

HAMPTON, VIRGINIA 1/2

STATE

00

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

0

CITY

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

0 out of 18

HAMPTON, VIRGINIA 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	ights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	00	00	33
	SCORE				0 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports 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			\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				10 o	ut of 18
VI. Relationship with	the L	_GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(2)	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				2	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
		SCOPE 32 + TOTAL BONUS 0 =		Final	Sco	ro 3 9

V.

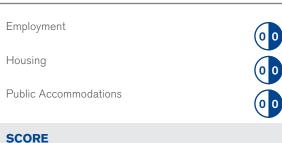
VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 32 + 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.



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	
Domestic Partner Health Benefits	
	$\begin{pmatrix} 4 \\ \hline \end{pmatrix}$ $\begin{pmatrix} 4 \\ \hline \end{pmatrix}$
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	
	\bigcirc
SCORE	8 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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

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

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Final Score **32**



HARRISBURG, PENNSYLVANIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

55

22

0

+0

22 out of 29

AVAILABLE

55

4

4 2 2

22

3

+2

I. Non-Discrimination	Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	33	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	00	33	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	00	00	33	3 3
	SCORE			18 •	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	(12)			(12)
	Domestic Partner Registry		0	12	12
	SCORE			12 o	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

HARRISBURG, PENNSYLVANIA 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			0	(4)
city services and programs.	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated Anti-Bullying Policies	30	00	0	33
	SCORE			3 or	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to LGBT youth	/supports		+0	+2
	BONUS City provides services to LGBT homeless	/supports		+0	+2
	BONUS City provides services to LGBT elderly	/supports		+0	+2
	BONUS City provides services to people living with HIV/A			+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 Statis to the FBI	tics			
	SCORE			10 or	ut of 18
VI. Relationship with	the LGBT Comn	nunity		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGI	•		\bigcirc	
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislativ Efforts	re/Policy		0	3
	SCORE			2	out of 8
	BONUS Openly LGBT elected or municipal leaders	appointed		+3	+3
	BONUS City tests limits of restric state law	tive		+0	+2
	TOTAL SCORE 67 + TOTAL BO	NUS 3 =	Final	Sco	ro 70

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VI

CCC	DE.
366	JRE

TOTAL SCORE 67 + TOTAL BONUS 3 =

PTS FOR SEXUAL ORIENTATION -- PTS FOR GENDER IDENTITY +

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

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

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SCORE

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Final Score 70



HARTFORD, CONNECTICUT 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

0

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

(12)

CITY

12 out of 12

(12)

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 33 33 33 00 discrimination on the basis of sexual orientation and gender identity is Housing 33 00 33 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 policy; cities and counties have only the power to create domestic partner registries. or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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.

прюуег	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	(4)
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	22 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

HARTFORD, CONNECTICUT 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE C	OUNTY 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		5	5
	Enumerated Anti-Bullying Policies	33		33
	SCORE		15 d	out of 15
	BONUS NDO enforcement by Commission/Executive		+0	+3
	BONUS City provides services to/supports LGBT youth	5	+0	+2
	BONUS City provides services to/supports LGBT homeless	5	+0	+2
	BONUS City provides services to/supports LGBT elderly	5	+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS	5	+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		0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10
	SCORE		10 c	out of 18
VI. Relationship with	the LGBT Communi	ty	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equali	ty	(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	Ł	+3	+3
	BONUS City tests limits of restrictive state law		+0	+2
				00

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VI

SCORE	
BONUS	Ор

TOTAL SCORE 85 + TOTAL BONUS 7 =

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Final Score 92



HATTIESBURG, MISSISSIPPI 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

00

(0)

+0

AVAILABLE

55

4

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

22

3

0 out of 29

I. Non-Discrimination	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	00	00	00	33
	Housing	00	00	00	33
	Public Accommodations	00	00	00	3 3
	SCORE			0 0	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		0	0	12
	SCORE			0 0	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

HATTIESBURG, MISSISSIPPI 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 Ri	ghts Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liai	son to City Executive				5
	Enumerate	ed Anti-Bullying Policies	00	00	•	33
	SCORE				0 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports 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 Poli	ce Liaison or Task Force			\bigcirc	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported : to the FBI	2012 Hate Crimes Statistics			0	10
	SCORE				0 o	ut of 18
VI. Relationship with	the L	GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		p's Public Position on LGBT Equality			(5)	5
commitment to fully include the LGBT community and to advocate for full equality.	Leadershi Efforts	p's Pro-Equality Legislative/Policy				3
	SCORE				6	out of 8
		Openly LGBT elected or appointed municipal leaders			+0	+3
		City tests limits of restrictive state law			+0	+2

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VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 6 + TOTAL BONUS 0 =

