

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	3/3	3/3
Housing	3/3	0/0	3/3	3/3
Public Accommodations	3/0	0/0	3/3	3/3
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12		12	12
Domestic Partner Registry		0	12	12
SCORE	12 out 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.

	CITY	AVAILABLE
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	2/2	2/2
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

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.

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			5	5
Enumerated Anti-Bullying Policies	3/3	0/0	3/3	3/3
SCORE	15 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	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

TOTAL SCORE 93 + TOTAL BONUS 13 = Final Score 100

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	0 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	10 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	0 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	2 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 22 + TOTAL BONUS 0 = Final Score 22

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	20 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	0 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	0 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 50 + TOTAL BONUS 0 = Final Score 50

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	0/0	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	0/0	2/2
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	3/3	0/0	3/3	3/3
SCORE	6 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
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

TOTAL SCORE 36 + TOTAL BONUS 0 = Final Score 36

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	0/0	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	0/0	2/2
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	0 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
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

TOTAL SCORE 30 + TOTAL BONUS 0 = Final Score 30

CANNOT EXCEED 100

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I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE				18 out of 18

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE				12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	24 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE				11 out of 15
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	14 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	6 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 85 + TOTAL BONUS 5 = Final Score 90

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	18 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 68 + TOTAL BONUS 0 = Final Score 68

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	15 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 70 + TOTAL BONUS 0 = Final Score 70

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE	12 out 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.

	CITY	AVAILABLE
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	0/0	2/2
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			5	5
Enumerated Anti-Bullying Policies	0/0	0/0	3/0	3/3
SCORE	12 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	4	5
Leadership's Pro-Equality Legislative/Policy Efforts	1	3
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 65 + TOTAL BONUS 7 = Final Score 72

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE				12 out of 18

II. Relationship Recognition*

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

* This city is subject to the jurisdiction of a federal circuit court that has ruled bans on marriages between two persons of the same sex are unconstitutional. However, as of the time of publication, marriages are not yet legally taking place in this jurisdiction.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE				12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/0	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	0/0	2/2
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	3/3	0/0	3/3
SCORE				6 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	2	5
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

TOTAL SCORE 55 + TOTAL BONUS 5 = Final Score 60

CANNOT EXCEED 100

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I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18			out of 18

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE	12			out 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.

	CITY	AVAILABLE	
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	0/0	2/2	
City Contractor Equal Benefits Ordinance	0	3	
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	3/3	0/0	3/3	3/3
SCORE	10			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			+0	+2
BONUS City provides services to/supports people living with HIV/AIDS			+0	+2

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE	
LGBT Police Liaison or Task Force	0	8	
Reported 2012 Hate Crimes Statistics to the FBI	10	10	
SCORE	10		out of 18

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE	
Leadership's Public Position on LGBT Equality	2	5	
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	+2	+2	

TOTAL SCORE 70 + TOTAL BONUS 8 = Final Score 78

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE	12 out 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.

	CITY	AVAILABLE
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	0/0	2/2
City Contractor Equal Benefits Ordinance	0	3
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	3/3	0/0	3/3	3/3
SCORE	10 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			+0	+2
BONUS City provides services to/supports people living with HIV/AIDS			+0	+2

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative/Policy Efforts	2	3
SCORE	7 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 57 + TOTAL BONUS 6 = Final Score 63

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	0 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	0 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	0 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 18 + TOTAL BONUS 5 = Final Score 23

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/0	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	0/0	2/2
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	0 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
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	+2	+2

TOTAL SCORE 35 + TOTAL BONUS 2 = Final Score 37

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	8 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	0 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 30 + TOTAL BONUS 2 = Final Score 32

CANNOT EXCEED 100

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I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	22 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	15 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 93 + TOTAL BONUS 14 = Final Score 100

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	13 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 59 + TOTAL BONUS 2 = Final Score 61

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18			out of 18

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Domestic Partner Registry		0	12	12
SCORE	12			out 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.

