

IDAHO FALLS, IDAHO 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IDAHO FALLS, IDAHO 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	(3 3	(3 3)
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	00	3 3	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	00	00	00	3 3
	SCORE			12 °	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
	SCORE			12 o	ut of 12
III. Municipality as Er	nployer			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment			5 5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits			4	4

III. Municipality as En	nployer	CITY	AVAILABI
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	5 5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits	4	4
GBT employees equally.	Transgender-Inclusive Healthcare Benefits	0	4
	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	(2)	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	18 o	ut of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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

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IV/ Maradala al Camila a	_					
IV. Municipal Service	<u>S</u>		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commiss	ion			0	4
	LGBT Liaison to City Ex	ecutive			0	(5)
	Enumerated Anti-Bullyin	g Policies	00	00	00	3 3
	SCORE				0 0	ut of 15
	BONUS NDO enforce	-			+0	+3
	BONUS City provides LGBT youth	services to/supports			+0	+2
	BONUS City provides LGBT homele				+0	+2
	BONUS City provides LGBT elderly				+0	+2
	BONUS City provides people living	services to/supports 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
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.					()	(-)
thoughtful and respectful way.	Reported 2012 Hate Cr to the FBI	imes Statistics			10	10
thoughtful and respectful way.		imes Statistics				10 ut of 18
thoughtful and respectful way.	to the FBI	imes Statistics				
VI. Relationship with	to the FBI SCORE					
VI. Relationship with This category measures the city leadership's	to the FBI SCORE	Community			10 0	ut of 18
VI. Relationship with	score the LGBT (Community ition on LGBT Equality			10 0	ut of 18
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	to the FBI SCORE the LGBT (Leadership's Public Pos Leadership's Pro-Equality	Community ition on LGBT Equality			10 of CITY 5	ut of 18
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	to the FBI SCORE the LGBT (Leadership's Public Pos Leadership's Pro-Equality Efforts	Community ition on LGBT Equality ty Legislative/Policy elected or appointed			10 of CITY 5	AVAILABLE 5

TOTAL SCORE 60 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 60



INDEPENDENCE, MISSOURI 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 00 **SCORE 0** out of 18

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

II. Relationship Reco	ognition	STATE
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

	12
	(10)

AVAILABLE

AVAILABLE

COUNTY

CORE	0	out of 12
~ · · · ·	v	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	0 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	0 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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INDEPENDENCE, MISSOURI 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 4 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE 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 CITY 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 14 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 14



INDIANAPOLIS, INDIANA 1/2

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0)

CITY

AVAILABLE

12

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

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

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.

III. Municipality as Employer		CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Non-Discrimination in City Employment	5 5	5 5
	Domestic Partner Health Benefits	4	4
LGBT employees equally.	Transgender-Inclusive Healthcare Benefits	0	4
	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	2	(2)
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	22 o	ut of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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INDIANAPOLIS, INDIANA 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 ou	t of 15
	BONUS NDO enforcement by Commission/Executive		+3	+3
	BONUS City provides services to/supports LGBT youth	5	+0	+2
	BONUS City provides services to/supports LGBT homeless	6	+2	+2
	BONUS City provides services to/supports LGBT elderly	6	+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS	6	+2	+2
V. Law Enforcement			СІТУ	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		0	10
	SCORE		8 ou	t 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
	SCORE		6 o	ut of 8
	BONUS Openly LGBT elected or appointed municipal leaders	b	+3	+3
	BONUS City tests limits of restrictive state law		+0	+2
	TOTAL SCORE 70 + TOTAL BONUS 12	! =	Final Scor	re 82

CANNOT EXCEED 100



IOWA CITY, IOWA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	2 2 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	22 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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IOWA CITY, IOWA 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 city services and programs.	Human Rights Commission			4	4
	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			15 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	BONUS City provides services to/support LGBT youth	S		+2	+2
	BONUS City provides services to/support	TS .		+0	+2
	BONUS City provides services to/support LGBT elderly	TS .		+2	+2
	BONUS City provides services to/support people living with HIV/AIDS	TS .		+2	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Police Liaison or Task Force			CITY	AVAILABLE 8
thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			18 o	ut of 18
VI. Relationship with	the LGBT Communi	ty		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Public Position on LGBT Equal	ity		(3)	5
	Leadership's Pro-Equality Legislative/Policy Efforts			0	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

TOTAL SCORE 88 + TOTAL BONUS 14 =

CANNOT EXCEED 100

Final Score 100

AVAILABLE



IRVINE, CALIFORNIA 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

II. Relationship Reco	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 οι	ıt of 12

III. Municipality as Employer

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

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	$\overline{2}$	(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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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IRVINE, CALIFORNIA 2/2

RIGHTS CAMPAIGN

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			4	4
	LGBT Lia	ison to City Executive				5
	Enumerat	ed Anti-Bullying Policies	3 3	00	33	3 3
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+2	+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 FBI	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	Leadershi	ip's Public Position on LGBT Equality			0	(5)
community and to advocate for full equality.	Leadershi Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	CORE 63 + TOTAL BONUS 5 =		Final	Sco	re 68

CANNOT EXCEED 100



IRVING, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco

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

ognition	STATE	COUNTY	CITY	AVAILAB
Marriage Equality, Civil Unions, or Domestic Partnerships	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	(o o	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	(0)	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 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





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IRVING, 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 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

TOTAL SCORE 0 + TOTAL BONUS 0 =

BONUS City tests limits of restrictive state law

Final Score

CANNOT EXCEED 100

AVAILABLE

AVAILABLE

CITY