

MADISON, WISCONSIN 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Rec

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

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

III. Municipality as Em

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

nployer	CITY AVAILABLE
Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	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.

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MADISON, WISCONSIN 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 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 CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE 14** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 87 + TOTAL BONUS 18 =

CANNOT EXCEED 100

Final Score 100



MANCHESTER, NEW HAMPSHIRE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment	30	00	00	3 3
	Housing	30	00	0 0	3 3
	Public Accommodations	30	00	00	3 3
	SCORE			9 o	ut of 18

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

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	(5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	2
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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MANCHESTER, NEW HAMPSHIRE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es es	STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	(4)
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	00	33	3 3
	SCORE			6 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI			0 10	AVAILAB 8
	SCORE			10 0	ut of 18
VI. Relationship with	the LGBT Community	,		CITY	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	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
				l Sco	



MANOA, HAWAII

COUNTY

(RATED HONOLULU) 1/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**

	I. Non-Discrimination	Laws	STATE	COUNTY	AVAILABLE
	This category evaluates whether discrimination on the basis of sexual	Employment	3 3	00	3 3
	orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	33	00	3 3
public accommodations.	Public Accommodations	3 3	00	3 3	
		SCORE			18 out of 18

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

i pie y e i		
Non-Discrimination in City Employment	(5 0	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	$\overline{2}$	(2)
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	1	3 out of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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MANOA, HAWAII

(RATED HONOLULU) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S	STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission	า	0	4
city services and programs.	LGBT Liaison to City Exec	utive	0	(5)
	Enumerated Anti-Bullying	Policies 3 3	00	3 3
	SCORE			6 out of 15
	BONUS NDO enforcem Commission/Ex	•	+0	+3
	BONUS City provides se	ervices to/supports	+0	+2
	BONUS City provides se		+0	+2
	BONUS City provides se	ervices to/supports	+0	+2
	BONUS City provides se people living wi		+2	+2
V. Law Enforcement			COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Tas	sk Force	0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crim to the FBI	es Statistics	0	10
	SCORE			0 out of 18
<u>VI. Relationship with</u>	the LGBT C	<u>ommunity</u>	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position	on on LGBT Equality	4	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Efforts	Legislative/Policy	1	3
	SCORE			5 out of 8
	BONUS Openly LGBT el municipal leade		+0	+3
	BONUS City tests limits state law		+0	+2
	TOTAL SCORE 54 + TO	OTAL BONUS 2 =	Final	Score 56

CANNOT EXCEED 100



MCALLEN, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

		(U)	UU	UU	33
	SCORE			0 or	ut of 18
II. Relationship Recog	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
	Domestic Partner Registry		(0)	(0)	(12)
	SCORE			0 or	ıt of 12

III. Municipality as Employer

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

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



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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MCALLEN, TEXAS 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**

RIGHTS

IV. Municipal Service	es		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			0	4
	LGBT Lia	ison to City Executive				5
	Enumera	ted Anti-Bullying Policies	00	00	00	3 3
	SCORE				0 0	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABLE
**	•					

V. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI SCORE **0** out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts SCORE **BONUS** Openly LGBT elected or appointed

state law

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

TOTAL SCORE 0 + TOTAL BONUS 0 =

Final Score

CANNOT EXCEED 100

0 out of 8

AVAILABLE

hrc.org/mei

hrc.org/mei



MCKINNEY, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

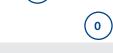
I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **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.

