

# FAIRBANKS, ALASKA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

CITY

00

00

00

CITY

0

CITY

**12** out of 12

AVAILABLE

33

33

33

AVAILABLE

12

(12)

AVAILABLE

**0** out of 18

# FAIRBANKS, ALASKA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	es	STATE	COUNTY CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission		(4)	4
	LGBT Liaison to City Executive		$\bigcirc$	5
	Enumerated Anti-Bullying Policies	00		33
	SCORE		4	out of 15
	BONUS NDO enforcement by Commission/Executive		+0	+3
	BONUS City provides services to/supports LGBT youth		+0	+2
	BONUS City provides services to/supports LGBT homeless		+0	+2
	BONUS City provides services to/supports LGBT elderly		+0	+2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS		+0	+2
V. Law Enforcement			СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		$\bigcirc$	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		() ()	10
	SCORE		0	out of 18
VI Polationship with	the LGBT Communit	-) /	CITY	
		·	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	У	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

## V.

## VI.

TOTAL SCORE 24 + TOTAL BONUS 0 =

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

SCORE

## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

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

STATE

(12)

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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

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

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



### Final Score 24



# FAIRFAX COUNTY, VIRGINIA 1/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

0

+0

+2

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

### I. Non-Discrimination Laws STATE COUNTY AVAILABLE This category evaluates whether Employment 00 00 (3 3 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 33 SCORE **0** out of 18 II. Relationship Recognition STATE COUNTY 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 12 **12** out of 12 SCORE

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

**BONUS** Grossing Up of Employee Benefits

**BONUS** Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

SCORE

PTS FOR GENDER IDENTITY

## FAIRFAX COUNTY, VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	S		STATE	COUNTY	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		0	5
	Enumerat	ted Anti-Bullying Policies	00	33	33
	SCORE				<b>10</b> out of 15
	BONUS	NDO enforcement by Commission/Executive		+3	+3
	BONUS	City provides services to/supports LGBT youth		+0	+2
	BONUS	City provides services to/supports LGBT homeless		+0	+2
	BONUS	City provides services to/supports LGBT elderly		+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS		+2	+2
V. Law Enforcement				COUNTY	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 Pol	ice Liaison or Task Force		8	8
	Reported to the FB	2012 Hate Crimes Statistics I			
	SCORE				<b>18</b> out of 18

### V.

## VI. Relationship with the LGB

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

### Leadership's Public

Leadership's Pro-Ec Efforts

## SCORE

BONUS	Openly L municipa
BONUS	City tests state law

TOTAL SCORE

PTS FOR SEXUAL ORIENTATION

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

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

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

AVAILABLE

(5 5

4

2

2

22

3

**8** out of 29





T Community	COUNTY	AVAILABLE
ic Position on LGBT Equality	3	5
Equality Legislative/Policy	•	3
		<b>3</b> out of 8
LGBT elected or appointed al leaders	+0	+3
ts limits of restrictive w	+2	+2
51 + TOTAL BONUS 9 =	Final S	core 60



# FARGO, NORTH DAKOTA 1/2

STATE

STATE

(0)

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

( 0 )

CITY

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

**0** out of 12

**0** out of 18

## FARGO, NORTH DAKOTA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	(4)
city services and programs.	LGBT Liaison to City Executive			$\bigcirc$	5
	Enumerated Anti-Bullying Policies	00	00	30	33
	SCORE			<b>7</b> 。	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
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			(8)	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>18</b> o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			2	3
	SCORE			7	out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+2	+2
			<u> </u>		

### V.

## VI

TOTAL SCORE 37 + TOTAL BONUS 4 =

I. Non-Discriminatio	n Laws
This category evaluates whether discrimination on the basis of sexual	Employment

orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

00 Housing 00 Public Accommodations 00 SCORE

## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) $(4)$
Legal Dependent Benefits	(0) $(2)$
Equivalent Family Leave	$ \bigcirc $ $ 2 $
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>5</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

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

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

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



### Final Score 41



## **FAYETTEVILLE, ARKANSAS** 1/2

STATE

(0)

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

(0)

CITY

AVAILABLE

33

33

33

AVAILABLE

12

(12)

