

I. Non-Discrimination Laws

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

| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|-------|--------|------|---------------------|
| Employment | | | | |
| Housing | | | | |
| 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|---|---|--------|------|---------------------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | | | | |
| Municipal Domestic Partner Registry | | | | |
| SCORE | | | | 12 out of 12 |
| BONUS | Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. | | | |

III. Municipality as Employer

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

| | CITY | AVAILABLE |
|--|---|-----------|
| 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 | | |
| SCORE | 22 out of 26 | |
| BONUS | Grossing Up of Employee Benefits | |
| BONUS | Transgender-Inclusive Healthcare Benefits | |
| BONUS | Municipality is a Welcoming Place to Work | |

IV. Municipal Services

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

| | STATE | COUNTY | CITY | AVAILABLE |
|--|--|--------|------|---------------------|
| Human Rights Commission | | | | |
| LGBT Liaison in the Mayor's Office | | | | |
| Enumerated Anti-Bullying School Policies | | | | |
| SCORE | | | | 13 out 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.

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| 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.

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

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. 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.

I. Non-Discrimination Laws

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| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|---------------------|--------|------|-----------|
| Employment | 0/0 | 3/3 | 0/0 | 3/3 |
| Housing | 0/0 | 3/3 | 0/0 | 3/3 |
| Public Accommodations | 0/0 | 3/3 | 0/0 | 3/3 |
| 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|--|---------------------|--------|------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | 0 | | | 12 |
| Municipal Domestic Partner Registry | | 12 | 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 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.

| | 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 | 0 | 2 |
| City Contractor Non-Discrimination Ordinance | 0/0 | 2/2 |
| City Contractor Equal Benefits Ordinance | 0 | 4 |
| SCORE | 16 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|---|---------------------|--------|------|-----------|
| Human Rights Commission | | | 7 | 7 |
| LGBT Liaison in the Mayor's Office | | | 0 | 5 |
| Enumerated Anti-Bullying School Policies | 0/0 | 3/3 | 0/0 | 3/3 |
| SCORE | 13 out of 18 | | | |
| BONUS City provides services to particularly vulnerable populations of the LGBT community. | | | +2 | +2 |

V. Law Enforcement

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

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| LGBT Police Liaison or Task Force | 0 | 8 |
| Reported 2011 Hate Crimes Statistics to the FBI | 10 | 10 |
| 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| Leadership's Public Position on LGBT Equality | 3 | 5 |
| 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 Score 84

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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I. Non-Discrimination Laws

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

| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|---------------------|--------|------|-----------|
| Employment | 0/0 | 0/0 | 3/3 | 3/3 |
| Housing | 0/0 | 0/0 | 3/3 | 3/3 |
| Public Accommodations | 0/0 | 0/0 | 3/3 | 3/3 |
| 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|--|---------------------|--------|------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | 0 | | 12 | 12 |
| 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 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.

| | CITY | AVAILABLE |
|--|---------------------|-----------|
| 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 | 0/0 | 2/2 |
| City Contractor 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|---|---------------------|--------|------|-----------|
| Human Rights Commission | | | 7 | 7 |
| LGBT Liaison in the Mayor's Office | | | 0 | 5 |
| Enumerated Anti-Bullying School Policies | 0/0 | 3/3 | 0/0 | 3/3 |
| SCORE | 13 out of 18 | | | |
| BONUS City provides services to particularly vulnerable populations of the LGBT community. | | | +2 | +2 |

V. Law Enforcement

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

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| LGBT Police Liaison or Task Force | 8 | 8 |
| 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| Leadership's Public Position on LGBT Equality | 5 | 5 |
| Leadership's Pro-Equality Legislative or Policy Efforts | 3 | 3 |
| SCORE | 8 out of 8 | |
| BONUS Openly LGBT elected or appointed municipal leaders | +3 | +3 |
| BONUS City engages with the LGBT community | +2 | +2 |
| BONUS Cities are pro-equality despite restrictive state law | +0 | +2 |

TOTAL SCORE 80 + TOTAL BONUS 9 = Final Score 89
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|--------------------|--------|------|-----------|
| Employment | 0/0 | 0/0 | 0/0 | 3/3 |
| Housing | 0/0 | 0/0 | 0/0 | 3/3 |
| Public Accommodations | 0/0 | 0/0 | 3/3 | 3/3 |
| SCORE | 6 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|--|--------------------|--------|------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | 0 | | | 12 |
| 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 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.

| | 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 | 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. Municipal Services

