

ABERDEEN, SOUTH DAKOTA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	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	Housing	00	00	00	(3 3
areas of employment, housing, and public accommodations.	Public Accommodations		00	00	3 3
	SCORE			0 o	ut of 18
II. Relationship Recog	gnition	STATE	COUNTY	CITY	AVAILABLE
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	0			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(12)
	SCORE			0 0	ut of 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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits		4
Transgender-Inclusive Healthcare 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	3
SCORE	0 0	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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 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.

ABERDEEN, SOUTH DAKOTA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	(4)
city services and programs.	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated Anti-Bullying Policies	00	00	0	33
	SCORE			0 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement	t			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 2012 Hate Crimes Statistics to the FBI			10	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			0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
			-		4.0

V.

VI

TOTAL SCORE 10 + TOTAL BONUS 0 =





Final Score 10



AKRON, OHIO 1/2

CITY

CITY

(0)

CITY

AVAILABLE

33

33

33

AVAILABLE

12

(12)

AVAILABLE

0 out of 12

6 out of 18

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

AKRON, OHIO 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	(4)
city services and programs.	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	00	00	33	33
	SCORE			11 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+2	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			18 。	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			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts				3
	SCORE			6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+0	+2
			-		

V.

VI

TOTAL SCORE 59 + TOTAL BONUS 9 =

I. Non-Discriminati	on Laws	
This category evaluates whether discrimination on the basis of sexual	Employment	I
orientation and gender identity is prohibited by the city, county, or state in	Housing	1
areas of employment, housing, and public accommodations.	Public Accommodations	

00 00 00 00 00 33 00 00 00

STATE

STATE

(0)

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 Domestic Partner Registry

SCORE

SCORE

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	(2) (4)
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	$\begin{pmatrix} 1 \end{pmatrix}$ $\begin{pmatrix} 2 \end{pmatrix}$
Equivalent Family Leave	(1) (2)
City Contractor Non-Discrimination Ordinance	22 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	18 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

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 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.



Final Score 68



This category evaluates whether

I. Non-Discrimination Laws

Employment

ALBANY, NEW YORK 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

STATE

ALBANY, NEW YORK 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	(4)
city services and programs.	LGBT Liaison to City Executive			$\underbrace{\bigcirc}{0}$	5
	Enumerated Anti-Bullying Policies	33	00	33	33
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+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 2012 Hate Crimes Statistics to the FBI				10
	SCORE			10 out of 18	
VI. Relationship with	the LGBT Communit	<u>y</u>		CITY	AVAILABLE
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/Policy Efforts				3
	SCORE			6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+0	+2
			1		04

V.

V

TOTAL SCORE 74 + TOTAL BONUS 10 =

30 00 33 33 discrimination on the basis of sexual orientation and gender identity is Housing 30 00 33 prohibited by the city, county, or state in 33 areas of employment, housing, and public accommodations. Public Accommodations 30 00 33 33 SCORE 18 out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (12) 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the power to create domestic partner registries. 0 (12) Domestic Partner Registry (12) SCORE **12** out of 12 III. Municipality as Employer CITY AVAILABLE

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	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	00 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	18 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

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 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.



Final Score 84



ALBUQUERQUE, NEW MEXICO 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

I. Non-Discrimination	Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	00	00	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	33	00	00	33
areas of employment, housing, and public accommodations.	Public Accommodations	33	00	00	3 3
	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 policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(12)
	SCORE			12 o	ut of 12

ALBUQUERQUE, NEW MEXICO 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

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			(4)	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive				5
	Enumerated Anti-Bullying Policies	30	00	33	33
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+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 2012 Hate Crimes Statistics to the FBI			0	10
	SCORE			0 0	ut of 18
VI. Relationship with	the LGBT Community	1		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2

V.

