

CAMBRIDGE, MASSACHUSETTS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	00	3 3	(3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	3 3	00	3 3	(3 3
areas of employment, housing, and public accommodations.	Public Accommodations	30	00	3 3	3 3
	SCORE			18 °	ut of 18
II. Relationship Rec	ognition	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

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	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 or	ut of 29
BONUS Grossing Up of Employee Benefits	+2	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — 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.

CAMBRIDGE, MASSACHUSETTS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	eS .				
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 Executiv	е	(5	5
	Enumerated Anti-Bullying Pol	icies 3 3	00	3 3	3 3
	SCORE			15 ou	t of 15
	BONUS NDO enforcement Commission/Execu			+0	+3
	BONUS City provides service LGBT youth	ces to/supports		+2	+2
	BONUS City provides servides LGBT homeless	ces to/supports		+2	+2
	BONUS City provides service LGBT elderly	ces to/supports		+0	+2
	BONUS City provides service people living with h			+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.	LGBT Police Liaison or Task F Reported 2012 Hate Crimes to the FBI		(8 10	AVAILAB 8
	SCORE			18 ou	t of 18
	tha LODT Car	mmunity		CITY	AVAILAB
VI. Relationship with	the LGBT Col	minumity			
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position of		(5	5
This category measures the city leadership's commitment to fully include the LGBT		on LGBT Equality	(5	(5) (3)
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position of Leadership's Pro-Equality Leg	on LGBT Equality		3	\sim
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position of Leadership's Pro-Equality Leg Efforts	on LGBT Equality gislative/Policy		3	3
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position of Leadership's Pro-Equality Leg Efforts SCORE BONUS Openly LGBT electrons	on LGBT Equality gislative/Policy ed or appointed		3 8 o	3

CANNOT EXCEED 100

12 out of 12



CAPE CORAL, FLORIDA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II.	Relationshi	p Recognition	
			Т

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

ognition	STATE	COUNTY	CITY	AVAILAB
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Domestic Partner Registry		0	0	12
SCORE			0 0	ut of 12

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	10 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.

CAPE CORAL, FLORIDA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. 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 CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE 10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 22 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 22



CARSON CITY, NEVADA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

12 out of 12

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

II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(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.

Υ	nployer	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	$\overline{2}$	(2)
	Equivalent Family Leave	$\overline{2}$	(2)
	City Contractor Non-Discrimination Ordinance	20	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	20 ou	ıt of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — 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.

CARSON CITY, NEVADA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. 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 CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **0** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 50 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 50



CARY, NORTH CAROLINA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
	Domestic Partner Registry		0	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	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	$\overline{2}$
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	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.

CARY, NORTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	4
city services and programs.	LGBT Liaison to City Executive			(o)	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			6 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth	S		+0	+2
	BONUS City provides services to/supports LGBT homeless	S		+0	+2
	BONUS City provides services to/supports LGBT elderly	S		+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS	S		+0	+2
V. Law Enforcement	· ·			СІТҮ	AVAILABLI
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 °	ut of 18
VI. Relationship with	the LGRT Communic	+\/		СІТУ	AVAILABLE
					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 Equali	ity		0	5
community and to devocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			0	out of 8
		d			12
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
				+0	+2



CASPER, WYOMING 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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



COUNTY

STATE

(12)



CITY



12 out of 12

AVAILABLE

hrc.org/mei

AVAILABLE

12

0 out of 18

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	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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	8 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION +





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

CASPER, WYOMING 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. 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 CITY AVAILABLE

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

LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI **SCORE**

VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts **SCORE**

BONUS Openly LGBT elected or appointed **BONUS** City tests limits of restrictive

TOTAL SCORE 30 + TOTAL BONUS 0 =

municipal leaders

state law

Final Score 30

CANNOT EXCEED 100

10 out of 18

0 out of 8



CATHEDRAL CITY, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	3 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	3 3	0 0	3 0	3 3
	Public Accommodations	3 3	00	30	3 3
	SCORE			18 0	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
	Domestic Partner Registry		0	12	12
	SCORE			12 °	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.

Υ	ployer	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	20	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	24 ou	t of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.

