

GAITHERSBURG, MARYLAND 1/2

(12)

0

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 Recognition STATE COUNTY CITY AVAILABLE

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

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.

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits		4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	10	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	19 οι	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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

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GAITHERSBURG, MARYLAND 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Com	nmission			4	4
city services and programs.	LGBT Liaison to Ci	ty Executive			0	5
	Enumerated Anti-B	ullying Policies	3 3	3 3	00	3 3
	SCORE				10 o	ut of 15
	BONUS NDO en Commis	forcement by sion/Executive			+3	+3
	BONUS City pro	vides services to/supports			+0	+2
		vides services to/supports			+0	+2
	BONUS City prov LGBT el	vides services to/supports			+0	+2
	BONUS City prov	vides services to/supports ving with HIV/AIDS			+0	+2
V. Law Enforcement					СІТҮ	AVAILABL
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaiso	n or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Ha to the FBI	te Crimes Statistics			0	10
	SCORE				0 0	ut of 18
VI. Relationship with	the LGB	Community Community			CITY	AVAILABL
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-E Efforts	quality Legislative/Policy			0	3
	SCORE				2	out of 8
	BONUS Openly L municipa	GBT elected or appointed I leaders			+0	+3
	BONUS City tests state law	s limits of restrictive			+0	+2
	TOTAL SCORE 6	1 + TOTAL BONUS 3 =		Final	Sco	ra 6 /

CANNOT EXCEED 100

12



GARDEN GROVE, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

12 out of 12

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	00	3 3 3 3 3 3
	SCORE			18 o	ut of 18

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	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

III. Municipality as Emp

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 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	2
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 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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GARDEN GROVE, 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			0	5
	Enumerated Anti-Bullying Policies	3 3	00	00	3 3
	SCORE			6 or	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 o	ut of 18
\// D	II LODTO II				
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 59 + TOTAL BONUS 0 =		Fina	l Sco	re 59

CANNOT EXCEED 100



GARLAND, TEXAS 1/2

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 **0** out of 18

II.	Relationshi	o Recog	nition

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

ognitic	on	STATE	COUNTY	CITY	AVAILABLE
	Equality, Civil Unions, stic 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	00	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 ou	ıt 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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GARLAND, TEXAS 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			0
Enumerated Anti-Bullying Policies	00	00	00

		UU	UU	UU	(
SCORE				0 ou	t of
BONUS	NDO enforcement by Commission/Executive			+0	
BONUS	City provides services to/supports LGBT youth			+0	
BONUS	City provides services to/supports LGBT homeless			+0	
BONUS	City provides services to/supports LGBT elderly			+0	
BONUS	City provides services to/supports people living with HIV/AIDS			+0	

	CITY	AVAILABL
LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI	0	8
SCORE	10 ou	ıt 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.

V. Law Enforcement

Fair enforcement of the law includes

thoughtful and respectful way.

responsible reporting of hate crimes and

engaging with the LGBT community in a

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

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

TOTAL SCORE 10 + TOTAL BONUS 0 =

Final Score 10

CANNOT EXCEED 100

0 out of 8

AVAILABLE



GILBERT, ARIZONA 1/2

CITY

AVAILABLE

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 1 out of 18

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

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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GILBERT, ARIZONA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city	Human Rights Commission				
to ensure LGBT constituents are included in city services and programs.	LGBT Liaison to City Executive			(4)	(4)
	Enumerated Anti-Bullying Policies	0 0	00	00	3 3
	SCORE				ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	(10)
	SCORE			18 o	ut of 18
VI Polationship with	the LGBT Community			CITY	AVAILABLE
					AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 43 + TOTAL BONUS 0 =		Final	Sco	re 43

CANNOT EXCEED 100



GILLETTE, WYOMING 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

0

GILLETTE, WYOMING 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**



I. Non-Discrimination Laws

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

Lavvo
Employment
Housing
Public Accommodations

00	00	00	
0 0	00	00	
_	_	_	

Public Accommodations	
1 I I' A	

3	
3	

3 3
3 3

AVAILABLE

SCORE

SCORE

0 out of 18

II. Relationship Recognition

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

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



STATE

STATE



CITY

CITY





AVAILABLE

AVAILABLE

12 out of 12

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION \leftarrow



PTS FOR GENDER IDENTITY



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IV. Municipal Services		IV.	Munici	pal S	Services
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This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

Human Rights Commission	
LGBT Liaison to City Executive	



COUNTY



CITY



AVAILABLE

SCORE		3	out c
BONUS	NDO enforcement by Commission/Executive	+0	
BONUS	City provides services to/supports		