VI

TOTAL SCORE 60 + TOTAL BONUS 0 =

Non-Discrimination in City Employment 55 55 Domestic Partner Health Benefits 4 0 2 2 4 Transgender-Inclusive Healthcare Benefits 4 Legal Dependent Benefits Equivalent Family Leave 00 City Contractor Non-Discrimination Ordinance 22 City Contractor Equal Benefits Ordinance 0 3 SCORE **18** out of 29 **BONUS** Grossing Up of Employee Benefits +0 **BONUS** Inclusive Workplace

PTS FOR SEXUAL ORIENTATION -+

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

- 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 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.





Final Score 60



ALEXANDRIA, VIRGINIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

CITY

CITY

0

CITY

12 out of 12

AVAILABLE

AVAILABLE

12

(12)

AVAILABLE

ALEXANDRIA, VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	(4)
city services and programs.	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	00	00	33	33
	SCORE			15 。	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			18 o	ut of 18
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			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+2	+2

V.

VI

TOTAL SCORE 82 + TOTAL BONUS 12 =

I. Non-Discriminatio	on Laws	
This category evaluates whether discrimination on the basis of sexual	Employment	1
orientation and gender identity is prohibited by the city, county, or state in	Housing	
areas of employment, housing, and public accommodations.	Public Accommodations	

	30 30 30	33 33 33
	9 ou	t of 18

STATE

STATE

(12)

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 Domestic Partner Registry

SCORE

SCORE

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	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	(4)
Legal Dependent Benefits	2	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	20	22
City Contractor Equal Benefits Ordinance	0	3
SCORE	20 out	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

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 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.





Final Score 94



ALLENTOWN, PENNSYLVANIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

55

4

22

(0)

+0

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

22 out of 29

AVAILABLE

55

(4)

4

2

2

22

3

+2

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 33 00 (3 3 discrimination on the basis of sexual orientation and gender identity is 33 Housing 00 00 prohibited by the city, county, or state in 33 areas of employment, housing, and public accommodations. Public Accommodations 33 00 00 33 18 out of 18 SCORE II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (12) 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the power to create domestic partner registries. 0 (0) Domestic Partner Registry (12) SCORE **12** out of 12

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

ALLENTOWN, PENNSYLVANIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

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			(4)	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	30	00	30	33
	SCORE			12 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+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			(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			0	10
	SCORE			8 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			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts				3
	SCORE			6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2

V.

VI

SCORE
JCORL

TOTAL SCORE 78 + TOTAL BONUS 7 =

PTS FOR SEXUAL ORIENTATION +FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI.

- PTS FOR GENDER IDENTITY

SCORE

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.

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

1

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating





Final Score 85



AMARILLO, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

(0)

CITY

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

0 out of 12

0 out of 18

STATE

STATE

(0)

AMARILLO, TEXAS 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rigl	hts Commission			(4)	(4)
	LGBT Liaiso	on to City Executive			\bigcirc	5
	Enumerated	d Anti-Bullying Policies	00	00	•	33
	SCORE				4 o	ut of 15
		NDO enforcement by Commission/Executive			+0	+3
		City provides services to/supports LGBT youth			+0	+2
		City provides services to/supports LGBT homeless			+0	+2
		City provides services to/supports LGBT elderly			+0	+2
		City provides services to/supports beople living with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police	e Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 20 to the FBI	012 Hate Crimes Statistics			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	thal (BT Community			СІТҮ	AVAILABLE
		•			-	
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.		's Public Position on LGBT Equality			0	5
	Leadership' Efforts	's Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
		Dpenly LGBT elected or appointed nunicipal leaders			+0	+3
		City tests limits of restrictive tate law			+0	+2
				Einel	Saa	ro 11

V.

VI.

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 14 + TOTAL BONUS 0 =

Ι.	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.

Employment 00 Housing 00 Public Accommodations 00

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 Domestic Partner Registry

SCORE

SCORE

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	0 0 (5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(0) (2)
Equivalent Family Leave	(0) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	0 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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 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.