CATHEDRAL CITY, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	S		STATE	COUNTY	CITY	AVAILABL
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			5	5
	Enumerat	red Anti-Bullying Policies	3 3	3 3	00	3 3
	SCORE				11 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+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.	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			4 (10)	AVAILAB 8
	SCORE				14 0	ut of 18
\/ B	the L	GBT Community			CITY	AVAILABI
VI. Relationship with		•				
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			5	5
This category measures the city leadership's commitment to fully include the LGBT		ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy			5	(5) (3)
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadersh				5 1 6	\sim
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Efforts				5 1 6 +3	3
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Efforts SCORE BONUS	ip's Pro-Equality Legislative/Policy Openly LGBT elected or appointed				3



CEDAR RAPIDS, IOWA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (12) 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the power to create domestic partner registries. (0) Domestic Partner Registry

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	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 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



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.

CEDAR RAPIDS, IOWA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es es	STATE	COUNTY CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		4	4
city services and programs.	LGBT Liaison to City Executive		0	5
	Enumerated Anti-Bullying Policies	3 3	00 33	3 3
	SCORE		10 d	out of 15
	BONUS NDO enforcement by Commission/Executive		+0	+3
	BONUS City provides services to/supp LGBT youth	ports	+0	+2
	BONUS City provides services to/supp	oorts	+0	+2
	BONUS City provides services to/supp LGBT elderly	oorts	+0	+2
	BONUS City provides services to/supp people living with HIV/AIDS	ports	+0	+2
V. Law Enforcement			СІТҮ	AVAILABLE
Fair enforcement of the law includes esponsible reporting of hate crimes and	LGBT Police Liaison or Task Force		0	8
engaging with the LGBT community in a choughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		10	10
	SCORE		10 d	out of 18
VI. Relationship with	the LGRT Commun	nitv	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 Eq	,	0	(5)
community and to advocate for run equality.	Leadership's Pro-Equality Legislative/Po Efforts	licy	0	3
	SCORE		0	out of 8
	BONUS Openly LGBT elected or appoint municipal leaders	nted	+0	+3
	BONUS City tests limits of restrictive state law		+0	+2
	TOTAL SCORE 68 + TOTAL BONUS	i 0 =	Final Sco	oro 60

CANNOT EXCEED 100

12 out of 12



CHAMPAIGN, ILLINOIS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		12	0	12
	SCORE			12 or	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.

ipioyei	0	ATAILABLE
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	20	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	15 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.

CHAMPAIGN, ILLINOIS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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			4	4
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			10 °	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supp LGBT youth	oorts		+0	+2
	BONUS City provides services to/supp	orts		+0	+2
	BONUS City provides services to/supp LGBT elderly	orts		+0	+2
	BONUS City provides services to/supp people living with HIV/AIDS	orts		+0	+2
V. Law Enforcement Fair enforcement of the law includes	LGBT Police Liaison or Task Force			СІТУ	AVAILABI
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			(10)	(8)
	SCORE				ut of 18
	SOURE			10 0	ut or 18
VI. Relationship with	the LGBT Commun	nity		CITY	AVAILABL
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equ	uality		5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Pol Efforts	icy		0	3
	SCORE			5	out of 8
	BONUS Openly LGBT elected or appoir municipal leaders	nted		+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 70 + TOTAL BONUS	in =	Fina	l Sco	ro 7 (



CHANDLER, ARIZONA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE

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

Employment	(
Housing	(
Public Accommodations	(

SCORE 0 out of
SCORE 0 out of

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.

ognition	SIAIE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			(12)
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	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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 οι	ıt 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.

CHANDLER, ARIZONA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 12** 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.

LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics 10 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.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed

TOTAL SCORE 65 + TOTAL BONUS 7 =

municipal leaders **BONUS** City tests limits of restrictive state law

Final Score 72

CITY

AVAILABLE

AVAILABLE



CHARLESTON, SOUTH CAROLINA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **12** out of 18 **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.

* 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.

N	arriage Equa	ality, Civ	il Unions
0	Domestic F	Partners	hips

Domestic Partner Registry







AVAILABLE

12

AVAILABLE

hrc.org/mei

12 out of 12

STATE

(12)

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
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 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION —



PTS FOR GENDER IDENTITY



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

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

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org

CHARLESTON, SOUTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

COUNTY

IV. Municipal Services

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

Human Rights Commission	(
LGBT Liaison to City Executive	(

Enumerat	ed Anti-Bullying Policies	00	3 3	00	3 3
SCORE				6 ou	t 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.

•		
	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.