AVAILABLE

**0** out of 12

**0** out of 18

## **FAYETTEVILLE, ARKANSAS 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			0	(4)
	LGBT Liaison to City Executive			$\underbrace{\bigcirc}{0}$	5
	Enumerated Anti-Bullying Policies	33	00	33	33
	SCORE			<b>6</b> 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
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			(4)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI				10
	SCORE			<b>14</b> o	ut of 18
VI. Relationship with	the LGBT Communit	у		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+0	+2
					40

### V.

## V

TOTAL SCORE 39 + TOTAL BONUS 3 =

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

SCORE

## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>11</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

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

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

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





### Final Score 42



# **FAYETTEVILLE, NORTH CAROLINA** 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

00

0

+0

AVAILABLE

55

4

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

22

3

8 out of 29

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

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

**BONUS** Grossing Up of Employee Benefits

**BONUS** Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

## FAYETTEVILLE, NORTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	(4)
city services and programs.	LGBT Liaison to City Executive			$\bigcirc$	5
	Enumerated Anti-Bullying Policies	33	00	00	33
	SCORE			<b>10</b> 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
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> 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			(1)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			1	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
				Car	

### V.

## VI

TOTAL SCORE 41 + TOTAL BONUS 0 =

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.

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating





### Final Score **41**



## FERNDALE, MICHIGAN 1/2

STATE

STATE

(0)

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

CITY

33

33

33

CITY

(0)

CITY

**18** out of 18

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

**0** out of 12

## FERNDALE, MICHIGAN 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	(4)
city services and programs.	LGBT Lia	ison to City Executive			$\bigcirc$	5
	Enumerat	ted Anti-Bullying Policies	00	00	30	33
	SCORE				<b>3</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				<b>10</b> o	ut of 18
VI. Relationship with	the L	<u>GBT Community</u>			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			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 S	CORE 54 + TOTAL BONUS 3 =		Final	Sco	re <b>57</b>

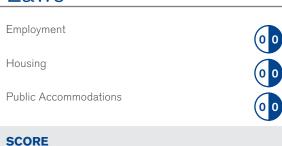
### V.

## VI.

BONUS	Openl munic
BONUS	City te state l

Ι.	Non-Discrimination	Laws

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



## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) $(4)$
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	$ \bigcirc $ $ \bigcirc $ $ \bigcirc $ $ \bigcirc $ $ 2 $
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>16</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

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.





# FONTANA, CALIFORNIA 1/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

AVAILABLE

33

33

33

AVAILABLE

CITY

## FONTANA, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Lia	ison to City Executive			$\bigcirc$	5
	Enumerat	ted Anti-Bullying Policies	33	00	33	33
	SCORE				<b>6</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT 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 I			10	10
	SCORE				<b>10</b> o	ut of 18
VI. Relationship with	the L	<u>GBT Community</u>			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			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			Final	See	ro <b>50</b>

### V.

## VI.

TOTAL SCORE 59 + TOTAL BONUS 0 =

I. Non-Discrimination Laws STATE COUNTY CITY This category evaluates whether Employment 33 00 00 discrimination on the basis of sexual orientation and gender identity is Housing 33 00 00 prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 33 00 00 **18** out of 18 SCORE 1111 1.1.1.1.1

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)	0	0	(12) (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.

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) $(4)$
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	
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

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

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

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





### Final Score **59**



# FORT COLLINS, COLORADO 1/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

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

## III. Municipality as Em

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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	50	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	$\bigcirc$	(4)
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>13</b> o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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

## FORT COLLINS, COLORADO 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

## IV.

IV. Municipal Service	es	STATE CO	DUNTY 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		
	Enumerated Anti-Bullying Policies	33	
	SCORE		<b>10</b> out of 15
	BONUS NDO enforcement by Commission/Executive		+0 +3
	BONUS City provides services to/supports LGBT youth		+0 +2
	<b>BONUS</b> City provides services to/supports LGBT homeless		+0 +2
	<b>BONUS</b> City provides services to/supports LGBT elderly		+0 +2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS		+2 +2
V. Law Enforcement			CITY AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		
	SCORE		<b>10</b> out of 18
VI. Relationship with	the LGBT Communit	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		<b>o 3</b>
	SCORE		<b>0</b> out of 8
	BONUS Openly LGBT elected or appointed municipal leaders		+0 +3
	BONUS City tests limits of restrictive state law		+0 +2
			Final Score CE

### V.

## VI.

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.





