD, ILLINOIS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

SPRINGFIELD, ILLINOIS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD



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**

П.	Relationship	Recognition

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

Marriage Equality, Civil Unions,	
or Domestic Partnerships	
Municipal Domestic Partner Regist	r

BONUS Municipality was forced to stop

providing a domestic partner registry

as a result of restrictive state law.

SCORE



STATE













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 0	5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	endent Benefits	2	2
Equivalent	Family Leave	0	2
City Contr	actor Non-Discrimination Ordinance	00	2 2
City Contr	actor Equal Benefits Ordinance	0	4
SCORE		11 out	of 26
BONUS	Grossing Up of Employee Benefits	+0	+3
BONUS	Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS	Municipality is a Welcoming Place to Work	+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	(

SCORE

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

Enumerated Anti-Bullying School Policies



CITY

13 out of 18

CITY

COUNTY



AVAILABLE

AVAILABLE

AVAILABLE

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality	4 5
Leadership's Pro-Equality Legislative or Policy Efforts	3 3
SCORE	7 out of 8
BONUS Openly LGBT elected or appointed municipal leaders	+3 +3
BONUS City engages with the LGBT community	+2 +2
BONUS Cities are pro-equality despite restrictive state law	+0 +2
TOTAL SCORE 71 + TOTAL BONUS 7 =	Final Score 78

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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SPRINGFIELD, MASSACHUSETTS 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

SPRINGFIELD, MASSACHUSETTS 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Services

RIGHTS

AVAILABLE

AVAILABLE

AVAILABLE

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 00 00 **15** out of 18

SCORE

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			0
	LGBT Lia	ison in the Mayor's Office			(0)
	Enumerat	red Anti-Bullying School Policies	00	00	00
	SCORE				0 (
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0
V. Law Enforcement					CITY

II. Relationship Recognition

Marriage Equality, Civil Unions, (12) or Domestic Partnerships Municipal Domestic Partner Registry (0)(0)SCORE **12** out of 12

STATE

	SCORE	10 out of 18
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10 10
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	0 8

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.

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

power to create domestic partner registries.

policy; cities and counties have only the

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	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 ou	t of 26
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+2	+2

VI. Relationship with the LGBT Community

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

Leadersh	ip's Public Position on LGBT Equality	(2)	(5)
Leadersh or Policy	ip's Pro-Equality Legislative Efforts	0	3
SCORE		2	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

Final Score 56 **TOTAL SCORE 52 + TOTAL BONUS 4 =**

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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SPRINGFIELD, MISSOURI 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

SPRINGFIELD, MISSOURI 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

RIGHTS

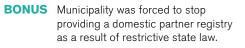
I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and 00 public accommodations. Public Accommodations 00 **SCORE 0** out of 18

II.	Relationship	o Recog	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 Registry







STATE

(o)



COUNTY



CITY

CITY



AVAILABLE

AVAILABLE

12

12

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	2 2
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	7 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+2 +2

IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

community.

Enumerated Anti-Bullying School Policies

BONUS City provides services to particularly

vulnerable populations of the LGBT





COUNTY



AVAILABLE

CITY

CITY

AVAILABLE

AVAILABLE

7 out of 18

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

SCORE

10

CITY

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

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed

community

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

municipal leaders

BONUS City engages with the LGBT

7 out of 8

Final Score 37

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 31 + TOTAL BONUS 6 =



STARKVILLE, MISSISSIPPI 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

12

AVAILABLE

CITY

STARKVILLE, MISSISSIPPI 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **SCORE 0** out of 18

II.	Relationship Reco	ognition
Marr	iage, civil unions, and comprehensive	Marriage Equality, Civil U

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

	Equality, Civil Unions, tic Partnerships	0		
Municipal	Domestic Partner Registry		0	0
SCORE				0 out o
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0

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

city services and programs.

to ensure LGBT constituents are included in

Human Rights Commission LGBT Liaison in the Mayor's Office

SCORE

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

Enumerated Anti-Bullying School Policies

CITY

CITY

CITY

COUNTY



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 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 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 =



ST. LOUIS, MISSOURI 1/2

COUNTY

2013 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE



AVAILABLE

AVAILABLE

CITY

COUNTY

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

II. Relationship Recognition		
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	(
policy; cities and counties have only the	Municipal Domestic Partner Registry	

	Equality, Civil Unions, tic Partnerships	0			12
Municipal	Domestic Partner Registry		0	12	12
SCORE				12 ou	it of 12
BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

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

LGBT employees equally.

power to create domestic partner registries.

Non-Discrimination in City Employment	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	0 4
SCORE	22 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

ST. LOUIS, MISSOURI 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in	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			18 or	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			18 or	ut 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.

Leadersh	ip's Public Position on LGBT Equality	(5)	(5)
Leadersh or Policy	ip's Pro-Equality Legislative Efforts	3	3
SCORE		8 o	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

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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TOTAL SCORE 96 + TOTAL BONUS 9 =



STOCKTON, CALIFORNIA 1/2

STATE

(12)

2013 MUNICIPAL EQUALITY INDEX SCORECARD

STOCKTON, CALIFORNIA 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

RIGHTS

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

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	
Municipal Domestic Partner Regist	ry

SCORE

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





COUNTY



CITY



CITY



AVAILABLE

AVAILABLE

12

12

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	11 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

BONUS City provides services to particularly

vulnerable populations of the LGBT

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office

community.

SCORE





COUNTY



CITY





CITY

CITY

18 out of 18

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 **2** 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 74

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 70 + TOTAL BONUS 4 =



STORRS, CONNECTICUT* 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 18** out of 18

П.	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 Unions, or Domestic Partnerships	
Municipal Domestic Partner Regist	tr



STATE

COUNTY

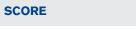
0



CITY



12 out of 12



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





AVAILABLE

AVAILABLE

12

12

III. Municipality as Employer

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

Non-Discr	imination in City Employment	5 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		5 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

STORRS, CONNECTICUT* 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services

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

Human Rights Commission	
LGBT Liaison in the Mayor's Office	

Enumerated Anti-Bullying School Policies



COUNTY





AVAILABLE

SCORE

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



CITY

CITY

13 out of 18

10 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 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 **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 58

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 58 + TOTAL BONUS 0 =

hrc.org/mei 223 *RATED TOWN OF MANSFIELD hrc.org/mei *RATED TOWN OF MANSFIELD 224



ST. PETERSBURG, FLORIDA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

ST. PETERSBURG, FLORIDA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

thoughtful and respectful way.



10 out of 18

CANNOT EXCEED 100

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 SCORE

	SCORE				9 out of 18	
II. Relationship Reco	gnitic	on .	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	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

domestic partnerships are matters of state policy; cities and counties have only the	or Domestic Partnerships	(0)	(12)
power to create domestic partner registries.	Municipal Domestic Partner Registry	0	(12) (12)
	SCORE		12 out of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.		+0 +2
III. Municipality as Em	nployer		CITY AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment		5 0 (5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits		4 4
EGDT employees equally.	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		9 out of 26
	BONUS Grossing Up of Employee Benefits		+0 +3
	BONUS Transgender-Inclusive Healthcare Benefits		+0 +4
	BONUS Municipality is a Welcoming Place to Work		+0 +2

IV. Municipal Service	eS .	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	3 3	00	3 3
	SCORE			13 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE

LGBT Police Liaison or Task Force

to the FBI

SCORE

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	<u>5</u>	5
	SCORE	8 01	ut of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS City engages with the LGBT community	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+2
	TOTAL SCORE 61 + TOTAL BONUS 5 =	Final Scor	e 66

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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