)(gnition
	Marriage Equality, Civil Unions, or Domestic Partnerships
	Domestic Partner Registry

SCORE



STATE

(o



COUNTY



CITY

CITY





AVAILABLE

AVAILABLE

12

III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	(o)	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 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION —



- PTS FOR GENDER IDENTITY



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MCKINNEY, TEXAS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

out of 15

IV. Municipal Services

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

Human Rights Commission	
LGBT Liaison to City Executive	



COUNTY



CITY

SCORE		0
BONUS	NDO enforcement by Commission/Executive	+0
BONUS	City provides services to/supports LGBT youth	+0

BONUS	City provides services to/supports LGBT homeless
-------	--------------------------------------------------

Enumerated Anti-Bullying Policies



+0	+2
+0	+2

V. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI

10

AVAILABLE

AVAILABLE

CITY

SCORE 10 out of 18

VI. Relationship with the LGBT Community

state law

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts SCORE

SCORE		_	out o
BONUS	Openly LGBT elected or appointed municipal leaders	+0	
BONUS	City tests limits of restrictive	10	

TOTAL SCORE 12 + TOTAL BONUS 0 =

Final Score 12



MEMPHIS, TENNESSEE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
power to create domestic partner registries.	Demostic Partner Pagistry				(12)

Domestic Partner Registry

SCORE

III. Municipality as Employer

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

i i pi o y o i		
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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	12 out o	of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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MEMPHIS, TENNESSEE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 6 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. 10 to the FBI SCORE **18** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 40 + TOTAL BONUS 6 =

CANNOT EXCEED 100

Final Score 46

0 out of 12



MERIDIAN, IDAHO 1/2

0

2014 MUNICIPAL EQUALITY INDEX SCORECARD 2014 MUNICIPAL EQUALITY INDEX SCORECARD

12

12 out of 12

HUMAN RIGHTS CAMPAIGN

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations **SCORE 0** out of 18 II. Relationship Recognition STATE COUNTY AVAILABLE CITY Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (12)

or Domestic Partnerships

Domestic Partner Registry

SCORE

Ш	Municipality as	Employor
111.	Municipality as	Employer

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

domestic partnerships are matters of state

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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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.

MERIDIAN, IDAHO 2/2

SCORE

Human Rights Commission LGBT Liaison to City Executive

Enumerated Anti-Bullying Policies

BONUS NDO enforcement by

LGBT youth

LGBT homeless

LGBT elderly

Commission/Executive

BONUS City provides services to/supports

people living with HIV/AIDS





CITY

AVAILABLE

0 out of 15

COUNTY

CITY

AVAILABLE

AVAILABLE

V. Law Enforcement

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

LGBT Police Liaison or Task Force

Reported 2012 Hate Crimes Statistics to the FBI

SCORE

10 **10** out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative/Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS City tests limits of restrictive state law

TOTAL SCORE 42 + TOTAL BONUS 0 =

Final Score 4

CANNOT EXCEED 100

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MESA, ARIZONA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

	SCORE			0 0	ut of 18
II. Relationship Reco	anition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			(12)
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 o	ut of 12

III. Municipality as Employer

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

, , <u>, , , , , , , , , , , , , , , , , </u>	
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



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MESA, ARIZONA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S.	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			4	4
	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	00	00	30	3 3
	SCORE			12 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/su LGBT youth	pports		+0	+2
	BONUS City provides services to/sup LGBT homeless	oports		+0	+2
	BONUS City provides services to/sup LGBT elderly	oports		+0	+2
	BONUS City provides services to/supeople living with HIV/AIDS			+0	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI			0 10	AVAILABLI 8
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Commu	ınity		CITY	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT E	Equality		(5)	(5)
commitment to fully include the LGBT)aliav		\sim	
	Leadership's Pro-Equality Legislative/F Efforts	rollcy		(2)	3
commitment to fully include the LGBT community and to advocate for full equality.		oncy			3 out of 8
	Efforts				3 out of 8
	SCORE BONUS Openly LGBT elected or app			7	3 out of 8 +3 +2

CANNOT EXCEED 100



MESQUITE, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws COUNTY STATE CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **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.

