

TACOMA, WASHINGTON 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

TACOMA, WASHINGTON 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

CITY

COUNTY

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

II.	Relationship	Recognition	STATE	COUNTY	CITY	AVAILABLE
	•					

as a result of restrictive state law.

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

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

III. Municipality as Employer

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

Non-Discrimination in City Employment	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	+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

Commi

BONUS City provides services to particularly

community.

vulnerable populations of the LGBT

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

10 out of 18

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

TOTAL SCORE 83 + TOTAL BONUS 7 = Final Score **90**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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

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AVAILABLE



TALLAHASSEE, FLORIDA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

TALLAHASSEE, FLORIDA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



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

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

III TOIGHOUSTIP TOCO	11111011		
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
	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	CITY AVAI	ILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	5 5 (5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits	4	4
LGBT employees equally.	Legal Dependent Benefits	(2)	2
	Equivalent Family Leave	0	2
	City Contractor Non-Discrimination Ordinance	00 (2	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	16 out of 2	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	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Ri	ghts Commission			7	7
city services and programs.	LGBT Liai	son in the Mayor's Office			0	5
	Enumerate	ed 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.			+2	+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	СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	(3)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	3	3
	SCORE	6	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 75 + TOTAL BONUS 9 =	Final Sco	re 84

CANNOT EXCEED 100

10 out of 18

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

Fair enforcement of the law includes

thoughtful and respectful way.

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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TAMPA, FLORIDA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

TAMPA, FLORIDA 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**



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

	n
Marriage, 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 Registry
SCORE

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





COUNTY

STATE





CITY



AVAILABLE

AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	(2)	2
Equivalent Family Leave	0	(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		7
LGBT Liaison in the Mayor's Office		(0
Enumerated Anti-Bullying School Policies		

SCORE

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



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.

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

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality	(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

Final Score 89 **CANNOT EXCEED 100**

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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TOTAL SCORE 80 + TOTAL BONUS 9 =



TEMPE, ARIZONA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

STATE

TEMPE, ARIZONA 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 00 **SCORE 6** out of 18

II. Relationship Recognition				
	ge, civil unions, and comprehensive stic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships		

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	(a)(b)	(12) (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

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.

III. Municipality as Employer

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

IV.	Munici	pal Services

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

Human Rights Commission LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

COUNTY

AVAILABLE

SCORE

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

CITY

CITY

13 out of 18

18 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 SCORE

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE **7** out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City engages with the LGBT

TOTAL SCORE 66 + TOTAL BONUS 6 =

community

BONUS Cities are pro-equality despite restrictive state law

Final Score 72

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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II. Relationship Recognition

TOLEDO, OHIO 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

TOLEDO, OHIO 2/2 **2013 MUNICIPAL EQUALITY INDEX SCORECARD**



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** out of 18

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	0	0	12	12
	SCORE			12 ou	it of 12
	BONUS Municipality was forced to stop providing a domestic partner registry			+0	+2

	BONUS	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.	+0	+2
III. Municipality as Er	nploy	er	CITY	AVAILABLI
By offering equivalent benefits and protections to LGBT employees, and by	Non-Disc	rimination in City Employment	(5 0	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic	Partner Health Benefits	4	4
LGBT employees equally.	Legal De	pendent Benefits	0	2
	Equivalen	t Family Leave	(2)	2
	City Cont	ractor Non-Discrimination Ordinance	00	2 2
	City Cont	ractor Equal Benefits Ordinance	0	4
	SCORE		11 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	+2	+2

This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			0	(5)
	Enumerated Anti-Bullying School Policies	00	00	00	3 3
	SCORE			7 o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	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 AVAIL						
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) (3)	5			
	SCORE	8	out of 8			
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3			
	BONUS City engages with the LGBT community	+2	+2			
	BONUS Cities are pro-equality despite restrictive state law	+0	+2			
	TOTAL SCORE 66 + TOTAL BONUS 4 =	Final Sco	re 70			