	CITY	AVAILABLE	
Non-Discrimination in City Employment	5/5	5/5	
Domestic Partner Health Benefits	4	4	
Transgender-Inclusive Healthcare Benefits	4	4	
Legal Dependent Benefits	2	2	
Equivalent Family Leave	0	2	
City Contractor Non-Discrimination Ordinance	2/2	2/2	
City Contractor Equal Benefits Ordinance	0	3	
SCORE	24		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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			5	5
Enumerated Anti-Bullying Policies	0/0	0/0	3/0	3/3
SCORE	12			out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE	
LGBT Police Liaison or Task Force	8	8	
Reported 2012 Hate Crimes Statistics to the FBI	10	10	
SCORE	18		out of 18

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE	
Leadership's Public Position on LGBT Equality	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	+2	+2	

TOTAL SCORE 92 + TOTAL BONUS 9 = Final Score 100

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		0	12
Domestic Partner Registry		0	0	12
SCORE	0 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	0/0	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	0/0	2/2
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	4 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
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

TOTAL SCORE 14 + TOTAL BONUS 0 = Final Score 14

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18			out of 18

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Domestic Partner Registry		0	12	12
SCORE	12			out 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.

	CITY	AVAILABLE	
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	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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	4			out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE	
LGBT Police Liaison or Task Force	0	8	
Reported 2012 Hate Crimes Statistics to the FBI	10	10	
SCORE	10		out of 18

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE	
Leadership's Public Position on LGBT Equality	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	

TOTAL SCORE 74 + TOTAL BONUS 5 = Final Score 79

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	20 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 78 + TOTAL BONUS 8 = Final Score 86

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	13 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 63 + TOTAL BONUS 0 = Final Score 63

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18			out of 18

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Domestic Partner Registry		0	12	12
SCORE	12			out 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.

	CITY	AVAILABLE	
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	0/0	2/2	
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	4			out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE	
LGBT Police Liaison or Task Force	0	8	
Reported 2012 Hate Crimes Statistics to the FBI	10	10	
SCORE	10		out of 18

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE	
Leadership's Public Position on LGBT Equality	3	5	
Leadership's Pro-Equality Legislative/Policy Efforts	1	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	

TOTAL SCORE 66 + TOTAL BONUS 4 = Final Score 70

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	3/3	3/3	3/3
SCORE				12 out of 18

II. Relationship Recognition*

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

* This city is subject to the jurisdiction of a federal circuit court that has ruled bans on marriages between two persons of the same sex are unconstitutional. However, as of the time of publication, marriages are not yet legally taking place in this jurisdiction.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE				12 out 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.

	CITY	AVAILABLE
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	0/0	2/2
City Contractor Equal Benefits Ordinance	0	3
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			5	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE				5 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative/Policy Efforts	2	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

TOTAL SCORE 72 + TOTAL BONUS 2 = Final Score 74

CANNOT EXCEED 100

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I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Domestic Partner Registry		0	0	12
SCORE	0 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	0/0	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	0/0	2/2
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+1	+2

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	4 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	3	5
Leadership's Pro-Equality Legislative/Policy Efforts	1	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

TOTAL SCORE 18 + TOTAL BONUS 3 = Final Score 21

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
SCORE	18			out of 18

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		12	12
Domestic Partner Registry		0	12	12
SCORE	12			out 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.

	CITY	AVAILABLE	
Non-Discrimination in City Employment	5/5	5/5	
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	2/2	2/2	
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			5	5
Enumerated Anti-Bullying Policies	0/0	0/0	3/3	3/3
SCORE	15			out 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			+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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE	
LGBT Police Liaison or Task Force	4	8	
Reported 2012 Hate Crimes Statistics to the FBI	10	10	
SCORE	14		out of 18

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE	
Leadership's Public Position on LGBT Equality	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	

TOTAL SCORE 93 + TOTAL BONUS 14 = Final Score 100

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	8 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 58 + TOTAL BONUS 4 = Final Score 62

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	9 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	13 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

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.

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 50 + TOTAL BONUS 2 = Final Score 52

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	17 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 63 + TOTAL BONUS 0 = Final Score 63

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0		0	12
Domestic Partner Registry		0	0	12
SCORE	0 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	0/0	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	0/0	2/2
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.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	4 out 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
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

TOTAL SCORE 14 + TOTAL BONUS 2 = Final Score 16

CANNOT EXCEED 100

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			

II. Relationship Recognition

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

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships				
Domestic Partner Registry				
SCORE	12 out 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	13 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 59 + TOTAL BONUS 0 = Final Score 59

CANNOT EXCEED 100