BONUS City provides services to/supports

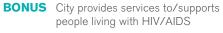
Enumerated Anti-Bullying Policies

LGBT youth

LGBT elderly

SCOR









CITY

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

AVAILABLE

AVAILABLE

VI. Relationship with the LGBT Community

SCORE

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

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

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

TOTAL SCORE 33 + TOTAL BONUS 0 =

state law

Final Score 33

CANNOT EXCEED 100

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GLENDALE, ARIZONA 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

2014 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

AVAILABLE

CITY

COUNTY

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

STATE	COUNTY
00	00
00	00
0 0	00

00	00	3 3
00	00	3 3
00	00	3 3

CITY

AVAILABLE

SCORE		0 ou	ıt of

II. Relationship Recognition

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

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

III. Municipality as 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	00	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	$\overline{2}$	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	8 ou	ıt 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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GLENDALE, ARIZONA 2/2

IV. Municipal Services

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

Human Rights Commission	(
LGBT Liaison to City Executive	

Enumerate	ed Anti-Bullying Policies	00	00	00	(3
SCORE				0 ou	t of
BONUS	NDO enforcement by Commission/Executive			+0	
BONUS	City provides services to/supports LGBT youth			+2	
BONUS	City provides services to/supports LGBT homeless			+0	
BONUS	City provides services to/supports LGBT elderly			+0	

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	4	(
	Reported 2012 Hate Crimes Statistics to the FBI	10	
	SCORE	14 out	t of

VI. Relationship with the LGBT Community

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

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

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

TOTAL SCORE 34 + TOTAL BONUS 2 =

BONUS City provides services to/supports

people living with HIV/AIDS

Final Score 36

CITY

CANNOT EXCEED 100



GLENDALE, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	2
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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GLENDALE, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 6 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE 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 2 =

CANNOT EXCEED 100

Final Score 6

12 out of 12



GRAND FORKS, NORTH DAKOTA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

<u>II. </u>	Relationshi	p 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.

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

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	10 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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GRAND FORKS, NORTH DAKOTA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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TOTAL SCORE 28 + TOTAL BONUS 2 =

CANNOT EXCEED 100

Final Score 30



GRAND ISLAND, NEBRASKA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

0

0

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

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.

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

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



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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GRAND ISLAND, NEBRASKA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission 0 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 **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 Final Score

TOTAL SCORE 8 + TOTAL BONUS 0 =

CANNOT EXCEED 100

12



GRAND PRAIRIE, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

	SCORE			ut of 18	
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
ower 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	5 0 (5 5
Domestic Partner Health Benefits	0 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	0 2
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	5 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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GRAND PRAIRIE, TEXAS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



D/ M						164	
IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE	
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	4	
city services and programs.	LGBT Lia	ison to City Executive			0	5	
	Enumerat	ed Anti-Bullying Policies	00	00	3 3	3 3	
	SCORE				6 o	ut of 15	
	BONUS	NDO enforcement by Commission/Executive			+0	+3	
	BONUS	City provides services to/supports LGBT youth			+0	+2	
	BONUS	City provides services to/supports LGBT homeless			+0	+2	
	BONUS	City provides services to/supports LGBT elderly			+0	+2	
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2	
V. Law Enforcement					CITY	AVAILABLE	
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT 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			0	10	
	SCORE				0 out of 18		
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE	
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			0	(5)	
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3	
	SCORE				0	out of 8	
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3	
	BONUS	City tests limits of restrictive state law			+0	+2	

TOTAL SCORE 11 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 11

AVAILABLE



GRAND RAPIDS, MICHIGAN 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

0

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 Recognition STATE COUNTY CITY AVAILABLE

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

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.

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 5	(5 5)
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	(0)	(2)
City Contractor Non-Discrimination Ordinance	0 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	12 °	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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GRAND RAPIDS, MICHIGAN 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			4	(4)
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	00	00	00	3 3
	SCORE			4 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			СІТУ	AVAILABLE 8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Communit	.y		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	у		(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
	TOTAL SCORE 51 + TOTAL BONUS 8 =	=	Fina	I Scc	re 59

CANNOT EXCEED 100

12



GREAT FALLS, MONTANA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

	SCORE			0 out of 18		
II. Relationship Rec	STATE	COUNTY	CITY	AVAILABLE		
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry	0	0	0	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	(0 0	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	(o)	$\overline{2}$
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

SCORE



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

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GREAT FALLS, MONTANA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 0 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **0** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law Final Score

