

KANSAS CITY, MISSOURI 1/2

STATE

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

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	000		33 33 33	3 3 3 3 3
	SCORE			18 o	ut of 18

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

III.	Municipality as Employer

II. Relationship Recognition

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

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

Υ	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	5 5	5 5
	Domestic Partner Health Benefits	4	4
	Transgender-Inclusive Healthcare Benefits	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 ou	t of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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

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KANSAS CITY, MISSOURI 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			4	<u>(4)</u>
city services and programs.	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	00	00	33	3 3
	SCORE			15 °	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			+2	+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	10
	SCORE			18 °	ut of 18
VI. Relationship with	the LGBT Communit	ty		CITY	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equalit			5	(5)
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS City tests limits of restrictive state law			+0	+2
				0	1.0.0

TOTAL SCORE 93 + TOTAL BONUS 12 =

CANNOT EXCEED 100



KANSAS CITY, KANSAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

11010101	
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 22
City Contractor Equal Benefits Ordinance	0 3
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





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KANSAS CITY, KANSAS 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 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**

AVAILABLE

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

BONUS City tests limits of restrictive state law

TOTAL SCORE 24 + TOTAL BONUS 0 =

municipal leaders

Final Score 24

CANNOT EXCEED 100

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KENOSHA, 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	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.

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 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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KENOSHA, WISCONSIN 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 55 + TOTAL BONUS 3 =

CANNOT EXCEED 100



KILLEEN, TEXAS 1/2

0 out of 12

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws COUNTY STATE 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

	SCORE			U	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	0			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(12)

III. Municipality as Employer

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

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	0 0	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 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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KILLEEN, 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 **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



KINGSTON, RHODE ISLAND

(RATED TOWN OF SOUTH KINGSTOWN) 1/2 2014 MUNICIPAL FOLIALITY INDEX SCORECARD

CITY

AVAILABLE

		2014 MUNICIPAL E	QUALITY I	NDEX S	CORECARD
I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is	Employment	33	00	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	33	00	00	3 3
	Public Accommodations	3 3	00	00	3 3
	SCORE			18 o	ut of 18
II. Relationship Rec	ognition	STATE	COUNTY	CITY	AVAILABLE

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

III.	Munici	pality as	Fmp	over
	IVIGILICI	panty as		I O y O I

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.

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	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
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



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KINGSTON, RHODE ISLAND (RATED TOWN OF SOUTH KINGSTOWN) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



V. Municipal Service	25					
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	3 3
	SCORE			6 out of 1		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
V. Law Enforcement	BONUS	City provides services to/supports people living with HIV/AIDS			+0 CITY	+2
V. Law Enforcement Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po	3 1			СІТУ	AVAILABLE 8
Fair enforcement of the law includes esponsible reporting of hate crimes and	LGBT Po	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			СІТУ	
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	AVAILABLE 8
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.	LGBT Po Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	AVAILABLI 8
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	AVAILABLE 8 10 10 out of 18
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10 10 •	AVAILABLE 8 10 10 out of 18
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with	LGBT Po Reported to the FB SCORE the L Leadersh	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10 10 city	AVAILABLE 8 10 10 out of 18
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE the L Leadersh	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics GBT Community ip's Public Position on LGBT Equality			0 10 10 city	AVAILABLE 8
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE Leadersh Leadersh Efforts SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics GBT Community ip's Public Position on LGBT Equality			0 10 10 city	AVAILABLI 8 10 out of 18 AVAILABLI

TOTAL SCORE 54 + TOTAL BONUS 0 =

CANNOT EXCEED 100



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

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	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 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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KNOXVILLE, TENNESSEE 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 city services and programs.	Human Rights Commission				0	4
	LGBT Liaison to City Executive				0	5
	Enumerat	ed Anti-Bullying Policies	00	00	00	3 3
	SCORE				0 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					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Pol	ice Liaison or Task Force			0	(8)
	Reported 2012 Hate Crimes Statistics to the FBI				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 community and to advocate for full equality.		p's Public Position on LGBT Equality				<u></u>
	Leadership's Pro-Equality Legislative/Policy Efforts				2	3
	SCORE				6	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 34 + TOTAL BONUS 2 =

CANNOT EXCEED 100

Final Score 36

0 out of 12