Final Score **14**



III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

AMHERST, MASSACHUSETTS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

50

00

0

+0

13 out of 29

AVAILABLE

55

4

 $\begin{pmatrix}
4 \\
2 \\
2
\end{pmatrix}$

22

3

I. Non-Discrimination	Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	33	00	00	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	33	00	00	33
areas of employment, housing, and public accommodations.	Public Accommodations	30	00	00	33
	SCORE	_		15 o	ut of 18
II. Relationship Reco	gnition	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	(12)			(12)
	Domestic Partner Registry		0	12	(12)
	SCORE			12 o	ut of 12

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Grossing Up of Employee Benefits

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

SCORE

AMHERST, MASSACHUSETTS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

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			(4)	4
city services and programs.	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated Anti-Bullying Policies	33	00	33	33
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+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			(4)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI				10
	SCORE			14 o	ut of 18
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			(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			•	3
	SCORE			2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2

V.

VI

TOTAL SCORE 66 + TOTAL BONUS 3 =

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 VISIT HRC.ORG/MEI.

BONUS Inclusive Workplace

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.





Final Score 69



ANAHEIM, CALIFORNIA 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

ANAHEIM, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			0	4
	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated Anti-Bullying Policies	33	00	0	33
	SCORE			6 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+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			\bigcirc	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 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			(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
			— •		07

V.

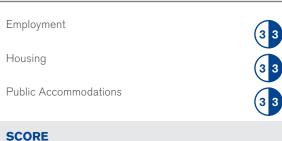
VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 65 + TOTAL BONUS 2 =

Ι.	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.



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 Domestic Partner Registry

SCORE

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	
Transgender-Inclusive Healthcare Benefits	(4) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	17 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

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 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.





Final Score 67



ANCHORAGE, ALASKA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

0

0

CITY

12 out of 12

(12)

AVAILABLE

ANCHORAGE, ALASKA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

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			(4)	(4)
city services and programs.	LGBT Liaison to City Executive				5
	Enumerated Anti-Bullying Policies	00	00	30	33
	SCORE			7 。	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+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 2012 Hate Crimes Statistics to the FBI			0	10
	SCORE			0 o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equality			\bigcirc	5
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			•	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2

V.

VI.

TOTAL SCORE 32 + TOTAL BONUS 3 =

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 00 00 (3 3 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 00 prohibited by the city, county, or state in 33 areas of employment, housing, and public accommodations. Public Accommodations 00 00 00 33 SCORE **0** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (12) 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the

Domestic Partner Registry

SCORE

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.

power to create domestic partner registries.

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	(4) (4)
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	13 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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 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.



Final Score 35



ANNAPOLIS, MARYLAND 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

30

00

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

ANNAPOLIS, MARYLAND 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commi	ssion			(4)	(4)
city services and programs.	LGBT Liaison to City E	xecutive			\bigcirc	5
	Enumerated Anti-Bully	ing Policies	33	33		33
	SCORE				10 or	ut of 15
	BONUS NDO enform	cement by n/Executive			+3	+3
	BONUS City provide LGBT youth	es services to/supports			+0	+2
	5	es services to/supports			+0	+2
	BONUS City provide LGBT elder	es services to/supports lv			+0	+2
	BONUS City provide	es services to/supports g with HIV/AIDS			+2	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison o	r Task Force			\bigcirc	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate (to the FBI	Crimes Statistics				
	SCORE				10 or	ut of 18
VI. Relationship with	the LGBT	Community			СІТҮ	AVAILABLE
This category measures the city leadership's		osition on LGBT Equality				
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equa	lity Legislative/Policy			(3)	(5)
	Efforts				0	3
	SCORE				3 (out of 8
	BONUS Openly LGE municipal le	T elected or appointed aders			+0	+3
	BONUS City tests lir state law	nits of restrictive			+0	+2
	TOTAL SCOPE 66	TOTAL BONUS 7 -		Final	Sco	ro 72

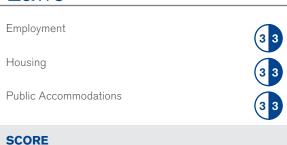
V.

