

## LAKEWOOD, COLORADO 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

<u>II.                                   </u>	Relati	onsh	ip	Reco	gnition

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			<b>12</b> 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	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	<b>18</b> 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.

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

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## LAKEWOOD, COLORADO 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. 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 64 + TOTAL BONUS 3 =** 

**CANNOT EXCEED 100** 

Final Score 6



## LAMBERTVILLE, NEW JERSEY 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws			COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	3 3	0 0	00	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	3 3	00	00	3 3
	SCORE		_	18 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	Marriage Equality, Civil Unions, or Domestic Partnerships	12			(12)
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			<b>12</b> °	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.

TIPI O Y O I	
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	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>18</b> out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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## **LAMBERTVILLE, NEW JERSEY 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S STAT	TE COUNTY CITY AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission	<b>(4) (4)</b>
city services and programs.	LGBT Liaison to City Executive	5 5
	Enumerated Anti-Bullying Policies	
	SCORE	15 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	+2 +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 Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI	8 8 10 10
	SCORE	18 out of 18
VI. Relationship with	the LGBT Community	<b>CITY</b> AVAILABI
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	5 5
	Leadership's Pro-Equality Legislative/Policy Efforts	(3) (3)
	SCORE	8 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3
	BONUS City tests limits of restrictive state law	+0 +2

**CANNOT EXCEED 100** 



## LANCASTER, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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	(3 3	0 0	0 0	3 3
	Housing	3 3	00	0 0	3 3
	Public Accommodations	3 3	00	00	3 3
	SCORE		_	<b>18</b> o	out of 18
II. Relationship Rec	STATE	COUNTY	CITY	AVAILABLE	
Marriage, civil unions, and comprehensive	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.

domestic partnerships are matters of state

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

i i pie y e i		
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	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>17</b> 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





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## LANCASTER, CALIFORNIA 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



IV. Municipal Service	es		STATE	COUNTY	CITY	AVAILABLI
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				5
	Enumerat	ed Anti-Bullying Policies	3 3	3 3	00	3 3
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+2	+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  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			8 10	AVAILABI  8  10
	SCORE				18 0	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABI
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

**CANNOT EXCEED 100** 



### LANSING, MICHIGAN 1/2 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			<b>18</b> o	ut 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 power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships  Domestic Partner Registry	0	0	0	12
	SCORE		_	0 0	ut of 12

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	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	<b>5</b> 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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### LANSING, 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		ights Commission			4	(4)
city services and programs.	LGBT Lia	ison to City Executive				5
	Enumera	ted Anti-Bullying Policies	00	3 3	00	3 3
	SCORE				<b>10</b> °	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 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 **18** 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

**TOTAL SCORE 56 + TOTAL BONUS 8 =** 

municipal leaders **BONUS** City tests limits of restrictive state law

AVAILABLE

AVAILABLE

CITY

Final Score 64 **CANNOT EXCEED 100** 



### **LARAMIE, WYOMING 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

CITY

AVAILABLE

### LARAMIE, WYOMING 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

CITY

CITY

AVAILABLE

AVAILABLE

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

0 0	0 0	0 0
00	00	00

0 0	00	00	
00	00	00	

SCORE

# **0** out of 18

STATE

# 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			<b>12</b> o	ut of 12

## III. Municipality as Employer

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

nployer	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	(2)	$\overline{2}$
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>8</b> 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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IV.	Municipal	Services
1 V I	iviaincipai	

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

**BONUS** City provides services to/supports

people living with HIV/AIDS

	ou / mm. Bunymig v emeree	00	00	00	(3
SCORE				<b>0</b> 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	-

## 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

**TOTAL SCORE 20 + TOTAL BONUS 0 =** 

municipal leaders **BONUS** City tests limits of restrictive state law

Final Score 20

**CANNOT EXCEED 100** 

0 out of 8

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# LAREDO, TEXAS 1/2

### 2014 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

12

AVAILABLE

**0** out of 12

CITY

#### 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
Marriage Equality, Civil Unions, or Domestic Partnerships	0	
Domestic Partner Registry		0
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	0	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(o)	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>0</b> ou	t of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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### LAREDO, TEXAS 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**