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

| | STATE | COUNTY | CITY | AVAILABLE |
|---|---------------------|--------|------|-----------|
| Human Rights Commission | | | 7 | 7 |
| LGBT Liaison in the Mayor's Office | | | 0 | 5 |
| Enumerated Anti-Bullying School Policies | 0/0 | 0/0 | 3/3 | 3/3 |
| SCORE | 13 out of 18 | | | |
| BONUS City provides services to particularly vulnerable populations of the LGBT community. | | | +2 | +2 |

V. Law Enforcement

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

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| LGBT Police Liaison or Task Force | 8 | 8 |
| 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| Leadership's Public Position on LGBT Equality | 5 | 5 |
| Leadership's Pro-Equality Legislative or Policy Efforts | 2 | 3 |
| SCORE | 7 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 6 = 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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I. Non-Discrimination Laws

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

| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|---------------------|--------|------|-----------|
| Employment | 0/0 | 0/0 | 3/3 | 3/3 |
| Housing | 0/0 | 0/0 | 3/3 | 3/3 |
| Public Accommodations | 0/0 | 0/0 | 3/3 | 3/3 |
| 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|--|---------------------|--------|------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | 0 | | | 12 |
| 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 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.

| | CITY | AVAILABLE |
|--|---------------------|-----------|
| 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 | 0/0 | 2/2 |
| City Contractor 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|---|--------------------|--------|------|-----------|
| Human Rights Commission | | | 7 | 7 |
| LGBT Liaison in the Mayor's Office | | | 0 | 5 |
| Enumerated Anti-Bullying School Policies | 0/0 | 0/0 | 0/0 | 3/3 |
| SCORE | 7 out of 18 | | | |
| BONUS City provides services to particularly vulnerable populations of the LGBT community. | | | +0 | +2 |

V. Law Enforcement

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

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| LGBT Police Liaison or Task Force | 0 | 8 |
| Reported 2011 Hate Crimes Statistics to the FBI | 10 | 10 |
| 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| 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 | +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 Score 70
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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I. Non-Discrimination Laws

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

| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|--------------------|--------|------|-----------|
| Employment | | | | |
| Housing | | | | |
| Public Accommodations | | | | |
| SCORE | 0 out of 18 | | | |

II. Relationship Recognition

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

| | STATE | COUNTY | CITY | AVAILABLE |
|--|--------------------|--------|------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | | | | |
| Municipal Domestic Partner Registry | | | | |
| SCORE | 0 out of 12 | | | |
| BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. | | | | |

III. Municipality as Employer

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

| | CITY | AVAILABLE |
|--|--------------------|-----------|
| 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 | | |
| SCORE | 5 out of 26 | |
| BONUS Grossing Up of Employee Benefits | | |
| BONUS Transgender-Inclusive Healthcare Benefits | | |
| BONUS Municipality is a Welcoming Place to Work | | |

IV. Municipal Services

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

| | STATE | COUNTY | CITY | AVAILABLE |
|---|--------------------|--------|------|-----------|
| Human Rights Commission | | | | |
| LGBT Liaison in the Mayor's Office | | | | |
| Enumerated Anti-Bullying School Policies | | | | |
| SCORE | 7 out 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.

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| Leadership's Public Position on LGBT Equality | | |
| Leadership's Pro-Equality Legislative or Policy Efforts | | |
| SCORE | 7 out of 8 | |
| BONUS Openly LGBT elected or appointed municipal leaders | | |
| BONUS City engages with the LGBT community | | |
| BONUS Cities are pro-equality despite restrictive state law | | |

TOTAL SCORE 29 + TOTAL BONUS 3 = Final Score 32

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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I. Non-Discrimination Laws

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| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|-------|--------|------|---------------------|
| Employment | | | | |
| Housing | | | | |
| 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|--|-------|--------|------|---------------------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | | | | |
| Municipal Domestic Partner Registry | | | | |
| SCORE | | | | 12 out of 12 |
| BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. | | | | |

III. Municipality as Employer

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

| | CITY | AVAILABLE |
|--|--------------------|-----------|
| 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 | | |
| SCORE | 5 out of 26 | |
| BONUS Grossing Up of Employee Benefits | | |
| BONUS Transgender-Inclusive Healthcare Benefits | | |
| BONUS Municipality is a Welcoming Place to Work | | |

IV. Municipal Services

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

| | STATE | COUNTY | CITY | AVAILABLE |
|---|-------|--------|------|--------------------|
| Human Rights Commission | | | | |
| LGBT Liaison in the Mayor's Office | | | | |
| Enumerated Anti-Bullying School Policies | | | | |
| SCORE | | | | 6 out 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.