VI

TOTAL SCORE 66 + TOTAL BONUS 7 =

Ι.	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.



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 Domestic Partner Registry

SCORE

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	
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	13 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

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 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.





Final Score 73



ANN ARBOR, MICHIGAN 1/2

STATE

00

00

00

STATE

(0)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

33

33

33

CITY

(12)

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

ANN ARBOR, MICHIGAN 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	(4)
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	00	00	33	33
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+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 2012 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			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+2	+2

V.

VI

TOTAL SCORE 78 + TOTAL BONUS 5 =

I. Non-Discrimination	on Laws	
This category evaluates whether discrimination on the basis of sexual	Employment	
orientation and gender identity is	Housing	

Public Accommodations

SCORE

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.

prohibited by the city, county, or state in

areas of employment, housing, and

public accommodations.

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

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	
Transgender-Inclusive Healthcare Benefits	(0) (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 3
SCORE	20 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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 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.





Final Score 83



III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

PTS FOR SEXUAL ORIENTATION

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

APPLETON, WISCONSIN

(SELF-SUBMIT) 1/2

CITY

55

00

0

+0

+2

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

18 out of 29

AVAILABLE

55

4

4 2 2

22

3

+2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	30	00	33	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	30	00	33	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	30	00	33	3 3
	SCORE			18 •	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
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)			(12)
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 。	ut of 12

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

APPLETON, WISCONSIN

(SELF-SUBMIT) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	es	STATE COU	NTY CITY 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 to City Executive		(5) (5)
	Enumerated Anti-Bullying Policies	•	0 33 33
	SCORE		11 out of 15
	BONUS NDO enforcement by Commission/Executive		+0 +3
	BONUS City provides services to/supports LGBT youth		+2 +2
	BONUS City provides services to/supports LGBT homeless		+2 +2
	BONUS City provides services to/supports LGBT elderly		+0 +2
	BONUS City provides services to/supports people living with HIV/AIDS		+2 +2
V. Law Enforcement	t		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 2012 Hate Crimes Statistics to the FBI		10 10
	SCORE		10 out of 18
VI. Relationship with	the LGBT Communit	ty	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	У	5 5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts		3 3
	SCORE		8 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders		+3 +3
	BONUS City tests limits of restrictive state law		+0 +2

V.

VI.

TOTAL SCORE 77 + TOTAL BONUS 11 =

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

- PTS FOR GENDER IDENTITY

_

SCORE

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.





Final Score 88



ARLINGTON, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

(0)

CITY

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

0 out of 12

0 out of 18

STATE

STATE

(0)

ARLINGTON, TEXAS 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

\mathbb{N}

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	lights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumera	ted Anti-Bullying Policies	00	00	00	33
	SCORE				0 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			\bigcirc	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics				10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(1)	(5)
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				1	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL	SCORE 11 + TOTAL BONUS 0 =		Fina		ro 11

V

V

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 11 + TOTAL BONUS 0 =

Ι.	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.

Employment 00 Housing 00 Public Accommodations 00 SCORE

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 Domestic Partner Registry

SCORE

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	00	55
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	0	(4)
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{\circ}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 out	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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 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.



Final Score 11



ARLINGTON COUNTY, VIRGINIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

55

+0

+2

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

I. Non-Discrimination	n Laws	STATE	COUNTY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in	Employment	00	30	33
	Housing	00	30	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	00	30	3 3
	SCORE			9 out of 18
II. Relationship Reco	gnition	STATE	COUNTY	AVAILABLE
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)		(12)
power to create domestic partner registries.	Domestic Partner Registry		0	12
	SCORE			12 out of 12

