

## **EAST HONOLULU, HAWAII**

(RATED HONOLULU) 1/2

### **2014 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

I. Non-Discrimination	n Laws	STATE	COUNTY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	33	00	3 3
public accommodations.	Public Accommodations	33	00	3 3
	SCORE			<b>18</b> out of 18

II. Relationship Reco	ognition	STATE	COUNTY	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	0	12
	SCORE			<b>12</b> out of 12

## III. Municipality as Employer

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

11616761		
Non-Discrimination in City Employment	(5 <b>0</b>	(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		<b>13</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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## **EAST HONLULU, HAWAII**

(RATED HONOLULU) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



<u>IV. Municipal Service</u>	es es	STATE	COUNTY	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	3 3
	SCORE			<b>6</b> out of 15
	BONUS NDO enforcement by Commission/Executive		+0	+3
	<b>BONUS</b> City provides services to/supports LGBT youth		+0	+2
	BONUS City provides services to/supports LGBT homeless		+0	+2
	<b>BONUS</b> 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			COUNTY	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 houghtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		0	10
	SCORE			<b>0</b> out of 18
VI. Relationship with	the LGBT Community	,	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality		4	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3
	SCORE			<b>5</b> out of 8
	BONUS Openly LGBT elected or appointed municipal leaders		+0	+3
	BONUS City tests limits of restrictive state law		+0	+2

**CANNOT EXCEED 100** 

AVAILABLE



## EAST LANSING, MICHIGAN 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 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	0			12
Domestic Partner Registry		0	12	12
SCORE			<b>12</b> 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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	(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	2 2	2 2
City Contractor Equal Benefits Ordinance	3	3
SCORE	<b>25</b> 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.

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### EAST LANSING, MICHIGAN 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	Human R	ights Commission			<b>4</b>	4
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumerat	red Anti-Bullying Policies	00	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	•			+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			8 10	8
	SCORE				18 0	ut of 18
VI. Relationship with		•			CITY	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.		ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy			(5) (3)	5       3
	SCORE				8	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City tests limits of restrictive state law			+2	+2

**CANNOT EXCEED 100** 



## **ELDORADO AT SANTA FE, NEW MEXICO**

(RATED SANTA FE COUNTY) 1/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

AVAILABLE

I. Non-Discrimination	on Laws	STATE	COUNTY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	33	3 3	3 3
public accommodations.	Public Accommodations	33	00	3 3
	SCORE			<b>18</b> out of 18

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

## III. Municipality as Employer

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

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		<b>18</b> out of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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## **ELDORADO AT SANTA FE, NEW MEXICO**

(RATED SANTA FE COUNTY) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es	STATE	COUNTY	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	30	00	3 3
	SCORE			<b>3</b> out of 15
	BONUS NDO enforcement by Commission/Executive		+0	+3
	<b>BONUS</b> 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			COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		0	10
	SCORE			<b>0</b> out of 18
VI. Relationship with	the LGBT Communit	ty	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	y	<b>2</b>	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts		0	3
	SCORE			<b>2</b> out of 8
	BONUS Openly LGBT elected or appointed municipal leaders		+0	+3
	<b>BONUS</b> City tests limits of restrictive state law		+0	+2
	TOTAL SCORE 53 + TOTAL BONUS 2 =	=	Final	Score <b>55</b>



### **ELIZABETH, NEW JERSEY 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	(12)	(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	00	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	$\overline{2}$	$\overline{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	10	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	9 0	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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### **ELIZABETH, NEW JERSEY 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** 10 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement 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** 0 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

**TOTAL SCORE 59 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 



## **ELK GROVE, 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 STATE COUNTY CITY AVAILABLE

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

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.

Υ	nployer	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	$\overline{2}$	(2)
	Equivalent Family Leave	$\overline{2}$	(2)
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	<b>26</b> ou	ıt of 29
	<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2

(12)

(0)

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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## ELK GROVE, CALIFORNIA 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			(o)	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			+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  Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.		lice Liaison or Task Force  2012 Hate Crimes Statistics			0 (10)	8
	SCORE					ut of 18
	COUNT				10 0	ut OI 16
VI. Relationship with	the L	GBT Community			CITY	AVAILAB
This category measures the city leadership's	Leadersh	ip's Public Position on LGBT Equality			0	5
commitment to fully include the LGBT 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



# EL PASO, TEXAS 1/2

**6** out of 18

CITY

AVAILABLE

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** 

<u>II.</u>	Relationship	Recognition

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

ognition	STATE	COUNTY	CITY	AVAILABL
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.