)(gnition
	Marriage Equality, Civil Unions, or Domestic Partnerships
	Domestic Partner Registry

SCORE



STATE

(o)



COUNTY



CITY



AVAILABLE

12



AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	(o)	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 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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MESQUITE, TEXAS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

COUNTY

IV. Municipal Services

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

Human Rights Commission		(
LGBT Liaison to City Executive		(
Enumerated Anti-Bullying Policies		

	, , , , , , , , , , , , , , , , , , ,	00	00	00	(3
SCORE				0 ou	it of
BONUS	NDO enforcement by Commission/Executive			+0	
BONUS	City provides services to/supports LGBT youth			+0	
BONUS	City provides services to/supports LGBT homeless			+0	
BONUS	City provides services to/supports LGBT elderly			+0	
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.

_			
	LGBT Police Liaison or Task Force	0	(
	Reported 2012 Hate Crimes Statistics to the FBI	0	
	SCORE	0 out	of

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality
Leadership's Pro-Equality Legislative/Policy Efforts
SCORE
BONUS Openly LGBT elected or appointed

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

TOTAL SCORE 0 + TOTAL BONUS 0 =

CANNOT EXCEED 100

0 out of 8

CITY

hrc.org/mei hrc.org/mei



METAIRIE, LOUISIANA

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

COUNTY

I. Non-Discrimination Laws STATE COUNTY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **3** out of 18

II. Relationship Reco	gnition	STATE	COUNTY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	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.

TIPICY CI		
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	00	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.

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METAIRIE, LOUISIANA

(RATED JEFFERSON PARISH) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	es				
This section assesses the efforts of the city of ensure LGBT constituents are included in this services and programs.	Human R	ights Commission		0	(4)
ity services and programs.	LGBT Lia	ison to City Executive			5
	Enumerat	red Anti-Bullying Policies	00	00	3 3
	SCORE				0 out of 15
	BONUS	NDO enforcement by Commission/Executive		+0	+3
	BONUS	City provides services to/supports LGBT youth		+0	+2
	BONUS	City provides services to/supports LGBT homeless		+0	+2
	BONUS	City provides services to/supports LGBT elderly		+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS		+0	+2
V. Law Enforcement fair enforcement of the law includes esponsible reporting of hate crimes and ingaging with the LGBT community in a houghtful and respectful way.	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics		COUNTY 0 0	AVAILAB 8
	SCORE				0 out of 18
					AVAILAB
VI. Relationship with	the L	GBT Community		COUNTY	AVAILAD
his category measures the city leadership's ommitment to fully include the LGBT		GBT Community ip's Public Position on LGBT Equality		COUNTY	(5)
his category measures the city leadership's ommitment to fully include the LGBT	Leadersh			O O	5
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Leadersh	ip's Public Position on LGBT Equality		0	5
his category measures the city leadership's ommitment to fully include the LGBT	Leadersh Leadersh Efforts	ip's Public Position on LGBT Equality		0	5
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Efforts SCORE BONUS	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy Openly LGBT elected or appointed		0	5

CANNOT EXCEED 100



MIAMI, FLORIDA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

9 out of 18

12 out of 12

AVAILABLE

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

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

SCORE

SCORE

III. Municipality as Employer

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

ipioyei		
Non-Discrimination in City Employment	(5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	2	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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MIAMI, FLORIDA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 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 CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **0** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law Final Score 5

TOTAL SCORE 46 + TOTAL BONUS 7 =



MIAMI BEACH, FLORIDA

(SELF-SUBMIT) 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

	201	4 MUNICIPAL E			
I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	0 0	3 0	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	3 0	3 3	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	00	3 0	3 3	3 3
	SCORE			18 0	out of 18
	SCORE				
	SCORE				
II. Relationship Reco		STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state		STATE	COUNTY		
Marriage, civil unions, and comprehensive	ognition Marriage Equality, Civil Unions,		COUNTY 12		AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Ognition Marriage Equality, Civil Unions, or Domestic Partnerships			CITY 12	AVAILABLE 12
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partner Registry			CITY 12	AVAILABLE 12 12
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry SCORE			CITY 12	AVAILABLE 12 12

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

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 ou	it of 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



