

### WARREN, MICHIGAN 1/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

00

CITY

AVAILABLE

18

AVAILABLE

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



### 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.

Laws
Employment
Housing
Public Accommodations

Public Accommodations	
SCORE	

Housing
Public Accommodations

PRE	0 out of

STATE

STATE

# 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

Non-Discrimination in City Employment

**BONUS** Municipality is a Welcoming Place to Work



COUNTY





**0** out of 12

### 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.

	(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	00	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

# WARREN, MICHIGAN 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



**3** out of 18

AVAILABLE

**SCORE** 

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



CITY

10

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 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 **BONUS** Openly LGBT elected or appointed

**BONUS** City engages with the LGBT community

municipal leaders

**BONUS** Cities are pro-equality despite restrictive state law

0 out of 8

**TOTAL SCORE 13 + TOTAL BONUS 2 =** 

Final Score 15

**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.



### **WARWICK, RHODE ISLAND 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

### WARWICK, RHODE ISLAND 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 STATE COUNTY

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
SCORE

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







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	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>13</b> 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 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





CITY



AVAILABLE

### **SCORE**

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





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

SCORE

CITY

CITY

10

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

**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 67 + TOTAL BONUS 2 =** 

Final Score 69

**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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### **WEST HOLLYWOOD, CALIFORNIA 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

# **WEST HOLLYWOOD, 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

<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 Registry (12)

STATE



CITY



**12** out of 12

AVAILABLE

SCORE



COUNTY

0



**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-Discr	imination in City Employment	5 5	5 5
Domestic	Partner Health Benefits	4	4
Legal Dep	endent Benefits	2	2
Equivalent	Family Leave	2	2
City Contr	actor Non-Discrimination Ordinance	2 2	22
City Contr	actor Equal Benefits Ordinance	4	4
SCORE		<b>26</b> 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

Enumerated Anti-Bullying School Policies



COUNTY



**18** out of 18

**SCORE** 

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

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 to the FBI

SCORE

10

**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.

Leadership's Public Position on LGBT Equality

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

Leadership's Pro-Equality Legislative

CITY

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 =** 



# WEST VALLEY CITY, UTAH 1/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

**12** out of 18

0 out of 12

AVAILABLE

### **WEST VALLEY CITY, UTAH 2/2 2013 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Services

RIGHTS

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

This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	7
city services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ted Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>6</b> o	ut of 18
	BONUS	City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement					CITY	AVAILABLE

	SCORE		
II. Relationship Reco	ognition	STATE	COUNTY
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
	SCORE		
	BONUS Municipality was forced to stop		

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

III. Municipality as Er	nployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	0 0	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	0 0	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	<b>6</b> o	ut of 26
	BONUS Grossing Up of Employee Benefits	+0	+3
	BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
	BONUS Municipality is a Welcoming	40	12

Place to Work

providing a domestic partner registry

as a result of restrictive state law.

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	(5)	(5)
	Leadership's Pro-Equality Legislative or Policy Efforts		3
	SCORE	8	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
		E' 10	40
	TOTAL SCORE 42 + TOTAL BONUS 0 =	Final Sco	re <b>42</b>

**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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# WICHITA, KANSAS 1/2

COUNTY

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

**0** out of 18

AVAILABLE

AVAILABLE

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

II. Relationship Reco	ognition
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equal or Domestic Pa

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

SCORE

or Domes	itic Partnerships			(12)
Municipal	Domestic Partner Registry	0	0	12
SCORE			<b>0</b> ou	t 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.

