

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 | 3 0 | 3 3 | 3 3 | 3 3 |
| Housing | 3 0 | 3 3 | 3 3 | 3 3 |
| Public Accommodations | 3 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 | 12 | | 12 | 12 |
| Domestic Partner Registry | | 12 | 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 | 2 2 | 2 2 |
| City Contractor Equal Benefits Ordinance | 3 | 3 |
| SCORE | 25 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.

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 | | | 4 | 4 |
| LGBT Liaison to City Executive | | | 0 | 5 |
| Enumerated Anti-Bullying Policies | 0 0 | 0 0 | 3 3 | 3 3 |
| SCORE | 10 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 | | | +2 | +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 | 4 | 8 |
| Reported 2012 Hate Crimes Statistics to the FBI | 10 | 10 |
| SCORE | 14 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 | +2 | +2 |

TOTAL SCORE 87 + TOTAL BONUS 18 = 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 | 3 0 | 0 0 | 0 0 | 3 3 |
| Housing | 3 0 | 0 0 | 0 0 | 3 3 |
| Public Accommodations | 3 0 | 0 0 | 0 0 | 3 3 |
| SCORE | 9 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 | 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 | 13 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 | 3 3 | 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 | 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 | 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 50 + TOTAL BONUS 2 = Final Score 52

CANNOT EXCEED 100

MANOA, HAWAII

(RATED HONOLULU) 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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 | 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 | 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.

| | COUNTY | 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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MANOA, HAWAII

(RATED HONOLULU) 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.

| | STATE | COUNTY | 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.

| | COUNTY | 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.

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

TOTAL SCORE 54 + TOTAL BONUS 2 = Final Score 56

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

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

TOTAL SCORE 12 + TOTAL BONUS 0 = Final Score 12

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 | 12 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 | 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 40 + TOTAL BONUS 6 = Final Score 46

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

TOTAL SCORE 42 + TOTAL BONUS 0 = Final Score 42

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 | 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 | 13 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 | | | +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 | 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 | 2 | 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 54 + TOTAL BONUS 5 = 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 | | | | |
| 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.

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 | 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

METAIRIE, LOUISIANA

(RATED JEFFERSON PARISH) 1/2
2014 MUNICIPAL EQUALITY INDEX SCORECARD

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 | AVAILABLE |
|-----------------------|--------------------|--------|-----------|
| Employment | 0/0 | 0/0 | 3/3 |
| Housing | 0/0 | 3/0 | 3/3 |
| Public Accommodations | 0/0 | 0/0 | 3/3 |
| SCORE | 3 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 | AVAILABLE |
|---|--------------------|--------|-----------|
| Marriage Equality, Civil Unions, or Domestic Partnerships | 0 | | 12 |
| Domestic Partner Registry | | 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.

| | COUNTY | AVAILABLE |
|---|---------------------|-----------|
| Non-Discrimination in City Employment | 5/5 | 5/5 |
| Domestic Partner Health Benefits | 0 | 4 |
| Transgender-Inclusive Healthcare Benefits | 0 | 4 |
| Legal Dependent Benefits | 0 | 2 |
| Equivalent Family Leave | 2 | 2 |
| City Contractor Non-Discrimination Ordinance | 0/0 | 2/2 |
| City Contractor Equal Benefits Ordinance | 0 | 3 |
| SCORE | 12 out of 29 | |
| BONUS Grossing Up of Employee Benefits | +0 | +2 |
| BONUS Inclusive Workplace | +0 | +2 |

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

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

METAIRIE, LOUISIANA

(RATED JEFFERSON PARISH) 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.

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

| | COUNTY | 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.

| | COUNTY | 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 15 + TOTAL BONUS 0 = Final Score 15

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 | 3/0 | 0/0 | 3/3 |
| Housing | 0/0 | 3/0 | 0/0 | 3/3 |
| Public Accommodations | 0/0 | 3/0 | 0/0 | 3/3 |
| SCORE | 9 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 | | 12 | 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 | 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 | 13 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 | | | +2 | +2 |
| BONUS City provides services to/supports LGBT elderly | | | +0 | +2 |
| BONUS City provides services to/supports people living with HIV/AIDS | | | +2 | +2 |

V. Law Enforcement

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

TOTAL SCORE 46 + TOTAL BONUS 7 = Final Score 53

CANNOT EXCEED 100

MIAMI BEACH, FLORIDA

(SELF-SUBMIT) 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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 | 3/0 | 3/3 | 3/3 |
| Housing | 0/0 | 3/0 | 3/3 | 3/3 |
| Public Accommodations | 0/0 | 3/0 | 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 | 12 |
| Domestic Partner Registry | | 12 | 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 | 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 | 29 | |
| BONUS Grossing Up of Employee Benefits | +2 | +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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MIAMI BEACH, FLORIDA