V. Municipal Service	25					
This section assesses the efforts of the city o ensure LGBT constituents are included in	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			5	5
	Enumera	ed Anti-Bullying Policies	00	3 3	00	3 3
	SCORE				15 °	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+2	+2
	BONUS	City provides services to/supports LGBT homeless			+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	t				CITY	AVAILABI
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and rengaging with the LGBT community in a houghtful and respectful way.	LGBT Po	ice Liaison or Task Force 2012 Hate Crimes Statistics			8 (10)	AVAILABI
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po	2012 Hate Crimes Statistics			8 10	8
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.	LGBT Po Reported to the FB	2012 Hate Crimes Statistics			8 10	8
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported to the FB	2012 Hate Crimes Statistics			8 10	8 10 ut of 18
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with	Reported to the FB score	2012 Hate Crimes Statistics			8 10 18 o	8 10 ut of 18
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with	LGBT Po Reported to the FB SCORE The L Leadersh	2012 Hate Crimes Statistics GBT Community			8 10 10 CITY	8 10 ut of 18
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with	LGBT Po Reported to the FB SCORE The L Leadersh	2012 Hate Crimes Statistics GBT Community ip's Public Position on LGBT Equality			8 10 10 CITY 5	10
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with	LGBT Po Reported to the FB SCORE Leadersh Leadersh Efforts SCORE	2012 Hate Crimes Statistics GBT Community ip's Public Position on LGBT Equality			8 10 10 CITY 5	8 10 ut of 18 AVAILABI

TOTAL SCORE 100 + TOTAL BONUS 18 =

CANNOT EXCEED 100

Final Score 100



MIAMI SHORES, FLORIDA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

12 out of 12

AVAILABLE

CITY

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **9** out of 18

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

III. Municipality as Employe	III.	Munici	pality	as	Emp	loye
------------------------------	------	--------	--------	----	-----	------

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

Non-Discrimination in City Employment	00	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	6 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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MIAMI SHORES, FLORIDA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	,,					
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	lights Commission			4	4
city services and programs.	LGBT Lia	aison to City Executive			0	(5)
	Enumera	ted Anti-Bullying Policies	00	3 3	00	3 3
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
√. Law Enforcement		City provides services to/supports people living with HIV/AIDS			+0 CITY	+2
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po				CITY 4	8
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics				
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			CITY 4 10	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a choughtful and respectful way.	LGBT Po Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			CITY 4 10	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Po Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			CITY 4 10	10
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. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			(4) (10) 14 o	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with	LGBT Po Reported to the FB SCORE the L Leadersh	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			14 o	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE the L Leadersh	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics LGBT Community iip's Public Position on LGBT Equality			CITY 4 10 14 o	8 10 ut of 18 AVAILAB
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE Leadersh Leadersh Efforts	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics LGBT Community iip's Public Position on LGBT Equality iip's Pro-Equality Legislative/Policy			CITY 4 10 14 o	8 10 ut of 18 AVAILABE 5

TOTAL SCORE 55 + TOTAL BONUS 6 =

CANNOT EXCEED 100

Final Score 61



MIDDLETOWN, DELAWARE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Em

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits		4
Legal Dependent Benefits	$\overline{2}$	${2}$
Equivalent Family Leave	$\overline{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	8 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

SCORE



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

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MIDDLETOWN, DELAWARE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 0 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **0** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE** 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 =

CANNOT EXCEED 100

Final Score 38

12 out of 12



MILWAUKEE, WISCONSIN 1/2

(12)

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

III. Municipality as En

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

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	$\overline{2}$	$\overline{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	2 2	(2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	22 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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MILWAUKEE, WISCONSIN 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 7** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. 10 to the FBI **SCORE 18** out of 18 VI. Relationship with the LGBT Community CITY AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 82 + TOTAL BONUS 9 =

CANNOT EXCEED 100

Final Score 9

12

12 out of 12



MINNEAPOLIS, MINNESOTA 1/2

(12)

(0)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

III. Municipality as Em

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

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

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



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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MINNEAPOLIS, MINNESOTA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