Leadership's Public Position on LGBT Equality
Leadership's Pro-Equality Legislative/Policy Efforts
SCORE

BONUS	Openly LGBT elected or appointed municipal leaders	+3	I
BONUS	City tests limits of restrictive state law	+0	ļ

Final Score 60 **TOTAL SCORE 55 + TOTAL BONUS 5 =**

CANNOT EXCEED 100

2 out of 8

CITY

hrc.org/mei



CHARLESTON, WEST VIRGINIA 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	00	3 3	(3 3)
areas of employment, housing, and public accommodations.	Public Accommodations	00	0 0	3 3	3 3
	SCORE			18 •	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Ognition Marriage Equality, Civil Unions, or Domestic Partnerships	STATE 12	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive	Marriage Equality, Civil Unions,		COUNTY	СІТУ	
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)
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)

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.

TIPI O Y O I	
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.

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.

CHARLESTON, WEST VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	Rights Commission			4	4
	LGBT Lia	aison to City Executive			(o)	5
	Enumera	ted Anti-Bullying Policies	3 3	0 0	3 3	3 3
	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	·			+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.	LGBT Po	lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	AVAILAB 8
	SCORE				10 o	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILAB
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			+3	+3
	BONUS	City tests limits of restrictive state law			+2	+2
	TOTAL S	SCORE 70 + TOTAL BONUS 8 =		Fina	l Sco	re 7 8

CANNOT EXCEED 100



CHARLOTTE, NORTH CAROLINA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 ou	ıt of 12

III. Municipality as Em

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	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits		4
Legal Dependent Benefits	(2)	$\frac{1}{2}$
Equivalent Family Leave	\bigcirc	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 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.

CHARLOTTE, NORTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	C		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city		Rights Commission	JIAIL	COUNTY	<u> </u>	AVAILABLE
to ensure LGBT constituents are included in city services and programs.					4	4
		ison to City Executive			(0)	(5)
	Enumera	ted Anti-Bullying Policies	3 3	00	3 3	3 3
	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 Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Po	lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	AVAILABLE 8
	SCORE				10 o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality			5	(5)
commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			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 =

CANNOT EXCEED 100

Final Score 63



CHATTANOOGA, TENNESSEE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

11.	Relationshi	p Recogn	ition	ST

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

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

11010 / 01	
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	\bigcirc \bigcirc \bigcirc \bigcirc
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	+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.

CHATTANOOGA, TENNESSEE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	,3					
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			(0)	5
	Enumera	ted Anti-Bullying Policies	00	00	00	3 3
	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			+0	+2
V. Law Enforcement		people living with HIV/AIDS			СІТУ	AVAILAB
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics				AVAILAB 8
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Po Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with	LGBT Po Reported to the FB SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			© 10 0	
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with	LGBT Po Reported to the FB SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			© 10 0	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE the L Leadersh	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics I GBT Community ip's Public Position on LGBT Equality			0 10 10 city 5	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE Leadersh Leadersh Efforts SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics I GBT Community ip's Public Position on LGBT Equality			0 10 10 city 5	8 10 ut of 18 AVAILAB

TOTAL SCORE 18 + TOTAL BONUS 5 =

CANNOT EXCEED 100

Final Score 23



CHESAPEAKE, VIRGINIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 or	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.

r	ipioyer	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 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.

CHESAPEAKE, VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	.S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city	Human Rights Commission				
to ensure LGBT constituents are included in city services and programs.	LGBT Liaison to City Executive			0	(4)
	Enumerated Anti-Bullying Policies	0 0	00	00	3 3
	SCORE			0 0	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	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+2	+2
	TOTAL SCORE 35 + TOTAL BONUS 2 =		Fina	l Sco	re 37



CHEYENNE, WYOMING 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship 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





COUNTY

STATE

(12)







AVAILABLE

hrc.org/mei

AVAILABLE

12

III. Municipality as Employer

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

Non-Discrimination in City Employment	00	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	00	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	+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.

CHEYENNE, WYOMING 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

CITY

COUNTY

IV. Municipal Services

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

Human Rights Commission	(
LGBT Liaison to City Executive	(

Enumerated Anti-Bullying Policies

SCORE			0 ou
BONUS	NDO enforcement by Commission/Executive		+0
BONUS	City provides services to/supports LGBT youth		+0
BONUS	City provides services to/supports LGBT homeless		+0

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

	CITY	AVAILABL
LGBT Police Liaison or Task Force	(0)	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10 0	ut of 19

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

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.

