

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	0/0	3/3
SCORE				12 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	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
SCORE	13 out of 26	
BONUS Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+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			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.				+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	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	3 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 63 + TOTAL BONUS 0 = Final Score 63

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.