This section assesses the efforts of the city of ensure LGBT constituents are included in this services and programs.	Human Riç	hts Commission			4	4
city services and programs.	LGBT Liais	son to City Executive			5	5
	Enumerate	d Anti-Bullying Policies	3 3	00	00	3 3
	SCORE				15 or	ut of 15
		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 schoughtful and respectful way.	LGBT Polic	ce Liaison or Task Force 2012 Hate Crimes Statistics			8 10	AVAILAB 8
	SCORE				18 0	ut of 18
•					CITY	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	Leadership	s's Public Position on LGBT Equality			CITY 5	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	Leadership					
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadership Leadership	s's Public Position on LGBT Equality			5	\sim
This category measures the city leadership's commitment to fully include the LGBT	Leadership Efforts SCORE BONUS	s's Public Position on LGBT Equality			5	5
This category measures the city leadership's commitment to fully include the LGBT	Leadership Efforts SCORE BONUS BONUS	o's Public Position on LGBT Equality o's Pro-Equality Legislative/Policy Openly LGBT elected or appointed			5	5

CANNOT EXCEED 100

12



MINOT, NORTH DAKOTA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits		$\frac{1}{2}$
Equivalent Family Leave		$\frac{1}{2}$
City Contractor Non-Discrimination Ordinance	00	(2 2)
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 0	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

SCORE



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

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

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MINOT, NORTH DAKOTA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 7** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 17 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 1

0 out of 12



MISSOULA, MONTANA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

<u>II.</u>	Relationshi	р	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.

ognit	ion	STATE	COUNTY	CITY	AVAILABLE
ognit	.1011	JIAIL	COOKIT	CITT	AVAILABLE
	age Equality, Civil Unions, mestic Partnerships	0			12
Dome	estic Partner Registry		0	12	12
SCOI	RE			12 or	ut of 12

III. Municipality as Emp

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

r	ıployer	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 ou	ıt of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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MISSOULA, MONTANA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 11** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **18** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 93 + TOTAL BONUS 7 =

CANNOT EXCEED 100

Final Score 100



MOBILE, ALABAMA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Rec

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

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

III. Municipality as Employer

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

Non-Discrimination in City Employment Domestic Partner Health Benefits O 4 Transgender-Inclusive Healthcare Benefits Legal Dependent Benefits O 2 Equivalent Family Leave City Contractor Non-Discrimination Ordinance O 0 2 City Contractor Equal Benefits Ordinance O out of 29 BONUS Grossing Up of Employee Benefits HO +2 BONUS Inclusive Workplace	1010/01	
Transgender-Inclusive Healthcare Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance SCORE BONUS Grossing Up of Employee Benefits O 4 4 C) 4 C) 2 C) 0 2 C) 0 0 2 C) 0 0 2 C) 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Non-Discrimination in City Employment	0 0 (5 5
Legal Dependent Benefits 0 2 Equivalent Family Leave 0 0 2 City Contractor Non-Discrimination Ordinance 0 0 2 City Contractor Equal Benefits Ordinance 0 0 3 SCORE 0 out of 29 BONUS Grossing Up of Employee Benefits	Domestic Partner Health Benefits	0 4
Equivalent Family Leave O City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance O O O O O O O O O O O O O O O O O O	Transgender-Inclusive Healthcare Benefits	0 4
City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance City Contractor Equal Benefits Ordinance O out of 29 BONUS Grossing Up of Employee Benefits	Legal Dependent Benefits	0 2
City Contractor Equal Benefits Ordinance 0 0 3 SCORE 0 out of 29 BONUS Grossing Up of Employee Benefits +0 +2	Equivalent Family Leave	0 2
SCORE O out of 29 BONUS Grossing Up of Employee Benefits +0 +2	City Contractor Non-Discrimination Ordinance	0 0 2 2
BONUS Grossing Up of Employee Benefits +0 +2	City Contractor Equal Benefits Ordinance	0 3
	SCORE	0 out of 29
BONUS Inclusive Workplace +0	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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MOBILE, ALABAMA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 4 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports

LGBT homeless

LGBT elderly

BONUS City provides services to/supports

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.

LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI **SCORE** 0 out of 18

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative/Policy Efforts **SCORE**

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

TOTAL SCORE 4 + TOTAL BONUS 0 =

Final Score

CITY

AVAILABLE

AVAILABLE

CANNOT EXCEED 100



MODESTO, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment Housing Public Accommodations	3 3 3 3		00	3 3 3 3 3
	SCORE			18 ₀	ut of 18

	SCORE			18 o	ut of 18
II. Dolotionabin Door					
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 or	ut of 12

III. Municipality as En

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

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	\bigcirc	$\overline{2}$
Equivalent Family Leave	(2)	$\overline{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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MODESTO, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **10** out of 15 **SCORE BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement AVAILABLE CITY Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE 10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts SCORE **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law Final Score 6

TOTAL SCORE 63 + TOTAL BONUS 0 =



MONTGOMERY, ALABAMA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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MONTGOMERY, ALABAMA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 3** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **0** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law Final Score **TOTAL SCORE 8 + TOTAL BONUS 0 =**



MONTPELIER, VERMONT 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Em

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.

mployer	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	\bigcirc	$\overline{2}$
Equivalent Family Leave	\bigcirc	$\overline{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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MONTPELIER, VERMONT 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			0	4
	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			6 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth	;		+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Communit	ty		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	у		(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts				3
	SCORE			6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 65 + TOTAL BONUS 0 =	=	Fina	l Sco	re 65

CANNOT EXCEED 100

12 out of 12



MORENO VALLEY, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco

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

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

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+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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MORENO VALLEY, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 6** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE 10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law Final Score 64 **TOTAL SCORE 64 + TOTAL BONUS 0 =**



MORGANTOWN, WEST VIRGINIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

(0)

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations SCORE **0** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (12)12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the

Domestic Partner Registry

SCORE

III. Municipality as Em

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

power to create domestic partner registries.

mployer	CITY AVAILABLE
Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	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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MORGANTOWN, WEST VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S	STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission			4	4
	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	3 3	00	3 3
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics to the FBI			4 (10)	AVAILABI 8
	SCORE				ut of 18
	555K2			170	ut OI 16
VI. Relationship with	the LGBT Community			CITY	AVAILABI
This category measures the city leadership's	Leadership's Public Position on LGBT Equality			5	(5)
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2



MOUNT PLEASANT, SOUTH CAROLINA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00

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.

Marriage Equality, Civil Unions,
or Domestic Partnerships

Domestic Partner Registry



SCORE



COUNTY

STATE

(12)





AVAILABLE

AVAILABLE

12

0 out of 18

III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	2	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	8 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION +



PTS FOR GENDER IDENTITY



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

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MOUNT PLEASANT, SOUTH CAROLINA 2/2

Enumerated Anti-Bullying Policies

BONUS City provides services to/supports

people living with HIV/AIDS

2014 MUNICIPAL EQUALITY INDEX SCORECARD



6 out of 15

AVAILABLE

CITY

IV. Municipal Services

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

Human Rights Commission	(
LGBT Liaison to City Executive	(

SCORE		
BONUS	NDO enforcement by Commission/Executive	+
BONUS	City provides services to/supports	

BONUS	City provides services to/supports LGBT youth	4
BONUS	City provides services to/supports LGBT homeless	-
BONUS	City provides services to/supports LGBT elderly	4

+0	+2
CITY	AVAILABL

COUNTY

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.

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

0	8
10	10
10 ou	t of 18

CITY

AVAILABLE

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	Leadership's Public Position on LGBT Equality
Leadership's Pro-Equality Legislative/Policy Efforts	
	SCORE
	BONUS Openly LGBT elected or appointed

+0	+3
+0	+2

0 out of 8

TOTAL SCORE 36 + TOTAL BONUS 0 =

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

CANNOT EXCEED 100

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