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	<b>18</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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### EL PASO, TEXAS 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**

RIGHTS

### IV. Municipal Service

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

es	S		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			4	4
	LGBT Lia	ison to City Executive				5
	Enumerat	ed Anti-Bullying Policies	00	00	00	3 3
	SCORE				<b>4</b> 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
t					CITY	AVAILABLE
	_				_	_

### V. Law Enforcemen

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** 

**7** out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

**TOTAL SCORE 45 + TOTAL BONUS 7 =** 

Final Score 52

CITY

AVAILABLE



## **ENTERPRISE, NEVADA**

(RATED CLARK COUNTY) 1/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

I. Non-Discrimination	on Laws	STATE	COUNTY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	33	00	3 3
public accommodations.	Public Accommodations	33	00	3 3
	SCORE			<b>18</b> out of 18

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

## III. Municipality as Employer

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

11616761		
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		<b>22</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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## **ENTERPRISE, NEVADA**

(RATED CLARK COUNTY) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	eS	STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		4	4
city services and programs.	LGBT Liaison to City Executive		(0)	5
	Enumerated Anti-Bullying Policies	00	33	3 3
	SCORE			<b>10</b> out of 15
	BONUS NDO enforcement by Commission/Executive		+0	+3
	<b>BONUS</b> City provides services to/su LGBT youth	pports	+0	+2
	BONUS City provides services to/su LGBT homeless	pports	+0	+2
	<b>BONUS</b> City provides services to/su LGBT elderly	pports	+0	+2
	BONUS City provides services to/su people living with HIV/AIDS		+2	+2
V. Law Enforcement			COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		10	10
	SCORE			<b>18</b> out of 18
VI. Relationship with	the LGBT Commu	<u>unity</u>	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT I	Equality	(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/F Efforts	Policy	1	3
	SCORE			<b>6</b> out of 8
	<b>BONUS</b> Openly LGBT elected or app municipal leaders	ointed	+0	+3
	BONUS City tests limits of restrictive state law		+2	+2
	TOTAL SCORE 86 + TOTAL BONU	JS 6 =	Final	Score <b>92</b>

**CANNOT EXCEED 100** 

AVAILABLE



# **ERIE, PENNSYLVANIA 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

**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

II. Relationship Recognition		STATE
Marriage, civil unions, and comprehensive	Marriage Equality Civil Unions	

**SCORE** 

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

STATE	COUNTY	CITY	AVAILABLE
12			12
	0	0	12
		<b>12</b> o	ut of 12
			0 0

## 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)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	8 0	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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### ERIE, PENNSYLVANIA 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 3** 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

LGBT elderly

**BONUS** City provides services to/supports

**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 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** 

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

Final Score 5 **TOTAL SCORE 57 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

CITY

AVAILABLE

AVAILABLE

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### **ESCONDIDO, CALIFORNIA 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 orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment  Housing  Public Accommodations	3 3 3 3		00	3333333
SCORE				<b>18</b> °	ut of 18
II. Relationship Recognition		STATE	COUNTY	СІТҮ	AVAILABLE

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

THE INTERPOLICE AS ETTIPICATED	III.	Municipality	as l	Empl	over
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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.

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)	$\overline{2}$
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>13</b> o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+1	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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### **ESCONDIDO, 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 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 Final Score 60

**TOTAL SCORE 59 + TOTAL BONUS 1 =** 



# **ESSEX, VERMONT 1/2**

#### 2014 MUNICIPAL EQUALITY INDEX SCORECARD

**12** out of 12

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 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.

1910 9 01	
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	<b>13</b> out 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.

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# **ESSEX, VERMONT 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. 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** 



# **EUGENE, OREGON 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	AVAILAB
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		12	12	12
SCORE			<b>12</b> or	ut 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	4
Legal Dependent Benefits	$\overline{2}$	$\frac{1}{2}$
Equivalent Family Leave	$\overline{2}$	$\frac{\bigcirc}{2}$
City Contractor Non-Discrimination Ordinance	20	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>24</b> 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.

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# **EUGENE, OREGON 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** 10 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement 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 8** 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 Final Score 83

**TOTAL SCORE 78 + TOTAL BONUS 5 =** 

**CANNOT EXCEED 100** 

AVAILABLE



### **EVANSTON, ILLINOIS**

(SELF-SUBMIT) 1/2

**12** out of 12

AVAILABLE

**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 3	00	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 3	3 3	3 3
	Public Accommodations	3 3	3 3	3 3	3 3
	SCORE			<b>18</b> <sub>o</sub>	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		12	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.

npioyei		
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	<b>22</b> 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

SCORE



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

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## **EVANSTON, ILLINOIS**

(SELF-SUBMIT) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



T1: 1: 1: 1: 1: 1: 1: 1: 1: 1: 1: 1: 1: 1	es					
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			4	<b>4</b>
	LGBT Lia	ison to City Executive			5	5
	Enumerat	ted Anti-Bullying Policies	3 3	00	00	3 3
	SCORE				<b>15</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+2	+2
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.		lice Liaison or Task Force 2012 Hate Crimes Statistics			8	8
					( 10 )	(10)
	SCORE					ut of 18
VI. Relationship with		.GBT Community				ut of 18
VI. Relationship with  This category measures the city leadership's commitment to fully include the LGBT	the L	GBT Community ip's Public Position on LGBT Equality			18 0	
This category measures the city leadership's commitment to fully include the LGBT	the L	•			18 o	available
This category measures the city leadership's	the L	ip's Public Position on LGBT Equality			18 o	ut of 18
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Leadersh Efforts	ip's Public Position on LGBT Equality			18 o	AVAILABLE 5
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Leadersh Efforts SCORE BONUS	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy  Openly LGBT elected or appointed			18 o	AVAILABLE 5



### **EVANSVILLE, INDIANA 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 **15** out of 18 **SCORE**

## 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			<b>12</b> 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.

r	iployer	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	<b>22</b> 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.

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### **EVANSVILLE, INDIANA 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 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** 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 56 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100**