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

- PTS FOR GENDER IDENTITY

SCORE

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

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Final Score 6



HAYWARD, CALIFORNIA 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

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

HAYWARD, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV . . 1.1

IV. Municipal Service	S	STATE COUN	TY CITY AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		0 (4)
city services and programs.	LGBT Liaison to City Executive		0 5
	Enumerated Anti-Bullying Policies	33 00	33 33
	SCORE		6 out of 15
	BONUS NDO enforcement by Commission/Executive		+0 +3
	BONUS City provides services to/supp LGBT youth	orts	+0 +2
	BONUS City provides services to/supp LGBT homeless	orts	+0 +2
	BONUS City provides services to/supp LGBT elderly	orts	+0 +2
	BONUS City provides services to/supp people living with HIV/AIDS	orts	+0 +2
V. Law Enforcement			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 out of 18
VI. Relationship with	the LGBT Commun	nity	CITY AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equ	uality	2 5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Poli Efforts	icy	0 3
	SCORE		2 out of 8
	BONUS Openly LGBT elected or appoir municipal leaders	nted	+0 +3

V.

VI

TOTAL SCORE 58 + 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.

Laws	
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	(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	10 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.

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HELENA, MONTANA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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00

00

COUNTY

0

CITY

33

33

32

CITY

(0)

CITY

17 out of 18

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

0 out of 12

STATE

00

STATE

(0)

HELENA, MONTANA 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			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	00	00	30	33
	SCORE			3 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 Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Community	/		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
SCORE				7	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
			<u> </u>		

V

V

TOTAL SCORE 53 + TOTAL BONUS 0 =

I. Non-Discrimination	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.

Employment 00 Housing 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	(0) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	16 out 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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Final Score 53



HENDERSON, NEVADA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

0

0

CITY

12 out of 12

(12)

AVAILABLE

HENDERSON, NEVADA 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 Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	33	00	33
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					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	10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	SCORE 67 + TOTAL BONUS 0 =		Final	Sco	re 67

V.

VI.

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.

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.

прюуст	0.111	ATAILADEL
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	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	17 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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

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

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HIALEAH, FLORIDA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

30

30

30

COUNTY

(12)

CITY

00

00

00

CITY

0

CITY

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

9 out of 18

STATE

STATE

(0)

HIALEAH, 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 Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	33	00	33
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					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				10 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	$\begin{pmatrix} 5 \\ 3 \end{pmatrix}$
	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	See	ro 10

V.

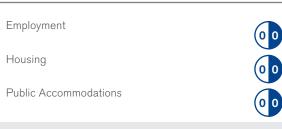
VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 46 + TOTAL BONUS 3 =

I. Non-Discrimination	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.



II. Relationship Recognition

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

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

SCORE

SCORE

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
Transgender-Inclusive Healthcare Benefits	0	(4)
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	$\underbrace{\bigcirc}$	(2)
City Contractor Non-Discrimination Ordinance	00	22
City Contractor Equal Benefits Ordinance	0	3
SCORE	5 out	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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

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

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

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Final Score 49



HILO, HAWAII (RATED HAWAII COUNTY) 1/2

12 out of 12

AVAILABLE

55

4

4

2

2

22

3

20 out of 29

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

55

+0

+2

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

I. Non-Discrimination	n Laws	STATE	COUNTY	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	33	00	33
	Housing	33	00	33
	Public Accommodations	33		33
	SCORE			18 out of 18
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

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

SCORE

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

HILO, HAWAII

(RATED HAWAII COUNTY) 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		0	(4)
city services and programs.	LGBT Lia	ison to City Executive		0	5
	Enumera	ted Anti-Bullying Policies	33	00	33
	SCORE				6 out of 15
	BONUS	NDO enforcement by Commission/Executive		+0	+3
	BONUS	City provides services to/supports LGBT youth		+0	+2
	BONUS	City provides services to/supports LGBT homeless		+0	+2
	BONUS	City provides services to/supports LGBT elderly		+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS		+0	+2
V. Law Enforcement				COUNTY	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		0	
	SCORE				0 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 test state law

TOTAL SCORE

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY _

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T Community	COUNTY	AVAILABLE
c Position on LGBT Equality	5	5
Equality Legislative/Policy	•	3
		5 out of 8
LGBT elected or appointed al leaders	+0	+3
ts limits of restrictive w	+0	+2
61 + TOTAL BONUS 2 =	Final S	core 63



HOLLYWOOD, FLORIDA 1/2

STATE

00

00

00

STATE

(0)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

33

33

33

COUNTY

(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

HOLLYWOOD, FLORIDA 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		0	5
	Enumerated Anti-Bullying Policies	00	33 00	33
	SCORE		10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive		+3	+3
	BONUS City provides services to/supports LGBT youth		+0	+2
	BONUS City provides services to/supports LGBT homeless		+0	+2
	BONUS City provides services to/supports LGBT elderly		+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS		+0	+2
V. Law Enforcement			CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10
	SCORE		10 o	ut of 18
VI. Relationship with	the LGBT Communit	ty.	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	у	(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts		() ()	3
	SCORE		2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders		+0	+3
	BONUS City tests limits of restrictive state law		+0	+2
			Einel See	ro 61

V.