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

IV. Municipal Services





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

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TOPEKA, KANSAS 1/2

COUNTY

AVAILABLE

AVAILABLE

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 00 SCORE **0** out of 18

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

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

Relationship Recognition

i pioyei	
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

TOPEKA, KANSAS 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services



AVAILABLE

AVAILABLE

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This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			$\overline{7}$
city services and programs.	LGBT Liaison in the Mayor's Office			0 5
	Enumerated Anti-Bullying School Policies	00	00	00 33
	SCORE			7 out 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			(a) (b)
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 LADT COMMUNITY	***************************************
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	2 3
	SCORE	7 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3 +3
	BONUS City engages with the LGBT community	+0 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2

CANNOT EXCEED 100

Final Score 32





PTS FOR GENDER IDENTITY

Relationship with the LGBT Community



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

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TOTAL SCORE 29 + TOTAL BONUS 3 =



TRENTON, NEW JERSEY 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

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

BONUS Municipality was forced to stop providing a domestic partner registry

as a result of restrictive state law.

SCORE



STATE



CITY



AVAILABLE

12

12

AVAILABLE



III. Municipality as Employer

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

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

TRENTON, NEW JERSEY 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

BONUS City provides services to particularly

vulnerable populations of the LGBT

COUNTY

CITY

6 out of 18

V. Law Enforcement

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

LGBT Police Liaison or Task Force

community.

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

SCORE

CITY AVAILABLE

10

14 out of 18

CITY

AVAILABLE

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed

BONUS City engages with the LGBT community

restrictive state law

TOTAL SCORE 55 + TOTAL BONUS 2 =

Leadership's Pro-Equality Legislative

municipal leaders

BONUS Cities are pro-equality despite

Final Score 57

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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237 *UNINCORPORATED MANSFIELD COUNTY hrc.org/mei hrc.org/mei *UNINCORPORATED MANSFIELD COUNTY 238



TUCSON, ARIZONA 1/2

TUCSON, ARIZONA 2/2 RIGHTS **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

2013 MUNICIPAL EQUALITY INDEX SCORECARD I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations **18** out of 18 SCORE II. Relationship Recognition COUNTY AVAILABLE Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

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

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

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	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 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

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	tights Commission			7	7
city services and programs.	LGBT Lia	uison in the Mayor's Office			5	5
	Enumera	ted Anti-Bullying School Policies	00	00	30	3 3
	SCORE				15 or	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
V. Law Enforcement					CITY	AVAILABLE

	···	
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	(0) (8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10 10
	SCORE	10 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	4523
	SCORE	6 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3
	BONUS City engages with the LGBT community	+2 +2
	BONUS Cities are pro-equality despite restrictive state law	+0 +2

CANNOT EXCEED 100







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

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TOTAL SCORE 83 + TOTAL BONUS 7 =

239 240 hrc.org/mei hrc.org/mei

AVAILABLE



TULSA, OKLAHOMA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS

CITY

STATE

COUNTY

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

	SCORE			0 0	ut of 18
II. Relationship Reco	•	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				

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships		(12)
policy; cities and counties have only the power to create domestic partner registries.	Municipal Domestic Partner Registry	0	12
	SCORE	0 ou	t of 12
	BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.	+0	+2
III. Municipality as En	nployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	5 0	5 5
•	Domestic Partner Health Benefits	0	4
	Legal Dependent Benefits	0	2
	Equivalent Family Leave	0	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	5 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

TULSA, OKLAHOMA 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
	Enumerated Anti-Bullying School Policies	30 33
	SCORE	15 out 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	4
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI	10 10
	SCORE	14 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	3	5
	SCORE	7 0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS City engages with the LGBT community	+2	+2
	BONUS Cities are pro-equality despite restrictive state law	+0	+2

CANNOT EXCEED 100







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 41 + TOTAL BONUS 5 =



TUSCALOOSA, ALABAMA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

TUSCALOOSA, ALABAMA 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 Out of 18

	SCORL			0 0	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	СІТУ	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			^	

power to create domestic partner registries.	Municipal Domestic Partner Registry	0	0	12
	SCORE		0 out	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	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	0 2
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 4
SCORE	0 out of 26
BONUS Grossing Up of Employee Benefits	+0 +3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+0 +2

IV.	Munici	oal Se	ervices

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

Human Rights Commission	(0
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

10 out of 18

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force (\circ) Reported 2011 Hate Crimes Statistics 10 to the FBI **SCORE**

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE 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 10

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 10 + TOTAL BONUS 0 =