TOTAL SCORE 0 + TOTAL BONUS 2 =

CANNOT EXCEED 100



GREEN BAY, WISCONSIN 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 **9** 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		12	0	12
	SCORE			12 o	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 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits		4
Legal Dependent Benefits	$\overline{2}$	$\frac{1}{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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GREEN BAY, WISCONSIN 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



D/ M						164		
IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE		
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	4		
city services and programs.	LGBT Lia	ison to City Executive			0	5		
	Enumerat	ed Anti-Bullying Policies	00	00	3 3	3 3		
	SCORE				6 o	ut of 15		
	BONUS	NDO enforcement by Commission/Executive			+0	+3		
	BONUS	City provides services to/supports LGBT youth			+0	+2		
	BONUS	City provides services to/supports LGBT homeless			+0	+2		
	BONUS	City provides services to/supports LGBT elderly			+0	+2		
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2		
V. Law Enforcement					CITY	AVAILABLE		
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice Liaison or Task Force			0	(8)		
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10		
	SCORE				10 out of 18			
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE		
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(3)	(5)		
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			1	3		
	SCORE				4	out of 8		
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3		
	BONUS	City tests limits of restrictive state law			+0	+2		

TOTAL SCORE 54 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 54



GREENSBORO, NORTH CAROLINA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as 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.

mployer	CITY AVAILABLE
Non-Discrimination in City Employment	5 0 5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	13 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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GREENSBORO, NORTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	es					
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			(o)	5
	Enumerat	red Anti-Bullying Policies	3 3	3 3	00	3 3
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports			+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			0 10	AVAILAB 8
	SCORE				10 o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT		GBI Community ip's Public Position on LGBT Equality			CITY 2	AVAILAB 5
This category measures the city leadership's commitment to fully include the LGBT	Leadersh				2	
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Leadersh	ip's Public Position on LGBT Equality			2	5
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Leadersh Efforts	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy			2	3
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Efforts SCORE BONUS	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy Openly LGBT elected or appointed			2	5

CANNOT EXCEED 100

hrc.org/mei



GRESHAM, OREGON 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

GRESHAM, OREGON 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

COUNTY

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

				.0	ut or 10
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		12	0	12
	SCORE			12 or	ut of 12

III. Municipality as Employer

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

η	ployer	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	$\overline{2}$	(2)
	Equivalent Family Leave	$\overline{2}$	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	8 ou	ıt of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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IV.	Munici	pal	Services

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

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

			(3 3	00	00
S	CORE				6 out o
В	ONUS	NDO enforcement by Commission/Executive			+0
В	ONUS	City provides services to/supports LGBT youth			+0
В	ONUS	City provides services to/supports LGBT homeless			+0

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 **0** out of 18

VI. Relationship with the LGBT Community

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

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

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

TOTAL SCORE 44 + TOTAL BONUS 0 =

BONUS City provides services to/supports

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

LGBT elderly

Final Score 44

CANNOT EXCEED 100

0 out of 8

hrc.org/mei



GUERNEVILLE, CALIFORNIA

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

COUNTY

18 out of 18

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY 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 Reco	gnition	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			12 out of 12

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.

11010 / 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	$\overline{2}$	(2)
Equivalent Family Leave	$\overbrace{2}$	(2)
City Contractor Non-Discrimination Ordinance	(10	2 2
City Contractor Equal Benefits Ordinance	•	3
SCORE		14 out of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION -



+ PTS FOR GENDER IDENTITY



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GUERNEVILLE, CALIFORNIA

(RATED SONOMA COUNTY) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S	STATE	COUNTY	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		(0)	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3
	SCORE			6 out of 15
	BONUS NDO enforcement by Commission/Executive		+0	+3
	BONUS City provides services to/suppo	rts	+0	+2
	BONUS City provides services to/suppor	ts	+0	+2
	BONUS City provides services to/suppor	ts	+0	+2
	BONUS City provides services to/support people living with HIV/AIDS	ts	+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		8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		10	10
	SCORE			18 out of 18
VI. Relationship with	the LGBT Commun	ity	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equa	ality	(2)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Polic Efforts	у	2	3
	SCORE			4 out of 8
	BONUS Openly LGBT elected or appoint municipal leaders	ed	+0	+3
	BONUS City tests limits of restrictive state law		+0	+2
	TOTAL SCORE 72 + TOTAL BONUS 2) -	Einal	Score 74

CANNOT EXCEED 100



GULFPORT, MISSISSIPPI 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

(o)

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

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

III.	Municipality as	Emp	lover

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

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

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



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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GULFPORT, MISSISSIPPI 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 0 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE Fair enforcement of the law includes 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. 10 to the FBI **SCORE 10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 10 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 10

12