TOTAL SCORE 63 + TOTAL BONUS 2 =

### Final Score 65



# FORT LAUDERDALE, FLORIDA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws			COUNTY	СІТҮ	AVAILABLE		
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment	00	33	00	33		
	Housing	00	33	00	33		
	Public Accommodations	00	33	00	3 3		
	SCORE	-		<b>18</b> 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		
	Domestic Partner Registry		12	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.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	50	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	(4)
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{\circ}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>9</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.

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.

## FORT LAUDERDALE, FLORIDA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	4
city services and programs.	LGBT Liaison to City Executive			$\bigcirc$	5
	Enumerated Anti-Bullying Policies	00	33		33
	SCORE			<b>10</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			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			$\bigcirc$	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI				
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			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
			<b>—</b> •		70

## <u>V</u>.

### VI

TOTAL SCORE 66 + TOTAL BONUS 10 =





### Final Score 76



# FORT SMITH, ARKANSAS 1/2

STATE

STATE

(0)

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

( 0 )

CITY

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

**0** out of 12

**0** out of 18

## FORT SMITH, ARKANSAS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

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

### V.

## VI.

TOTAL SCORE 16 + TOTAL BONUS 0 =

I. Non-Discriminatio	n Laws	
This category evaluates whether	Employment	

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

00 Housing 00 Public Accommodations 00 SCORE

## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0 (5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	(0) $(2)$
Equivalent Family Leave	
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>0</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

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

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

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



**CANNOT EXCEED 100** 

Final Score 16



## FORT WAYNE, INDIANA 1/2

STATE

STATE

(12)

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

CITY

30

00

30

CITY

0

CITY

**12** out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

6 out of 18

## FORT WAYNE, INDIANA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	(4)
city services and programs.	LGBT Liaison to City Executive			$\bigcirc$	5
	Enumerated Anti-Bullying Policies	00	00	30	33
	SCORE			<b>7</b> 。	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
	<b>BONUS</b> City provides services to/supports LGBT elderly			+0	+2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> o	ut of 18
VI Relationship with	the LGBT Communit	V		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equality				
commitment to fully include the LGBT community and to advocate for full equality.				(2)	5
	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			2	out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders			+0	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2
				Car	

### V.

## VI

TOTAL SCORE 52 + TOTAL BONUS 0 =

Ι.	Non-Discrimination Laws

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

Employment 00 Housing 00 Public Accommodations 00 SCORE

## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) $(4)$
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	20 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>15</b> out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

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

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

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





### Final Score 52



# FORT WORTH, TEXAS 1/2

STATE

STATE

(0)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

33

33

33

CITY

( 0 )

CITY

18 out of 18

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

**0** out of 12

# FORT WORTH, TEXAS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	00	00	0	33
	SCORE			<b>9</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
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			(8)	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>18</b> o	ut of 18
VI. Relationship with	the LGBT Community	y		CITY	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			2	3
	SCORE			6	out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+2	+2
			-		0.0

### V.

## VI

TOTAL SCORE 71 + TOTAL BONUS 12 =

Ι.	Non-Discrimination Laws

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

Employment 00 Housing 00 Public Accommodations 00 SCORE

## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) $(4)$
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	$ \bigcirc $ $ \bigcirc $ $ \bigcirc $ $ \bigcirc $ $ 2 $
City Contractor Non-Discrimination Ordinance	22 22
City Contractor Equal Benefits Ordinance	<b>0 3</b>
SCORE	<b>20</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.

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

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



### Final Score 83



# FRANKFORT, KENTUCKY 1/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

AVAILABLE

33

33

33

AVAILABLE

CITY

## FRANKFORT, KENTUCKY 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive			$\bigcirc$	5
	Enumerated Anti-Bullying Policies	00	00	00	33
	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
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI				10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community	/		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			7	out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders			+0	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2
					10

### V.

## VI.

TOTAL SCORE 39 + TOTAL BONUS 3 =

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

## III. Municipality as Employer

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

Non-Discrimination in City Employment	00 (55
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	(0) $(2)$
Equivalent Family Leave	
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>0</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

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

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

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





### Final Score 42



# FREDERICK, MARYLAND 1/2

STATE

STATE

(12)