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| LGBT Police Liaison or Task Force | | |
| Reported 2011 Hate Crimes Statistics to the FBI | | |
| SCORE | 14 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| 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 55 + TOTAL BONUS 2 = Final Score 57
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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I. Non-Discrimination Laws

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

| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|---------------------|--------|------|-----------|
| Employment | 0/0 | 0/0 | 3/3 | 3/3 |
| Housing | 0/0 | 0/0 | 3/3 | 3/3 |
| Public Accommodations | 0/0 | 0/0 | 3/3 | 3/3 |
| 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|--|---------------------|--------|------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | 0 | | 12 | 12 |
| 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 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.

| | 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 | 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|---|---------------------|--------|------|-----------|
| Human Rights Commission | | | 7 | 7 |
| LGBT Liaison in the Mayor's Office | | | 5 | 5 |
| Enumerated Anti-Bullying School Policies | 0/0 | 0/0 | 3/0 | 3/3 |
| SCORE | 15 out of 18 | | | |
| BONUS City provides services to particularly vulnerable populations of the LGBT community. | | | +2 | +2 |

V. Law Enforcement

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

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| LGBT Police Liaison or Task Force | 0 | 8 |
| Reported 2011 Hate Crimes Statistics to the FBI | 10 | 10 |
| 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| Leadership's Public Position on LGBT Equality | 4 | 5 |
| Leadership's Pro-Equality Legislative or Policy Efforts | 2 | 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 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.

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I. Non-Discrimination Laws

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

| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|--------------------|--------|------|-----------|
| Employment | | | | |
| Housing | | | | |
| Public Accommodations | | | | |
| SCORE | 0 out of 18 | | | |

II. Relationship Recognition

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

| | STATE | COUNTY | CITY | AVAILABLE |
|--|--------------------|--------|------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | | | | |
| Municipal Domestic Partner Registry | | | | |
| SCORE | 0 out of 12 | | | |
| BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. | | | | |

III. Municipality as Employer

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

| | CITY | AVAILABLE |
|--|--------------------|-----------|
| 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 | | |
| SCORE | 5 out of 26 | |
| BONUS Grossing Up of Employee Benefits | | |
| BONUS Transgender-Inclusive Healthcare Benefits | | |
| BONUS Municipality is a Welcoming Place to Work | | |

IV. Municipal Services

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

| | STATE | COUNTY | CITY | AVAILABLE |
|---|---------------------|--------|------|-----------|
| Human Rights Commission | | | | |
| LGBT Liaison in the Mayor's Office | | | | |
| Enumerated Anti-Bullying School Policies | | | | |
| SCORE | 15 out 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.

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| LGBT Police Liaison or Task Force | | |
| Reported 2011 Hate Crimes Statistics to the FBI | | |
| SCORE | 14 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| Leadership's Public Position on LGBT Equality | | |
| Leadership's Pro-Equality Legislative or Policy Efforts | | |
| SCORE | 7 out of 8 | |
| BONUS Openly LGBT elected or appointed municipal leaders | | |
| BONUS City engages with the LGBT community | | |
| BONUS Cities are pro-equality despite restrictive state law | | |

TOTAL SCORE 41 + TOTAL BONUS 5 = Final Score 46

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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I. Non-Discrimination Laws

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

| | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|-------|--------|------|--------------------|
| Employment | | | | |
| Housing | | | | |
| Public Accommodations | | | | |
| SCORE | | | | 0 out of 18 |

II. Relationship Recognition

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

| | STATE | COUNTY | CITY | AVAILABLE |
|--|-------|--------|------|--------------------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | | | | |
| Municipal Domestic Partner Registry | | | | |
| SCORE | | | | 0 out of 12 |
| BONUS Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law. | | | | |

III. Municipality as Employer

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

| | CITY | AVAILABLE |
|--|--------------------|-----------|
| 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 | | |
| SCORE | 0 out of 26 | |
| BONUS Grossing Up of Employee Benefits | | |
| BONUS Transgender-Inclusive Healthcare Benefits | | |
| BONUS Municipality is a Welcoming Place to Work | | |

IV. Municipal Services

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

| | STATE | COUNTY | CITY | AVAILABLE |
|---|-------|--------|------|--------------------|
| Human Rights Commission | | | | |
| LGBT Liaison in the Mayor's Office | | | | |
| Enumerated Anti-Bullying School Policies | | | | |
| SCORE | | | | 0 out 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.

| | CITY | AVAILABLE |
|---|---------------------|-----------|
| 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.

| | CITY | AVAILABLE |
|--|-------------------|-----------|
| 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 10 + TOTAL BONUS 0 = Final Score 10
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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