

BAKERSFIELD, 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

33

33

33

AVAILABLE

12

(12)

AVAILABLE

BAKERSFIELD, CALIFORNIA 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	ights Commission			0	(4)
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	33	00	30	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 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				\frown
commitment to fully include the LGBT community and to advocate for full equality.					0	5
	Efforts	ip's Pro-Equality Legislative/Policy			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
	TOTAL			Final	Sco	ro 5 /

V

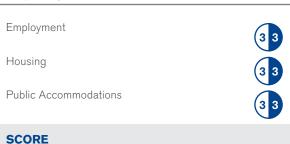
V

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 54 + 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	00 (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	8 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 54



BALTIMORE, MARYLAND 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

33

33

33

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

BALTIMORE, MARYLAND 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	lights Commission			(4)	(4)
city services and programs.	LGBT Lia	ison to City Executive			5	5
	Enumera	ted Anti-Bullying Policies	33	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			+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			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 (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 89 + TOTAL BONUS 16 =		Final	Score	e 100

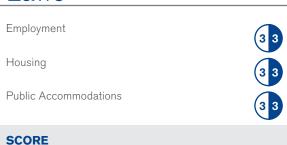
V.

VI

BONUS	Openl munic
BONUS	City te state l

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	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	
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.







BANGOR, MAINE 1/2

CITY

30

30

30

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

STATE

(12)

BANGOR, 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	$\left(\begin{array}{c}4\end{array}\right)$
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	Enumerated Anti-Bullying Policies		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 to the FB	2012 Hate Crimes Statistics I			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.		ip's Pro-Equality Legislative/Policy			(5)	(5)
	Efforts					U
	SCORE	Openly LGBT elected or appointed			0	out of 8
		municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL			Final	See	ro 65

V.

VI

TOTAL SCORE 65 + TOTAL BONUS 0 =

I. Non-Discriminati	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 areas of employment, housing, and public accommodations.

33 Housing 33 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	
Transgender-Inclusive Healthcare Benefits	$ \begin{array}{c} \bullet \\ \bullet $
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 65



BATON ROUGE, LOUISIANA 1/2

STATE

STATE

(0)

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

BATON ROUGE, LOUISIANA 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 Commission	1		\bigcirc	(4)
city services and programs.	LGBT Liaison to City Exec	utive		\bigcirc	5
	Enumerated Anti-Bullying	Policies	00	0	33
	SCORE			0 0	ut of 15
	BONUS NDO enforceme Commission/Ex			+0	+3
	BONUS City provides se LGBT youth	ervices to/supports		+0	+2
	BONUS City provides se LGBT homeless			+0	+2
	BONUS City provides se LGBT elderly	ervices to/supports		+0	+2
	BONUS City provides se people living wi			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Tas	sk Force		(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crim to the FBI	es Statistics		0	10
	SCORE			8 0	ut of 18
VI. Relationship with	the LGBT C	ommunity		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Positic	on on LGBT Equality			5
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Efforts	_egislative/Policy			3
	SCORE			4	out of 8
	BONUS Openly LGBT el municipal leader	ected or appointed 's		+0	+3
	BONUS City tests limits state law			+0	+2

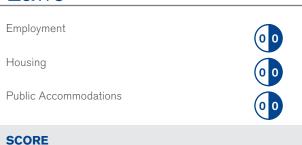
V.

VI

TOTAL SCORE 22 + TOTAL BONUS 0 =

I. Non-Discriminati	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 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	5 5 5 5
Domestic Partner Health Benefits	0 4
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	10 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 22



BELLEVUE, NEBRASKA 1/2

STATE

STATE

(0)

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

BELLEVUE, NEBRASKA 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			0	(4)
	LGBT Lia	ison 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 I				10
	SCORE				10 o	ut of 18
VI. Relationship with	tha l	GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.		ip's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			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
	TOTAL S	SCORE 16 + TOTAL BONUS 0 =		Final	Sco	re 16

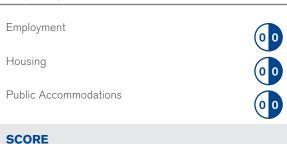
V.

VI

BONUS	Openl munic
BONUS	City te state l

Ι.	Nor	D-ר	iscr	imina	ation	La	aw	S	
						_			

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	0 0 (5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	(0) (2)
Equivalent Family Leave	
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.





