

VALLEJO, CALIFORNIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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CITY

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CITY

AVAILABLE

18 out of 18

AVAILABLE

33

33

33

VALLEJO, 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 Rights Commission			7	(7)
city services and programs.	LGBT Liaison in the Mayor's Office			(0)	5
	Enumerated Anti-Bullying School Policies	33	00	33	33
	SCORE			13 o	ut of 18
	BONUS City provides services to particula vulnerable populations of the LGE community.			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI				10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Communi	ty		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equali	ty		0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	b		+0	+3
	BONUS City engages with the LGBT community			+2	+2

BONUS	Openly L municipa
BONUS	City eng commun
BONUS	Cities ar

hrc.org/mei

- PTS FOR GENDER IDENTITY

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

I. Non-Discriminati	on Laws	STATE
This category evaluates whether discrimination on the basis of sexual	Employment	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	33
areas of employment, housing, and public accommodations.	Public Accommodations	33

SCORE

II. Relationship Recogn

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

gnitior	า	STATE	COUNTY	CITY	AVAILABLE
0	quality, Civil Unions, c Partnerships	(12)			12
Municipal D	omestic Partner Registry		0	0	12
SCORE				12 o	ut of 12
P	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	50	55
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	$\underbrace{}_{2}$	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor 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	+0	+2



BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 64 + TOTAL BONUS 2 =

Final Score 66

CANNOT EXCEED 100



VANCOUVER, WASHINGTON 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

gnition	STATE	COUNTY	
Marriage Equality, Civil Unions, or Domestic Partnerships Municipal Domestic Partner Registry	(12)	0	
SCORE			
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.

Em	nployer	СІТҮ	AVAILABLE
	Non-Discrimination in City Employment	50	5 5
es, g	Domestic Partner Health Benefits		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 от	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming Place to Work	+0	+2

VANCOUVER, WASHINGTON 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE COU	JNTY 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	3 3 0	0 33 33
	SCORE		13 out of 18
	BONUS City provides services to partie vulnerable populations of the 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		
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI		
	SCORE		10 out of 18
VI. Relationship with	the LGBT Commu	nity	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Ec	-	2 (5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts		0 3
	SCORE		2 out of 8
	BONUS Openly LGBT elected or appoi municipal leaders	nted	+0 +3
	BONUS City engages with the LGBT		+2 +2

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33	S		STATE	COUNTY	СІТҮ	AVAILABLE
	Human R	ights Commission			$\overline{(7)}$	$\left(\begin{array}{c} 7 \end{array} \right)$
	LGBT Lia	ison in the Mayor's Office			0	5
	Enumera	ted Anti-Bullying School Policies	33	00	33	33
	SCORE				13 o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+2	+2
t					CITY	AVAILABLE
	LGBT Po	lice Liaison or Task Force			\bigcirc	8
	Reported to the FB	2011 Hate Crimes Statistics I			10	10
	SCORE				10 o	ut of 18
	the L	_GBT Community			СІТҮ	AVAILABLE
		ip's Public Position on LGBT Equality				(
	Leadersh or Policy	ip's Pro-Equality Legislative Efforts			(2) (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

TOTAL SCORE 62 + TOTAL BONUS 4 =

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

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12

(12)

+2

0

+0

12 out of 12





BONUS Cities are pro-equality despite

Final Score 66

+0

CANNOT EXCEED 100

+2



VASHON, WASHINGTON* 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

I. Non-Discrimination Laws STATE COUNTY AVAILABLE This category evaluates whether Employment 33 33 (3 3 discrimination on the basis of sexual orientation and gender identity is Housing 33 33 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 33 33 33 **18** out of 18 SCORE II. Relationship Recog /AILABLE

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.

gnitio	n	STATE	COUNTY	AVAILABI
or Domes	Equality, Civil Unions, tic Partnerships Domestic Partner Registry	(12)	0	(12) (12)
SCORE			-	12 out of 12
BONUS	Municipality was forced to stop providing a domestic partner registry		+0	+2

VASHON, WASHINGTON* 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Service	S	STATE	COUNTY	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	33	30	33
	SCORE			13 out of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.		+2	+2
V. Law Enforcement			COUNTY	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

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VI. Relationship with

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

the LGBT Community	COUNTY	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	+3	+3
BONUS City engages with the LGBT community	+2	+2
BONUS Cities are pro-equality despite restrictive state law	+0	+2

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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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.

ipioy	er	COUNTY	AVAILABLE
Non-Disc	rimination in City Employment	5 5	55
Domestic	Partner Health Benefits	(4)	4
Legal Dep	pendent Benefits	(2)	(2)
Equivalen	t Family Leave	(2)	(2)
City Cont	ractor Non-Discrimination Ordinance	2 2	2 2
City Conti	ractor Equal Benefits Ordinance	4	4
SCORE		2	6 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

251 *UNINCORPORATED, RATED KING COUNTY

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TOTAL SCORE 86 + TOTAL BONUS 9 =

Final Score 95

CANNOT EXCEED 100



VIRGINIA BEACH, VIRGINIA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

. I. Non-E

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	00	33
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing			00	33
public accommodations.	Public Accommodations		00	00	33
	SCORE			0 0	ut of 18

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

II. Relationship Recogn

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

gnition	STATE	COUNTY	CITY	AVAILAB
Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)
Municipal Domestic Partner Registry		0	0	12
SCORE			0 o	ut of 12
BONUS Municipality was forced to stop				

III. Municipality a

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

as En	nployer	CITY	AVAILABLE
l by	Non-Discrimination in City Employment	50	5 5
isinesses, treating	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

VIRGINIA BEACH, VIRGINIA 2/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

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

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25	5		STATE	COUNTY	СІТҮ	AVAILABLE	
	Human R	ights Commission			7	(7)	
	LGBT Lia	ison in the Mayor's Office			0	5	
	Enumerat	ed 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	
_					CITY	AVAILABLE	
	LGBT Pol	ice Liaison or Task Force			0	8	
	Reported to the FB	2011 Hate Crimes Statistics I			(10)	10	
	SCORE				10 or	ut of 18	
	the L	GBT Community			CITY	AVAILABLE	
	Leadersh	ip's Public Position on LGBT Equality			(4)	5	
	Leadersh or Policy I	ip's Pro-Equality Legislative Efforts			2	3	
	SCORE				6	out of 8	
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3	
	BONUS	City engages with the LGBT community			+2	+2	
	BONUS	Cities are pro-equality despite restrictive state law			+2	+2	

- PTS FOR GENDER IDENTITY

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AVAILABLE





TOTAL SCORE 28 + TOTAL BONUS 4 =

Final Score 32

CANNOT EXCEED 100