(SELF-SUBMIT) 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.

| | STATE | COUNTY | CITY | AVAILABLE |
|---|-----------|--------|------|-----------|
| Human Rights Commission | | | 4 | 4 |
| LGBT Liaison to City Executive | | | 5 | 5 |
| Enumerated Anti-Bullying Policies | 0/0 | 3/3 | 0/0 | 3/3 |
| SCORE | 15 | | | 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 | | | +2 | +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 | 8 | 8 |
| Reported 2012 Hate Crimes Statistics to the FBI | 10 | 10 |
| 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 | 5 | 5 |
| Leadership's Pro-Equality Legislative/Policy Efforts | 3 | 3 |
| SCORE | 8 | |
| BONUS Openly LGBT elected or appointed municipal leaders | +3 | +3 |
| BONUS City tests limits of restrictive state law | +0 | +2 |

TOTAL SCORE 100 + TOTAL BONUS 18 = 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 | 3/0 | 0/0 | 3/3 |
| Housing | 0/0 | 3/0 | 0/0 | 3/3 |
| Public Accommodations | 0/0 | 3/0 | 0/0 | 3/3 |
| SCORE | 9 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 | | 12 | 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 | 0/0 | 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 | 6 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 | 4 | 8 |
| Reported 2012 Hate Crimes Statistics to the FBI | 10 | 10 |
| SCORE | 14 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 55 + TOTAL BONUS 6 = Final Score 61

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 | 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 | 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 38 + TOTAL BONUS 0 = Final Score 38

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 | 3 0 | 0 0 | 3 3 | 3 3 |
| Housing | 3 0 | 0 0 | 3 3 | 3 3 |
| Public Accommodations | 3 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 | 12 | | | 12 |
| Domestic Partner Registry | | 12 | 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 | 5 5 | 5 5 |
| Domestic Partner Health Benefits | 4 | 4 |
| Transgender-Inclusive Healthcare Benefits | 0 | 4 |
| Legal Dependent Benefits | 2 | 2 |
| Equivalent Family Leave | 2 | 2 |
| City Contractor Non-Discrimination Ordinance | 2 2 | 2 2 |
| City Contractor Equal Benefits Ordinance | 0 | 3 |
| SCORE | 22 out of 29 | |
| BONUS Grossing Up of Employee Benefits | +0 | +2 |
| BONUS Inclusive Workplace | +2 | +2 |

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** 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 3 | 3 3 |
| SCORE | 7 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 | 2 | 3 |
| SCORE | 5 out of 8 | |
| BONUS Openly LGBT elected or appointed municipal leaders | +0 | +3 |
| BONUS City tests limits of restrictive state law | +2 | +2 |

TOTAL SCORE 82 + TOTAL BONUS 9 = Final Score 91

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.

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 | 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 7 = 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 | 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 | 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 | | | 4 | 4 |
| LGBT Liaison to City Executive | | | 0 | 5 |
| Enumerated Anti-Bullying Policies | 0/0 | 0/0 | 3/0 | 3/3 |
| SCORE | 7 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 | 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 | 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 17 + TOTAL BONUS 0 = Final Score 17

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 | 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 | 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 | 0 | 3 | |
| SCORE | 26 | | 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 | | | 0 | 4 |
| LGBT Liaison to City Executive | | | 5 | 5 |
| Enumerated Anti-Bullying Policies | 0/0 | 0/0 | 3/3 | 3/3 |
| SCORE | 11 | | | 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 | 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 | 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 93 + TOTAL BONUS 7 = 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 | 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 | 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

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 4 + TOTAL BONUS 0 = Final Score 4

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 | 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 | 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 | 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 63 + TOTAL BONUS 0 = Final Score 63

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 | 5 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 8 + TOTAL BONUS 0 = Final Score 8

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 | 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 | 6 out of 8 | |
| BONUS Openly LGBT elected or appointed municipal leaders | | |
| BONUS City tests limits of restrictive state law | | |

TOTAL SCORE 65 + TOTAL BONUS 0 = 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 | | | | |
| 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 | | | | 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 0 = 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 | 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 out of 29 | |
| BONUS Grossing Up of Employee Benefits | +0 | +2 |
| BONUS Inclusive Workplace | +0 | +2 |

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

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

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 | 3/3 | 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 | 4 | 8 |
| Reported 2012 Hate Crimes Statistics to the FBI | 10 | 10 |
| SCORE | 14 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 | +0 | +3 |
| BONUS City tests limits of restrictive state law | +0 | +2 |

TOTAL SCORE 62 + TOTAL BONUS 3 = 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 | | | | |
| 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.

* 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 | | | | |
| 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 36 + TOTAL BONUS 0 = Final Score 36

CANNOT EXCEED 100

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