BERKELEY, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

00

00

COUNTY

0

STATE

(12)

CITY

30

30

30

CITY

(12)

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

BERKELEY, CALIFORNIA 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	33	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			+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				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 Communit	ty		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 Equalit	у		5	5
	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
					0.5

V.

VI

TOTAL SCORE 82 + TOTAL BONUS 13 =

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	STATE
Employment	33
Housing	33
Public Accommodations	33
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	50 55
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	(4) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	22 22
City Contractor Equal Benefits Ordinance	3 3
SCORE	24 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +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 95



BILLINGS, MONTANA 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

00

00

00

STATE

(0)

BILLINGS, MONTANA 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Services			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			0	5
	Enumerated Anti-Bullying Policies	00	00	•	33
	SCORE			4 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth	5		+0	+2
	BONUS City provides services to/supports LGBT homeless	5		+0	+2
	BONUS City provides services to/supports LGBT elderly	5		+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS	5		+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 Communi	ty		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	ty		3	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			2	3
	SCORE			5	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	ł		+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
			— •		00

V.

V

TOTAL SCORE 21 + TOTAL BONUS 2 =

I. Non-Discrimination 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	
areas of employment, housing, and public accommodations.	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	0 0 5 5
Domestic Partner Health Benefits	(2) (4)
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	
Equivalent Family Leave	
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	2 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 23



BIRMINGHAM, ALABAMA1/2

STATE

STATE

(0)

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

BIRMINGHAM, ALABAMA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S	STATE	COUNTY C	CITY 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 Execut	ive	(0 (5)
	Enumerated Anti-Bullying Po	olicies		3 3 3
	SCORE			6 out of 15
	BONUS NDO enforcemen Commission/Exe			+0 +3
	BONUS City provides ser LGBT youth	vices to/supports		+0 +2
	BONUS City provides serv LGBT homeless	∕ices to∕supports		+0 +2
	BONUS City provides serv LGBT elderly	∕ices to∕supports		+0 +2
	BONUS City provides serv people living with			+0 +2
V. Law Enforcement			c	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 to the FBI	s Statistics	(0 10
	SCORE			0 out of 18
VI. Relationship with	the LGBT Co	mmunity	c	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 Le Efforts	egislative/Policy	(1 3
	SCORE			3 out of 8
	BONUS Openly LGBT elec municipal leaders			+0 +3
	BONUS City tests limits of state law	restrictive		+0 +2

V.

VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 9 + TOTAL BONUS 0 =

Ι.	Non-Discrimination Laws	
		Ī

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	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(0) (2)
Equivalent Family Leave	$ \bigcirc $ $ \bigcirc $ $ \bigcirc $ $ \bigcirc $ $ 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 9



BISMARCK, NORTH DAKOTA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

00

0

+0

AVAILABLE

55

4

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

22

3

0 out of 29

I. Non-Discrimination	n Laws	STATE	COUNTY	СІТҮ	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	00	00	00	3 3
	SCORE			0 0	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	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			0 o	ut of 12

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

BISMARCK, NORTH DAKOTA 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	lights Commission			(4)	$\left(\begin{array}{c} 4 \end{array}\right)$
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	00	00	33
	SCORE				4 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		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
		SCORE 14 + TOTAL BONUS 0 =		Final	Sco	ro 14

V.

V

SCOR	E
JUUN	

TOTAL SCORE 14 + TOTAL BONUS 0 =

BONUS Grossing Up of Employee Benefits **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

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.





CANNOT EXCEED 100

Final Score 14



BLOOMINGTON, INDIANA 1/2

STATE

STATE

(12)

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

BLOOMINGTON, INDIANA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE COUNTY CITY AVAIL	LABLE
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		3
	SCORE	7 out of 1	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		CITY AVAIL	LABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		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 1	18
VI. Relationship with	the LGBT Communit	Y city avail	LABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	(5) (5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts		3
	SCORE	7 out of	8
	BONUS Openly LGBT elected or appointed municipal leaders	+0 +	-3
	BONUS City tests limits of restrictive state law	+0 +	-2
		Final Coore	<u>67</u>

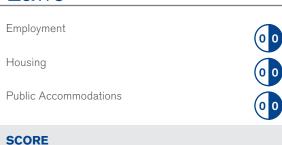
V.

VI

TOTAL SCORE 67 + 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.