						OUNDATION
IV. Municipal Service	es		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human F	Rights Commission			0	<b>(</b> 4 <b>)</b>
city services and programs.	LGBT Lia	aison to City Executive			(0)	5
	Enumera	ted Anti-Bullying Policies	00	00	00	3 3
	SCORE				0 0	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 Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FE	2012 Hate Crimes Statistics			0	10
	SCORE				0 0	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	nip's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadersh Efforts	nip'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 0 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 

Final Score 2



## LAS CRUCES, NEW MEXICO 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	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

## 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.

ipioyer	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	$\overline{2}$	2
Equivalent Family Leave	$\overline{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	2	3
SCORE	<b>18</b> ou	ıt of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+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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## LAS CRUCES, NEW MEXICO 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 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

**TOTAL SCORE 51 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 

Final Score 5

**12** out of 12

AVAII ARI E



# LAS VEGAS, NEVADA 1/2

### 2014 MUNICIPAL EQUALITY INDEX SCORECARD

### RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

AVAILABLE

CITY

COUNTY

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 3	00	00	3 3
public accommodations.	Public Accommodations	3 3	00	00	3 3
	SCORE			18。	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	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			<b>12</b> 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.

r	iployer	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	<b>22</b> 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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### LAS VEGAS, NEVADA 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

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			
Enumerated Anti-Bullying Policies	00	3 3	(

		00	3 3	00	(3/3)
SCORE				<b>15</b> ou	t 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			10	+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 Police Liaison or Task Force	8	(
Reported 2012 Hate Crimes Statistics to the FBI	10	(
SCORE	18 out	of

# VI. Relationship with the LGBT Community

**BONUS** 

LGBT elderly

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

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

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

Final Score <b>87</b>
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**CANNOT EXCEED 100** 

0 out of 8

CITY

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hrc.org/mei



### LAWRENCE, KANSAS 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



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 18** out of 18

in relationer recognition	II.	Relationsh	qiı	Recogi	nition*
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Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

\* This city is subject to the jurisdiction of a federal circuit court that has ruled bans on marriages between two persons of the same sex are unconstitutional. However, as of the time of publication, marriages are not yet legally taking place in this jurisdiction.

or Domestic Partnerships

Domestic Partner Registry

SCORE

Marriage Equality, Civil Unions,

STATE

(12)

(0) (12) **12** out of 12

CITY

AVAILABLE

12

AVAILABLE

## 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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 out	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION +





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

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# LAWRENCE, KANSAS 2/2



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

Human Rights Commission

Enumerated Anti-Bullying Policies

**BONUS** NDO enforcement by

LGBT youth

LGBT homeless

LGBT elderly

Commission/Executive

**BONUS** City provides services to/supports

people living with HIV/AIDS

**SCORE** 

LGBT Liaison to City Executive





COUNTY





CITY

4 out of 15





AVAILABLE

AVAILABLE

# 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** 

**SCORE** 

10

**10** 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

Efforts

municipal leaders **BONUS** City tests limits of restrictive state law

Leadership's Pro-Equality Legislative/Policy

**7** out of 8

**TOTAL SCORE 69 + TOTAL BONUS 3 =** 

**BONUS** Openly LGBT elected or appointed

Final Score 72

**CANNOT EXCEED 100** 

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# **LEWISTON, MAINE 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 STATE COUNTY CITY					
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 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.