	Leadership's Public Position on LGBT Equality
	Leadership's Pro-Equality Legislative/Policy Efforts
SCORE SCORE	
	BONUS Openly LGBT elected or appointed

BONUS	Openly LGBT elected or appointed municipal leaders	+0
BONUS	City tests limits of restrictive state law	+0

Final Score 32 **TOTAL SCORE 30 + TOTAL BONUS 2 =**

CANNOT EXCEED 100

0 out of 8

CITY

AVAILABLE

hrc.org/mei



CHICAGO, ILLINOIS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE



AVAILABLE

AVAILABLE

CITY

10

18 out of 18

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

II. Relationship Reco	panition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive	Marriage Equality, Civil Unions,				
domestic partnerships are matters of state policy; cities and counties have only the	or Domestic Partnerships	(12)			(12)
power to create domestic partner registries.	Domestic Partner Registry		12	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.

4	1010 / 01		
	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	+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.

CHICAGO, ILLINOIS 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Municipal Service	es		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Ri	ghts Commission			4	4
city services and programs.	LGBT Liaison to City Executive	son to City Executive			5	5
nis section assesses the efforts of the city ensure LGBT constituents are included in	Enumerate	ed Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE				15 o	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			+0	+2
	BONUS	City provides services to/supports			+2	+2

LGBT elderly

BONUS City provides services to/supports people living with HIV/AIDS

\ /	l	
V.	law	Enforcement

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

LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI

VI. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts SCORE

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

hrc.org/mei

hrc.org/mei



CHULA VISTA, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Recognition			COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 o	ut of 12

III. Municipality as Employer

II Palationship Recognition

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.

npioyer	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 or	ut 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.

CHULA VISTA, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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	3 3	00	00	3 3
	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			10	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Community	У		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
	TOTAL SCORE 59 + TOTAL BONUS 2 =		Fina	l Sco	re 61



CINCINNATI, OHIO 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD 2014 MUNICIPAL EQUALITY INDEX SCORECARD



CITY

COUNTY

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

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

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	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 οι	ıt 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.

IV. Municipal Services

CINCINNATI, OHIO 2/2

AVAILABLE

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

Human Rights Commission	(
LGBT Liaison to City Executive	

rograms.	LGBT Liai	son to City Executive			5	5
	Enumerate	ed Anti-Bullying Policies	00	00	30	3 3
	SCORE				12 ou	t 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.

LGBT Police Liaison or Task Force
Reported 2012 Hate Crimes Statistics to the FBI

CITY

CITY

AVAILABLE

AVAILABLE

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.

SCORE
Leadership's Pro-Equality Legislative/Policy Efforts
Leadership's Public Position on LGBT Equality

		Out or a
BONUS	Openly LGBT elected or appointed municipal leaders	+3 +3
BONUS	City tests limits of restrictive	

TOTAL SCORE 92 + TOTAL BONUS 9 =

BONUS City tests limits state law

Final Score 100



CLARKSVILLE, TENNESEE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILAB
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
	Domestic Partner Registry		0	0	12
	SCORE			0 0	ut of 12

III. Municipality as Employer

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

Y	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	(o o	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	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	0 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.

CLARKSVILLE, TENNESSEE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			4	4
	LGBT Lia	ison to City Executive				5
	Enumerat	red Anti-Bullying Policies	00	00	00	3 3
	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	•			+0	+2
V. Law Enforcement					CITY	AVAILABI
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice 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			CITY	AVAILABI
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 =		Fina	l Sco	ro 1 /

CANNOT EXCEED 100



CLEVELAND, OHIO 1/2

CLEVELAND, OHIO 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD** 2014 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS CAMPAIGN

COUNTY

CITY

AVAILABLE

AVAILABLE

AVAILABLE

CITY

I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	0 0	00	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	00	00	3 3	3 3
	Public Accommodations	00	00	3 3	3 3
	SCORE			18 _o	ut of 18

	SCORE			18 o	out of 18	
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE	
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry	0	(0)	(12)	(12) (12)	
	SCORE			12 or	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.

ipioyei		
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 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.