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	4	4
Transgender-Inclusive Healthcare Benefits	0	(4)
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 ou	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 67



BOISE, IDAHO 1/2

CITY

33

33

33

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

STATE

(12)

BOISE, IDAHO 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

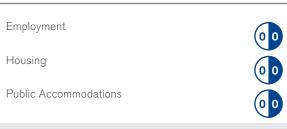
IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	lights Commission			0	(4)
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	00	00	33
	SCORE				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			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 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			5	5
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			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	SCORE 74 + TOTAL BONUS 0 =		Final	Sco	re 74

V.

VI

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.



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	
Legal Dependent Benefits	$\begin{array}{c} 0 \\ 2 \\ \end{array} $
Equivalent Family Leave	$\begin{pmatrix} 2 \\ 2 \end{pmatrix}$ $\begin{pmatrix} 2 \\ 2 \end{pmatrix}$
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	
SCORE	18 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.





d 0

р a р

d p p

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

BOSTON, MASSACHUSETTS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

55

22

3

+0

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

29 out of 29

AVAILABLE

55

4

4 2 2

22

3

I. Non-Discrimination	Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	33	00	33	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	33	00	33	33
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	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

- PTS FOR GENDER IDENTITY

BOSTON, 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 R	ights Commission			(4)	(4)
city services and programs.	LGBT Lia	ison to City Executive			5	5
	Enumera	ed Anti-Bullying Policies	33	00	30	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			+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					СІТҮ	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			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 (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	CORE 100 + TOTAL BONUS 14 =		Final	Score	e 100

V.

VI.

SCORE	

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.







BOULDER, COLORADO 1/2

STATE

33

33

33

STATE

(12)

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

BOULDER, COLORADO 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	ights Commission			(4)	(4)
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	33	00	00	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 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 I			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			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
	TOTAL S	SCORE 74 + TOTAL BONUS 5 =		Final	Sco	re 79

V.

VI.

I. Non-Discrimination 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	(2) (2)
Equivalent Family Leave	
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	+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.





BOWLING GREEN, KENTUCKY 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

00

0

+0

AVAILABLE

55

4

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

22

3

0 out of 29

I. Non-Discrimination	Laws	STATE	COUNTY	СІТҮ	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	33
areas of employment, housing, and public accommodations.	Public Accommodations		00	00	3 3
	SCORE			0 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	0			(12)
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			0 o	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

BOWLING GREEN, KENTUCKY 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	lights Commission			(4)	(4)
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	00	00	33
	SCORE				4 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 I			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	_GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			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
	TOTAL S	SCORE 14 + TOTAL BONUS 0 =		Final	Sco	re 14

V.

V

SC	
30	URE

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.







BOZEMAN, MONTANA 1/2

STATE

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

BOZEMAN, MONTANA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	es	STATE COUNTY	CITY 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		0 5
	Enumerated Anti-Bullying Policies	•••	
	SCORE		0 out of 15
	BONUS NDO enforcement by Commission/Executive		+0 +3
	BONUS City provides services to/support LGBT youth	orts	+0 +2
	BONUS City provides services to/support LGBT homeless	orts	+0 +2
	BONUS City provides services to/support LGBT elderly	orts	+0 +2
	BONUS City provides services to/suppo people living with HIV/AIDS	orts	+0 +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 Commur	nity	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equ	ality	5 5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Polic Efforts	су	3 3
	SCORE		8 out of 8
	BONUS Openly LGBT elected or appoin municipal leaders	ted	+0 +3
	BONUS City tests limits of restrictive state law		+0 +2
			Cooro EQ

V.

VI.

TOTAL SCORE 58 + TOTAL BONUS 0 =

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 Housing Public Accommodations			33 33 33	33 33 33
	SCORE			18 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	Marriage Equality, Civil Unions, or Domestic Partnerships	0			
power to create domestic partner registries.	Domestic Partner Registry		0	0	(12)
	SCORE			0 0	ut of 12

III. Municipality as Employer

I. Non-Discrimination Laws

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	
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	2 2 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	22 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 **58**



BRIDGEPORT, CONNECTICUT 1/2

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	33	00	00	33
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	33	00	00	33
	Public Accommodations	33	00	00	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	Marriage Equality, Civil Unions, or Domestic Partnerships	(12)			(12)
policy; cities and counties have only the power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 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	СІТҮ	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	\bigcirc	(4)
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	•	3
SCORE	8 o	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.