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

0

CITY

18 out of 18

**12** out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

## FREDERICK, MARYLAND 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

## IV.

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	lights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Lia	ison to City Executive			$\bigcirc$	5
	Enumera	ted Anti-Bullying Policies	33	00	33	33
	SCORE				<b>6</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			$\bigcirc$	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I			10	10
	SCORE				<b>10</b> o	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality			$\bigcirc$	
commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			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
				Final	Sco	ro 61

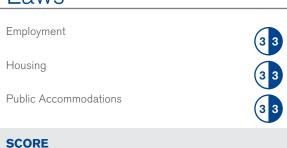
### V.

## VI.

TOTAL SCORE 59 + TOTAL BONUS 2 =

	Ι.	Non-Discrimination	Laws
--	----	--------------------	------

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



## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	(4) $(4)$
Transgender-Inclusive Healthcare Benefits	(0) $(4)$
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<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

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

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

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



Final Score 61 **CANNOT EXCEED 100** 



# FREMONT, CALIFORNIA 1/2

STATE

STATE

(12)

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

CITY

00

00

10

CITY

0

CITY

18 out of 18

**12** out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

## FREMONT, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			(4)	$\left(\begin{array}{c} 4 \end{array}\right)$
city services and programs.	LGBT Liaison to City Executive				5
	Enumerated Anti-Bullying Policies	33	00	33	33
	SCORE			<b>10</b> o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+2	+2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			(4)	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI				10
	SCORE			<b>14</b> o	ut of 18
VI. Relationship with	the LGBT Communit	У		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	/		(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+0	+2

### V.

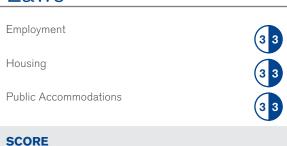
## VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 75 + TOTAL BONUS 9 =

Ι.	Non-Discrimination Laws

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



## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) $(4)$
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>19</b> out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

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

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

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





### Final Score 84



# FRESNO, CALIFORNIA 1/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

STATE

(12)

CITY

00

00

00

CITY

0

CITY

18 out of 18

**12** out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

## FRESNO, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			(4)	(4)
	LGBT Lia	ison to City Executive			$\bigcirc$	5
	Enumera	ed Anti-Bullying Policies	33	00	33	33
	SCORE				<b>10</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
V. Law Enforcement					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I			10	10
	SCORE			<b>10</b> out of 18		
VI. Relationship with the LGBT Community available					AVAILABLE	
•		-			CITY	
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	CORE 64 + TOTAL BONUS 3 =		Final	Sco	re <b>67</b>

### V.

## VI.

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

SCORE

II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) $(4)$
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>14</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

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.





# **FULLERTON, CALIFORNIA** 1/2

STATE

STATE

(12)

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

0

CITY

18 out of 18

**12** out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

### **FULLERTON, CALIFORNIA 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

## IV.

IV. Municipal Service	S	STATE COUNTY	CITY AVAILABLE	
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		0 4	
city services and programs.	LGBT Liaison to City Executive			
	Enumerated Anti-Bullying Policies	33 00		
	SCORE		<b>6</b> out of 15	
	BONUS NDO enforcement by Commission/Executive		+0 +3	
	BONUS City provides services to/supports LGBT youth		+0 +2	
	BONUS City provides services to/supports LGBT homeless		+0 +2	
	BONUS City provides services to/supports LGBT elderly		+0 +2	
	<b>BONUS</b> 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 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		<b>10</b> out of 18	
VI. Relationship with the LGBT Community AVAILABLE				
•		y	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 Equality		0 5	
	Leadership's Pro-Equality Legislative/Policy Efforts		0 3	
	SCORE		<b>0</b> out of 8	
	BONUS Openly LGBT elected or appointed municipal leaders		+0 +3	
	BONUS City tests limits of restrictive state law		+0 +2	
		Ele-	ol Cooro EO	

### V.

## VI

TOTAL SCORE 58 + TOTAL BONUS 0 =

١.	Non-Discrimination Laws	

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

Employment 33 Housing 33 Public Accommodations 33 SCORE

## II. Relationship Recognition

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

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

SCORE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0 (5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(4) $(4)$
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>12</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

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

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

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



### Final Score **58**