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

SCORE

ARLINGTON COUNTY, VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Services		STATE	COUNTY	AVAILABLE	
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	Human Rights Commission		(4)	(4)
city services and programs.	LGBT Lia	ison to City Executive		(5)	5
	Enumerat	ted Anti-Bullying Policies	00	33	33
	SCORE				15 out of 15
	BONUS	NDO enforcement by Commission/Executive		+3	+3
	BONUS	City provides services to/supports LGBT youth		+0	+2
	BONUS	City provides services to/supports LGBT homeless		+0	+2
	BONUS	City provides services to/supports LGBT elderly		+2	+2
	BONUS	City provides services to/supports people living with HIV/AIDS		+2	+2
V. Law Enforcement				COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force		8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I		10	10
	SCORE				18 out of 18

V.

VI. Relationship with the LGB

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

Leadership's Public

Leadership's Pro-Ed Efforts

SCORE	
BONUS	Openly L municipa
BONUS	City test state law

TOTAL SCORE

PTS FOR SEXUAL ORIENTATION -- PTS FOR GENDER IDENTITY +

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE 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.

AVAILABLE

55

4

4

2

2

22

3

20 out of 29





T Community	COUNTY	AVAILABLE
ic Position on LGBT Equality	5	5
Equality Legislative/Policy	3	3
		8 out of 8
LGBT elected or appointed al leaders	+3	+3
ts limits of restrictive w	+2	+2
82 + TOTAL BONUS 14 =	Final S	core 96



ASBURY PARK, NEW JERSEY 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

22

0

+0

12 out of 29

AVAILABLE

55

4

22

3

Laws	STATE	COUNTY	СІТҮ	AVAILABLE
Employment	33	00	00	33
Housing			00	3 3
Public Accommodations	33	00	00	3 3
SCORE			18 •	ut of 18
gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			(12)
Domestic Partner Registry		0	0	12
SCORE			12 o	ut of 12
	Employment Housing Public Accommodations SCORE Diftion Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry	Employment 33 Housing 33 Public Accommodations 33 SCORE 33 Score 5 Marriage Equality, Civil Unions, or Domestic Partnerships 12 Domestic Partner Registry 12	Employment 33 0 Housing 33 0 Public Accommodations 33 0 SCORE 33 0 SCORE STATE COUNTY Marriage Equality, Civil Unions, or Domestic Partnerships 12 Domestic Partner Registry 0	Employment 33 00 00 Housing 33 00 00 Public Accommodations 33 00 00 SCORE 18 o SCORE 18 o

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

ASBURY PARK, NEW JERSEY 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	(4)
city services and programs.	LGBT Liaison to City Executive			$\underbrace{\bigcirc}{0}$	5
	Enumerated Anti-Bullying Policies	33	00	33	33
	SCORE			6 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+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 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Communit	<u>y</u>		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	/		(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+0	+2

V.

VI

CCC	DE.
366	JRE

TOTAL SCORE 60 + TOTAL BONUS 3 =

PTS FOR SEXUAL ORIENTATION

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

- PTS FOR GENDER IDENTITY

SCORE

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 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.





Final Score 63



areas of employment, housing, and

public accommodations.

ATHENS, GEORGIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

(12)

CITY

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

0 out of 18

STATE

00

00

00

STATE

(0)

ATHENS, GEORGIA 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	tights Commission			0	(4)
city services and programs.	LGBT Lia	aison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	00	33	33
	SCORE				6 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	<u>_GBT Community</u>			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(2)	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			•	3
	SCORE				2	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
		SCORE 46 + TOTAL BONUS 0 =		Final	Sco	ro 16

V.

VI

TOTAL SCORE 46 + TOTAL BONUS 0 =

I. Non-Discriminatio	on Laws	
This category evaluates whether discrimination on the basis of sexual	Employment	
orientation and gender identity is prohibited by the city, county, or state in	Housing	

Public Accommodations

SCORE

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 Domestic Partner Registry

SCORE

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
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(0) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	16 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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 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.



Final Score 46



ATLANTA, GEORGIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

(12)

CITY

33

33

33

CITY

(12)

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

STATE

STATE

(0)

ATLANTA, GEORGIA 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**

IV.