BRIDGEPORT, CONNECTICUT 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	es	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	
	LGBT Liaison to City Executive	
	Enumerated Anti-Bullying Policies	33 00 33 33
	SCORE	6 out of 15
	BONUS NDO enforcement by Commission/Executive	+0 +3
	BONUS City provides services to/supports LGBT youth	ts +0 +2
	BONUS City provides services to/supports	ts +0 +2
	BONUS City provides services to/supports LGBT elderly	ts +0 +2
	BONUS City provides services to/supports people living with HIV/AIDS	ts +0 +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	
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI	
	SCORE	10 out of 18
VI. Relationship with	the LGBT Communi	ty city available
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equali	lity (3) (5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts	
	SCORE	3 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	ed +0 +3
	BONUS City tests limits of restrictive state law	+0 +2
		- Final Score 57

V.

VI

TOTAL SCORE 57 + TOTAL BONUS 0 =





Final Score **57**



BRISBANE, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

00

COUNTY

0

STATE

(12)

CITY

00

00

00

CITY

0

CITY

12 out of 12

18 out of 18

AVAILABLE

33

33

33

AVAILABLE

12

(12)

AVAILABLE

BRISBANE, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S	STATE C	COUNTY CITY	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
	Enumerated Anti-Bullying Policies	33		33
	SCORE		6 or	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			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
	SCORE		0 01	ut of 18
VI. Relationship with	the LGBT Communit	У	СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	/	\bigcirc	5
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
			Einel See	ro 51

V.

VI

TOTAL SCORE 49 + TOTAL BONUS 2 =

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

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	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 **51**



BROKEN ARROW, OKLAHOMA 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	Laws	STATE	COUNTY	СІТҮ	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	33
areas of employment, housing, and public accommodations.	Public Accommodations		00	00	33
	SCORE			0 0	ut of 18
II. Relationship Recog	gnition	STATE	COUNTY	СІТҮ	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

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	4
Transgender-Inclusive Healthcare Benefits	$\underbrace{\bigcirc}$	4
Legal Dependent Benefits	$\underbrace{}_{2}$	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	8 or	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.

BROKEN ARROW, OKLAHOMA 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	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				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 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
					00

V.

V

TOTAL SCORE 20 + TOTAL BONUS 0 =





Final Score 20



BROOKINGS, SOUTH DAKOTA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

55

2 0 1

00

0

+0

14 out of 29

AVAILABLE

55

4

4

 $\bigcirc 2 \\ 2 \\ 2 \\ 2 \\ \end{pmatrix}$

22

3

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

BROOKINGS, 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			(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			+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			(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	/		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equality			(5)	5
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 apportunicipal leaders				+3	+3
	BONUS City tests limits of restrictive state law			+0	+2
				_	

V.

VI.

TOTAL SCORE 45 + 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 48



BROWNSVILLE, TEXAS 1/2

STATE

STATE

(0)

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

BROWNSVILLE, TEXAS 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	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated 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				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			0	10
	SCORE			0 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			3	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts				3
	SCORE			4	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 20 + TOTAL BONUS 0 =

Ι.	Non	-D	isc	rin	nination	L	aw	'S	

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	5 5 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	10 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 20



BUFFALO, NEW YORK 1/2

STATE

STATE

(12)

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

BUFFALO, NEW YORK 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	lights Commission			0	(4)
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumera	ted Anti-Bullying Policies	33	00	00	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			+2	+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
	SCORE				10 o	ut of 18
		0.07.0				
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			3	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				3	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
		SCORE 71 + TOTAL BONUS 2 =		Fina		re 73

V.

VI.

TOTAL SCORE 71 + 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.

Employment 30 Housing 30 Public Accommodations 30 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	(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	+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 **73**



BURLINGTON, VERMONT 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

33

00

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

BURLINGTON, VERMONT 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			\bigcirc	5
	Enumerated Anti-Bullying Policies	33	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			+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	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
	SCORE			10 o	ut of 18
VI Relationship with	the LGBT Communit	V		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equality			\frown	\bigcirc
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy			5	5
	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
				C	

V.

VI.

TOTAL SCORE 82 + TOTAL BONUS 7 =

I. Non-Discriminati	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.

33 Housing 33 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	5 5 5 5
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	22 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	26 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 89