

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	18 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.

IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT 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 64 + TOTAL BONUS 3 = Final Score 67

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	18 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	15 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 89 + TOTAL BONUS 5 = Final Score 94

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	17 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	10 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	4 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 79 + TOTAL BONUS 9 = Final Score 88

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
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.

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

III. Municipality as Employer

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

	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	0/0	2/2
City Contractor Equal Benefits Ordinance	0	3
SCORE	5 out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	3/3	0/0	3/3
SCORE	10 out 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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	4	5
Leadership's Pro-Equality Legislative/Policy Efforts	1	3
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City tests limits of restrictive state law	+2	+2

TOTAL SCORE 56 + TOTAL BONUS 8 = Final Score 64

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
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 **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	0	10
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative/Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 20 + TOTAL BONUS 0 = Final Score 20

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
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	0	2
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 **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	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			+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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	0	10
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative/Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 0 + TOTAL BONUS 2 = Final Score 2

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	18 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT 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 51 + TOTAL BONUS 2 = Final Score 53

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	22 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	15 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT 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 85 + TOTAL BONUS 2 = Final Score 87

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
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.

* 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.

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

III. Municipality as Employer

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

	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	0/0	2/2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18	
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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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	4			out 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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	10	

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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative/Policy Efforts	2	3
SCORE	7	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 69 + TOTAL BONUS 3 = Final Score 72

CANNOT EXCEED 100

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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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	13 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 59 + TOTAL BONUS 0 = Final Score 59

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	3/3	3/3	3/3
Housing	0/0	3/3	3/3	3/3
Public Accommodations	0/0	3/3	3/3	3/3
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.

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

III. Municipality as Employer

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

	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	0/0	2/2
City Contractor Equal Benefits Ordinance	0	3
SCORE	16 out 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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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	4 out 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.

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	4	5
Leadership's Pro-Equality Legislative/Policy Efforts	3	3
SCORE	7 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 55 + TOTAL BONUS 10 = Final Score 65

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	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	0/0	2/2
City Contractor Equal Benefits Ordinance	0	3
SCORE	5 out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+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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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			5	5
Enumerated Anti-Bullying Policies	0/0	0/0	3/0	3/3
SCORE	12 out 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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	3	5
Leadership's Pro-Equality Legislative/Policy Efforts	1	3
SCORE	4 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 39 + TOTAL BONUS 10 = Final Score 49

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	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	0/0	2/2
City Contractor Equal Benefits Ordinance	0	3
SCORE	5 out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	3/3	0/0	0/0	3/3
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive			+0	+3
BONUS City provides services to/supports LGBT youth			+0	+2
BONUS City provides services to/supports LGBT homeless			+0	+2
BONUS City provides services to/supports LGBT elderly			+0	+2
BONUS City provides services to/supports people living with HIV/AIDS			+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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	0	10
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative/Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 11 + TOTAL BONUS 2 = Final Score 13

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	29 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	15 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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	8 out of 8	
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

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	25	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	15			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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
SCORE	8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS City tests limits of restrictive state law		

TOTAL SCORE 96 + TOTAL BONUS 5 = Final Score 100

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
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.

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

III. Municipality as Employer

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

	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	0	2	
City Contractor Non-Discrimination Ordinance	0/0	2/2	
City Contractor Equal Benefits Ordinance	0	3	
SCORE	14		out of 29
BONUS Grossing Up of Employee Benefits	+0	+2	
BONUS Inclusive Workplace	+0	+2	

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	0/0	3/3
SCORE	4			out 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			+2	+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.

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

	CITY	AVAILABLE	
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	+3	
BONUS City tests limits of restrictive state law	+0	+2	

TOTAL SCORE 54 + TOTAL BONUS 12 = Final Score 66

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	15 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.

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	8 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
SCORE	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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT 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 51 + TOTAL BONUS 2 = Final Score 53

CANNOT EXCEED 100

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.

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	0 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **BONUS PTS** for criteria not accessible to all cities at this time.

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IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
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

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT 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 0 + TOTAL BONUS 0 = Final Score 0

CANNOT EXCEED 100