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	ights Commission			(4)	(4)
city services and programs.	LGBT Lia	ison to City Executive			5	5
	Enumera	ted Anti-Bullying Policies	00	00	33	33
	SCORE				15 or	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				18 οι	ut of 18
VI. Relationship with	the L	<u>-GBT Community</u>			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			3	3
	SCORE				8 d	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	SCORE 95 + TOTAL BONUS 6 =		Final	Score	e 100

V.

VI

BONUS	Openl munic
BONUS	City te state l

١.	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.

Employment 00 Housing 00 Public Accommodations 00

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 Domestic Partner Registry

SCORE

SCORE

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	
Transgender-Inclusive Healthcare Benefits	$\begin{pmatrix} 4 \\ 4 \\ 4 \end{pmatrix}$
Legal Dependent Benefits	(0) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	22 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	24 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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 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.





AUGUSTA, MAINE 1/2

CITY

00

00

00

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

STATE

33

STATE

(12)

AUGUSTA, MAINE 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Services		STATE	COUNTY	СІТҮ	AVAILABLE	
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumera	ted Anti-Bullying Policies	33	00	33	33
	SCORE				6 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality				\bigcirc
commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			(5)	$\begin{pmatrix} 5 \\ 3 \end{pmatrix}$
	SCORE				6	out of 8
	BONUS	Openly LGBT elected or appointed			+3	+3
	BONUS	municipal leaders City tests limits of restrictive state law			+0	+2
	TOTAL			Einel	Sac	ro 60

V.

V

TOTAL SCORE 65 + TOTAL BONUS 3 =

I. Non-Discrimination Laws This category evaluates whether Employment 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.

33 Housing Public Accommodations 33

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 Domestic Partner Registry

SCORE

SCORE

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
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	13 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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 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.



Final Score 68



AUGUSTA-RICHMOND, GEORGIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	Laws	STATE	COUNTY	CITY	AVAILABLE
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.	Employment	00	00	00	33
	Housing	00	00	00	33
	Public Accommodations	0	00	00	33
	SCORE			0 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	СІТҮ	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	0			(12)
	Domestic Partner Registry		0	0	12
	SCORE			0 o	ut of 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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits		4
Transgender-Inclusive Healthcare Benefits	\bigcirc	(4)
Legal Dependent Benefits	\bigcirc	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	•	3
SCORE	0 0	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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 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.

AUGUSTA-RICHMOND, GEORGIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights	s Commission			(4)	(4)
city services and programs.	LGBT Liaison	to City Executive			\bigcirc	5
	Enumerated A	Enumerated Anti-Bullying Policies			0	33
	SCORE				4 or	ut of 15
		00 enforcement by mmission/Executive			+3	+3
		y provides services to/supports BT youth			+0	+2
		y provides services to/supports BT homeless			+0	+2
		y provides services to/supports BT elderly			+0	+2
	BONUS City	y provides services to/supports ople living with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police L	iaison or Task Force			\bigcirc	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 to the FBI	2 Hate Crimes Statistics			0	10
	SCORE				0 от	ut of 18
VI. Relationship with	the LG	BT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's F	Public Position on LGBT Equality			3	5
community and to advocate for full equality.	Leadership's F Efforts	Pro-Equality Legislative/Policy			0	3
	SCORE				3 .	out of 8
		enly LGBT elected or appointed nicipal leaders			+0	+3
		v tests limits of restrictive te law			+0	+2
					0	

V.

VI.