•	
Non-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	0 4
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	<b>5</b> out of 26
BONUS Grossing Up of Employee Benefits	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0 +4
BONUS Municipality is a Welcoming Place to Work	+2 +2

### WICHITA, KANSAS 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				
city services and programs.	LGBT Liaison in the Mayor's Office		0	5	
	Enumerated Anti-Bullying School Policies	00	00	30	3 3
	SCORE			<b>3</b> o	ut of 18
	BONUS City provides services to particularly vulnerable populations of the LGBT community.			+0	+2
V. Law Enforcement				CITY	AVAILABLE
VI Law Emoreement					
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			(10)	(10)

VI.	Relationship	with	the	LGBT	Community

to the FBI

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	0	5
Leadersh or Policy	ip's Pro-Equality Legislative Efforts	0	3
SCORE		<b>0</b> or	ut 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 22 **TOTAL SCORE 18 + TOTAL BONUS 4 =** 

**CANNOT EXCEED 100** 

10 out of 18

AVAILABLE

CITY

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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### **WILMINGTON, DELAWARE 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

0

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 3 0 public accommodations. Public Accommodations 00 **SCORE 18** out of 18

II	Relations	hip	Recog	gnition

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



CITY





**12** out of 12



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



CITY



AVAILABLE

AVAILABLE

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	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>5</b> ou	t of 26
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
BONUS Transgender-Inclusive Healthcare Benefits	+0	+4
BONUS Municipality is a Welcoming Place to Work	+0	+2

### WILMINGTON, DELAWARE 2/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

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



**7** out of 18



CITY

#### **SCORE**

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





AVAILABLE

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

Reported 2011 Hate Crimes Statistics to the FBI

SCORE

CITY

10

10 out of 18

CITY

# 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 municipal leaders

**BONUS** City engages with the LGBT community

**BONUS** Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

**2** out of 8

Final Score 54

**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 54 + TOTAL BONUS 0 =** 



### **WILTON MANORS, FLORIDA 1/2**

STATE

2013 MUNICIPAL EQUALITY INDEX SCORECARD

## WILTON MANORS, FLORIDA 2/2

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

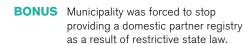


#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and 00 public accommodations. Public Accommodations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

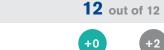
<u>II.</u>	Relationshi	p Recog	gnition

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

Municipal Domestic Partner Registry







COUNTY

(12)



CITY

(0)

CITY

AVAILABLE

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 5	5 5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	4
SCORE	<b>20</b> 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

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office





COUNTY



**6** out of 18



CITY



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





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

SCORE

**SCORE** 

10

CITY

CITY

AVAILABLE

AVAILABLE

**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.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**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 75 + TOTAL BONUS 7 =** 

Final Score 82

**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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## WINSTON-SALEM, NORTH CAROLINA 1/2

2013 MUNICIPAL EQUALITY INDEX SCORECARD

### WINSTON-SALEM, NORTH CAROLINA 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

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			<b>0</b> or	ut of 12
	BONUS Municipality was forced to stop			+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 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	0	(2)
	Equivalent Family Leave	(o)	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	4
	SCORE	<b>10</b> ou	ıt 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 Rights Commission			7	7
city services and programs.	LGBT Liaison in the Mayor's Office			0	(5)
	Enumerated Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE			<b>13</b> 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			<b>10</b> o	ut of 18

VI. Relationship with	the LGBT Community	<b>CITY</b> 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	<ul><li>1</li><li>5</li><li>0</li><li>3</li></ul>
	SCORE	<b>1</b> 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 34 + TOTAL BONUS 0 =	Final Score <b>34</b>

LODIO

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



2011 111



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

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## **WORCESTER, MASSACHUSETTS 1/2**

**2013 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

0

### WORCESTER, MASSACHUSETTS 2/2 RIGHTS **2013 MUNICIPAL EQUALITY INDEX SCORECARD**

AVAILABLE

AVAILABLE

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

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

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

Non-Discrimination in City Employment

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

SCORE

(12)

STATE



CITY









AVAILABLE

AVAILABLE

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	0 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		<b>6</b> 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

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			<b>7</b> 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			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2011 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> 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.

IV. Municipal Services

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

Final Score 55 **TOTAL SCORE 53 + TOTAL BONUS 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.