VI.

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 58 + TOTAL BONUS 3 =

I. Non-Discrimination	on Laws	
This category evaluates whether discrimination on the basis of sexual	Employment	
orientation and gender identity is	Housing	

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.

prohibited by the city, county, or state in

areas of employment, housing, and

public accommodations.

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	00	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	(4)
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	6 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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

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

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Final Score **61**



HONOLULU, HAWAII 1/2

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

STATE

STATE

(12)

HONOLULU, HAWAII 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			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	33	00	0	33
	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			+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			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			0	10
	SCORE			0 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			(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts				3
	SCORE			5	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
					_

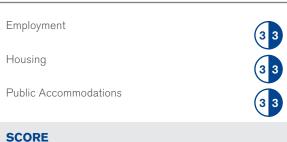
V.

VI

TOTAL SCORE 54 + 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	5 0	55
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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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

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Final Score 56



HOUSTON, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

0 out of 12

CITY

AVAILABLE

STATE

HOUSTON, 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			\bigcirc	(4)
city services and programs.	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated Anti-Bullying Policies	00	00	33	33
	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			+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			(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI				10
	SCORE			18 o	ut of 18
VI. Relationship with	the LGBT Communit	ty		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	у		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			+2	+2
			1		

V.

VI

TOTAL SCORE 47 + TOTAL BONUS 7 =

I. Non-Discrimination Laws This category evaluates whether Employment 00 00 00 (3 3 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 00 prohibited by the city, county, or state in 33 areas of employment, housing, and public accommodations. Public Accommodations 00 01 00 33 SCORE 1 out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (0) 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) Domestic Partner Registry 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.

ipioyoi	
Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(0) (2)
Equivalent Family Leave	(0) (2)
City Contractor Non-Discrimination Ordinance	2 2 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	14 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION ____ PTS FOR GENDER IDENTITY

SCORE

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

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Final Score 54



HUNTINGTON, WEST VIRGINIA 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	00	00	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	00	00	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	00	00	00	3 3
	SCORE			0 0	ut of 18
II. Relationship Recog	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	(12)			(12)
	Domestic Partner Registry		0	0	12
	SCORE			12 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	50	5 5
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	13 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.

HUNTINGTON, WEST VIRGINIA 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	ed Anti-Bullying Policies	33	00	33	33
	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					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice 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	
	SCORE				10 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			(2)	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			•	3
	SCORE				2	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 / 3

V.

VI

TOTAL SCORE 43 + TOTAL BONUS 0 =

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Final Score **43**



HUNTINGTON BEACH, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

50

00

0

+0

13 out of 29

AVAILABLE

55

4

4

 $\bigcirc 2 \\ 2 \\ 2 \\ 2 \\ \end{pmatrix}$

22

3

+2

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

HUNTINGTON BEACH, 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 Rights Commission			(4)	(4)
	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated Anti-Bullying Policies	33	00	33	33
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/support	ts		+0	+2
	BONUS City provides services to/support	ts		+0	+2
	BONUS City provides services to/support	ts		+0	+2
	BONUS City provides services to/support people living with HIV/AIDS	ts		+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			14 o	ut of 18
VI. Relationship with	the LGBT Communi	ity		СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equal	lity		3	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts	,		•	3
	SCORE			3	out of 8
	BONUS Openly LGBT elected or appointe municipal leaders	d		+3	+3
	BONUS City tests limits of restrictive state law			+0	+2
		_	Final	See	ro 79

V.

VI

TOTAL SCORE 69 + TOTAL BONUS 3 =

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

- PTS FOR GENDER IDENTITY

SCORE

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

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HUNTSVILLE, ALABAMA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

00

00

CITY

AVAILABLE

(3 3

33

33

AVAILABLE

0 out of 18

HUNTSVILLE, ALABAMA 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			(4)	$\begin{pmatrix} 4 \end{pmatrix}$
	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated Anti-Bullying Policies	00	00	0	33
	SCORE			4 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS 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			0	10
	SCORE			0 o	ut of 18
VI. Relationship with	the LGBT Communit	ÿ		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equalit	/		\bigcirc	5
commitment to fully include the LGBT 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 4 + TOTAL BONUS 0 =

I. Non-Discrimination Laws STATE COUNTY This category evaluates whether Employment 00 00 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 SCORE

II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (0) 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) Domestic Partner Registry 12 SCORE **0** out of 12

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION -

- PTS FOR GENDER IDENTITY

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

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

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





Final Score 4