TOTAL SCORE 7 + TOTAL BONUS 3 =





Final Score 10



AURORA, COLORADO 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

AURORA, COLORADO 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

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	s Commission			(4)	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison	to City Executive			\bigcirc	5
	Enumerated A	Anti-Bullying Policies	33	00	•	33
	SCORE				10 o	ut of 15
		DO enforcement by ommission/Executive			+0	+3
		ty provides services to/supports GBT youth			+0	+2
		ty provides services to/supports GBT homeless			+0	+2
		ty provides services to∕supports BT elderly			+0	+2
	BONUS Cit	ty provides services to/supports ople living with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police I	Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 201 to the FBI	12 Hate Crimes Statistics				10
	SCORE				10 or	ut of 18
VI. Relationship with	the LG	BT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		Public Position on LGBT Equality			\bigcirc	5
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's I Efforts	Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
		enly LGBT elected or appointed nicipal leaders			+0	+3
	•	y tests limits of restrictive te law			+0	+2
				Final	Soo	ro 62

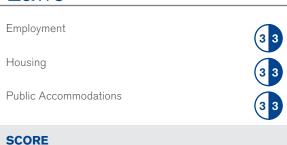
V.

VI.

TOTAL SCORE 63 + TOTAL BONUS 0 =

I. Non-Discrimination	Laws
This category evaluates whether	Employment

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.



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 Domestic Partner Registry

SCORE

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	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	00 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	13 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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 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.



Final Score 63



AURORA, ILLINOIS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

33

33

33

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

STATE

33

33

33

STATE

(12)

AURORA, ILLINOIS 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	lights Commission			(4)	(4)
	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	33	00	30	33
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics				10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality			\bigcirc	(5)
commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			•	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL	SCORE 58 + TOTAL BONUS 3 =		Fina	Sco	re 61

V.

V

TOTAL SCORE 58 + TOTAL BONUS 3 =

I. Non-Discrimination	on Laws	
This category evaluates whether	Employment	

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.

Housing Public Accommodations

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 Domestic Partner Registry

SCORE

SCORE

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	0 0 5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	8 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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 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.



CANNOT EXCEED 100

Final Score 61



AUSTIN, TEXAS 1/2

CITY

33

33

33

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

33

33

33

AVAILABLE

12

(12)

AVAILABLE

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(12)

AUSTIN, TEXAS 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			(4)	$\begin{pmatrix} 4 \end{pmatrix}$
	LGBT Lia	ison to City Executive				5
	Enumera	ted Anti-Bullying Policies	00	00	30	33
	SCORE				7 οι	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+2	+2
	BONUS	City provides services to/supports LGBT homeless			+2	+2
	BONUS	City provides services to/supports LGBT elderly			+2	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I			10	10
	SCORE				18 οι	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality			E	(
commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			3	3
	SCORE				8 (out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City tests limits of restrictive state law			+2	+2
	TOTAL			Final	Soor	100

V.

VI

TOTAL SCORE 85 + TOTAL BONUS 20 =

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

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 Domestic Partner Registry

SCORE

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	
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	22 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	22 out of 29
BONUS Grossing Up of Employee Benefits	+2 +2
BONUS Inclusive Workplace	+2 +2

STATE

(0)

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 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.



Final Score **100 CANNOT EXCEED 100**



AVONDALE ESTATES, GEORGIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

55

00

0

+0

12 out of 29

AVAILABLE

55

4

 $\begin{pmatrix}
4 \\
2 \\
2
\end{pmatrix}$

22

3

+2

I. Non-Discrimination	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	Housing	00	00	00	33
areas of employment, housing, and public accommodations.	Public Accommodations	00	00	00	3 3
	SCORE			0 0	ut of 18
II. Relationship Reco	gnition	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	0			12
	Domestic Partner Registry		0	12	12
	SCORE			12 or	ut of 12

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

SCORE

AVONDALE ESTATES, GEORGIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			\bigcirc	(4)
	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	00	33	•	33
	SCORE			11 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+2	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+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			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			0	
	SCORE			8 o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equality			(5)	F
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+0	+2

V.

VI.

TOTAL SCORE 51 + TOTAL BONUS 7 =

PTS FOR SEXUAL ORIENTATION - PTS FOR GENDER IDENTITY +

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

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 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.





Final Score 58