IV. Municipal Services

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

Human Rights Commission LGBT Liaison to City Executive Enumerated Anti-Bullving Policies

Litamerati	ed Anti Bunying Folicies	0 0	00	00	(3
SCORE				4 out	of
BONUS	NDO enforcement by Commission/Executive			+0	(
BONUS	City provides services to/supports LGBT youth			+0	-
BONUS	City provides services to/supports LGBT homeless			+0	(
BONUS	City provides services to/supports LGBT elderly			+0	(

BONUS City provides services to/supports people living with HIV/AIDS

BONUS Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

V. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 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.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts SCORE

Final Score 79 **TOTAL SCORE 74 + TOTAL BONUS 5 =**

CANNOT EXCEED 100

hrc.org/mei

AVAILABLE

hrc.org/mei



COLLEGE PARK, MARYLAND 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	3 0	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	3 3	3 0	00	3 3
	Public Accommodations	33	30	00	3 3
	SCORE			18 o	ut of 18
II. Relationship Rec	cognition	STATE	COUNTY	CITY	AVAILABLE

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

	N 4		100		_	
III.	Mur	nicipa	alit∨	as	Emp	lover

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.

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

policy; cities and counties have only the power to create domestic partner registries.

nployer	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	2 2	2 2
City Contractor Equal Benefits Ordinance	3	3
SCORE	20 or	ut 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.

COLLEGE PARK, MARYLAND 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es		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
	Enumerat	ted Anti-Bullying Policies	3 3	00	3 3	3 3
	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 Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Pol	lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	8
	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			(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			+3	+3
		municipal leaders				
		municipal leaders City tests limits of restrictive state law			+0	+2



COLORADO SPRINGS, COLORADO 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	(12)			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 o	ut of 12

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.

mployer	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 ou	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.

COLORADO SPRINGS, COLORADO 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	<u>5 </u>		STATE	COUNTY		
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			(0)	5
	Enumerat	ed Anti-Bullying Policies	3 3	00	00	3 3
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a schoughtful and respectful way.		ice Liaison or Task Force 2012 Hate Crimes Statistics			0 (10)	AVAILAB 8
	SCORE				10 0	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	Leadershi	ip's Public Position on LGBT Equality			0	5
community and to advocate for full equality		ip's Pro-Equality Legislative/Policy			0	(3)
community and to advocate for full equality.	Efforts					$\overline{}$
community and to advocate for full equality.	SCORE				0	out of 8
community and to advocate for full equality.	SCORE	Openly LGBT elected or appointed municipal leaders			0	out of 8
community and to advocate for full equality.	SCORE					out of 8 +3 +2



COLUMBIA, MISSOURI 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

	SCORE			18 out of 1		
II. Relationship Reco	anition	STATE	COUNTY	CITY	AVAILABLE	
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12	
policy; cities and counties have only the power to create domestic partner registries.	Domestic Partner Registry		0	12	12	
	SCORE			12 or	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.

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.

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.

COLUMBIA, MISSOURI 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 4 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 CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 66 + TOTAL BONUS 4 =

CANNOT EXCEED 100

Final Score 70



COLUMBIA, SOUTH CAROLINA 1/2

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations **12** out of 18 **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.

* 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.

Ma	rriage Equality, Civil	Unions
or	Domestic Partnershi	ps

Domestic Partner Registry



0

COUNTY



12 out of 12

AVAILABLE

12

AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
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 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

COLUMBIA, SOUTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE Human Rights Commission This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 5** 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 CITY AVAILABLE

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

LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI

SCORE 18 out of 18

VI. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts

7 out of 8

AVAILABLE

BONUS Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 72 + TOTAL BONUS 2 =

Final Score 74

CANNOT EXCEED 100

hrc.org/mei



COLUMBUS, GEORGIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

II. Relationship Rec

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

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

Non-Discrimination in City Employment	00	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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 ou	it 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.

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.

COLUMBUS, GEORGIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Municipal Services

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

Human Rights Commission			(
LGBT Liaison to City Executive			
Enumerated Anti-Bullying Policies	0 0	0 0	(6



CITY

CITY

COUNTY

SCORE 4 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



AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 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.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts **SCORE**

TOTAL SCORE 18 + TOTAL BONUS 3 =

BONUS Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

Final Score 2

CANNOT EXCEED 100

hrc.org/mei

hrc.org/mei



COLUMBUS, OHIO 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	0 0	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	00	00	3 3	3 3
public accommodations.	Public Accommodations	00	00	3 3	3 3
	SCORE			18 _o	ut of 18

	SCORE			18 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
perior to disease admission parametric regionists.	Domestic Partner Registry SCORE		(0)	12 o	(12) 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.