1910 9 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	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>13</b> out of 29
<b>BONUS</b> 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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## **LEWISTON, MAINE 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. 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 Final Score 59 **TOTAL SCORE 59 + TOTAL BONUS 0 =**

**CANNOT EXCEED 100** 

**12** out of 12



## **LEXINGTON, KENTUCKY 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 Rec

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			<b>0</b> 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.

npioyer	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	0	2
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>16</b> 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





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

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## LEXINGTON, KENTUCKY 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 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** 7 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

**TOTAL SCORE 55 + TOTAL BONUS 10 =** 

**CANNOT EXCEED 100** 

Final Score 65



# LINCOLN, NEBRASKA 1/2

(0)

( o )

**0** out of 12

#### LINCOLN, NEBRASKA 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD** 2014 MUNICIPAL EQUALITY INDEX SCORECARD

12

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 Recognition STATE COUNTY AVAILABLE Marriage, civil unions, and comprehensive 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.

domestic partnerships are matters of state

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

TIPIC Y CI		
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	<b>5</b> ou	ıt 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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11	,	A	100	100		4.0		

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	5
	Enumerat	ed Anti-Bullying Policies	00	00	30	3 3
	SCORE				<b>12</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+2	+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 Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI

# 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 **SCORE** 

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

**TOTAL SCORE 39 + TOTAL BONUS 10 =** 

Final Score 49

CITY

10

CITY

**18** out of 18

AVAILABLE

AVAILABLE

**CANNOT EXCEED 100** 



## LITTLE ROCK, ARKANSAS 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			<b>0</b> out of 18		
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE	
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12	
power to create domestic partner registries.	Domestic Partner Registry		0	0	12	

## 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.

r	nployer	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	<b>5</b> ou	ıt of 29
	<b>BONUS</b> 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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## LITTLE ROCK, ARKANSAS 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. 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

**TOTAL SCORE 11 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 

Final Score 13

0 out of 12



## **LONG BEACH, 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

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		12	12	12
SCORE			<b>12</b> or	ut of 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 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	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	3	3
SCORE	<b>29</b> o	ut of 29
<b>BONUS</b> 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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## LONG BEACH, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



### IV. Municipal Services COUNTY CITY AVAILABLE Human Rights Commission This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **15** out of 15 **SCORE 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 18** 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 100 + TOTAL BONUS 9 =** 

Final Score 100

**CANNOT EXCEED 100** 



## LOS ANGELES, CALIFORNIA 1/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

(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

II. Relationship Reco	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

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.

power to create domestic partner registries.

mployer	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)	$\overline{2}$
Equivalent Family Leave	(2)	$\overline{2}$
City Contractor Non-Discrimination Ordinance	2 2	(2 2
City Contractor Equal Benefits Ordinance	3	3
SCORE	<b>25</b> o	ut of 29
<b>BONUS</b> 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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## LOS ANGELES, 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 **15** out of 15 **SCORE 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 18** 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 96 + TOTAL BONUS 5 =** 

**CANNOT EXCEED 100** 

Final Score 100



## **LOUISVILLE, KENTUCKY 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 Rec

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 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.

Y	ıployer	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	0	(2)
	Equivalent Family Leave	(o)	(2)
	City Contractor Non-Discrimination Ordinance	0 0	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	<b>14</b> 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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## LOUISVILLE, KENTUCKY 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 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 54 + TOTAL BONUS 12 =** 

Final Score 66 **CANNOT EXCEED 100** 



## **LOWELL, MASSACHUSETTS 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 15 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			<b>12</b> o	ut of 12

## III. Municipality as Employer

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

11010701	
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	<b>8</b> out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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## LOWELL, MASSACHUSETTS 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. 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 51 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 

Final Score 5



# LUBBOCK, TEXAS 1/2

**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			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	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.

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	<b>0</b> 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

SCORE



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

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

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

### LUBBOCK, TEXAS 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD



# IV. Municipal Services

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

9:	S		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			0	4
	LGBT Liai	son to City Executive			(0)	5
	Enumerat	ed Anti-Bullying Policies	00	00	00	3 3
SCORE				0 0	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

## 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 0 + TOTAL BONUS 0 =** 

**BONUS** City provides services to/supports

**BONUS** City provides services to/supports

people living with HIV/AIDS

LGBT elderly

Final Score

CITY

AVAILABLE

AVAILABLE

**CANNOT EXCEED 100** 

0 out of 8

0 out of 12

AVAILABLE

CITY