1010 / 01		
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	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.

COLUMBUS, OHIO 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S					
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
	Enumerat	ted Anti-Bullying Policies	00	00	33	3 3
	SCORE				15 °	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			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+2	+2
V. Law Enforcement	BONUS	City provides services to/supports people living with HIV/AIDS			CITY	+2
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics				
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			(4) (10)	AVAILAB 8
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Pol Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			(4) (10)	AVAILAB 8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			(4) (10)	AVAILAB 8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with This category measures the city leadership's	LGBT Pol Reported to the FB SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			(4) (10) 14 o	AVAILAB 8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with	LGBT Poles Reported to the FB SCORE the L Leadersh	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			(4) (10) 14 o	AVAILAB 8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Pole Reported to the FB SCORE the L Leadersh	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics I GBT Community ip's Public Position on LGBT Equality			(10) 14 o	AVAILAB 8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Pole Reported to the FB SCORE The L Leadersh Leadersh Efforts SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics I GBT Community ip's Public Position on LGBT Equality			(10) 14 o	aVAILAB 8 10 ut of 18 AVAILAB

TOTAL SCORE 93 + TOTAL BONUS 14 =

CANNOT EXCEED 100

Final Score 100



CONCORD, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(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.

npioyer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	(5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	8 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — 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.

CONCORD, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es es	STATE	COUNTY	CITY	AVAILABL
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	3 3	00	00	3 3
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				CITY	AVAILAB
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 °	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILAB
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
	TOTAL SCORE 58 + TOTAL BONUS 4 =		Ε.	l Sco	0/

CANNOT EXCEED 100

12 out of 12



CONCORD, NEW HAMPSHIRE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 0	0 0	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	30	00	0 0	3 3
public accommodations.	Public Accommodations	30	00	00	3 3
	SCORE			9 o	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(12)

III. Municipality as En

I Non Disprinction 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.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits		4
Legal Dependent Benefits	$\overline{2}$	$\overline{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — 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.

CONCORD, NEW HAMPSHIRE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. 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 CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 50 + TOTAL BONUS 2 =

CANNOT EXCEED 100

Final Score 52

12 out of 12



CORONA, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco

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

ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE			12 o	ut of 12

III. Municipality as En

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.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	4
Legal Dependent Benefits	(2)	$\overline{2}$
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	17 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.

CORONA, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. 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 CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE 10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 63 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 6



CORPUS CHRISTI, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

SCORE			0 0	0 out of 18	
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
	Domestic Partner Registry		0	0	12
	SCORE			0 or	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.

ipicy ci	
Non-Discrimination in City Employment	0 0 (5 5
Domestic Partner Health Benefits	0 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	\bigcirc \bigcirc \bigcirc \bigcirc \bigcirc
Equivalent Family Leave	\bigcirc \bigcirc \bigcirc \bigcirc \bigcirc
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 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.

CORPUS CHRISTI, TEXAS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



D/ 14 1 1 1 0 1						154
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 Commissio	n			4	4
city services and programs.	LGBT Liaison to City Exec	cutive			(o)	(5)
	Enumerated Anti-Bullying	Policies	00	00	00	3 3
	SCORE				4 ou	ıt of 15
	BONUS NDO enforcem Commission/E				+0	+3
	BONUS City provides so LGBT youth	ervices to/supports			+0	+2
	BONUS City provides so LGBT homeles				+0	+2
	BONUS City provides so LGBT elderly	ervices to/supports			+0	+2
	BONUS City provides so people living w				+2	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Ta	sk Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crim to the FBI	nes Statistics			10	10
	SCORE				10 ou	ıt of 18
VI. Relationship with	the LGBT C	ommunity			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position	on on LGBT Equality			0	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Efforts	Legislative/Policy			0	3
	SCORE				0 0	out of 8
	BONUS Openly LGBT e municipal leade	lected or appointed			+0	+3
	BONUS City tests limits state law	of restrictive			+0	+2
				— ·	<u>C</u>	4.0

TOTAL SCORE 14 + TOTAL BONUS 2 =

CANNOT EXCEED 100

Final Score 16



CRANSTON, RHODE ISLAND 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry	12	(o)		12
	Domostic Farther Regiony				()
	SCORE			12 or	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.

1	npioyer	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	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	13 ou	it 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.

CRANSTON, RHODE ISLAND 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. 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 CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. 10 to the FBI SCORE **10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 59 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 59