

NAMPA, IDAHO 1/2

0 out of 18

12 out of 12

AVAILABLE

CITY

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

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

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.

Non-Discrimination in City Employment	(o o	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.

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

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NAMPA, IDAHO 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



						756
IV. Municipal Service	<u>S</u>		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumerat	ed Anti-Bullying Policies	00	00	00	3 3
	SCORE				4 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 Pol	ice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FBI	2012 Hate Crimes Statistics			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadershi	p's Public Position on LGBT Equality			2	(5)
community and to advocate for full equality.	Leadershi Efforts	p's Pro-Equality Legislative/Policy			1	3
	SCORE				3	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
				<u></u>	1.0	0.7

TOTAL SCORE 37 + TOTAL BONUS 0 =

CANNOT EXCEED 100



NAPERVILLE, ILLINOIS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

ripidyci		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





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

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NAPERVILLE, ILLINOIS 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

TOTAL SCORE 59 + TOTAL BONUS 0 =

CANNOT EXCEED 100



NASHUA, NEW HAMPSHIRE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the 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 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 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits		4
Legal Dependent Benefits	$\overline{2}$	$\frac{1}{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
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





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NASHUA, NEW HAMPSHIRE 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	Human R	ights Commission			0	4
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumerat	ed Anti-Bullying Policies	3 3	00	00	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 choughtful and respectful way.	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			0 (10)	AVAILAB 8
	SCORE				10 0	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	SCORE 50 + TOTAL BONUS 2 =		Fina	LSco	re 5



NASHVILLE, 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 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
	SCORE			0 0	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.

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	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	22 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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NASHVILLE, TENNESSEE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	es			COUNTY		
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			5	5
	Enumerat	red Anti-Bullying Policies	00	00	3 3	3 3
	SCORE				15 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+2	+2
	BONUS	City provides services to/supports LGBT homeless			+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.	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			CITY 4	AVAILABLE 8
	to the LD	I			(10)	(10)
	SCORE	'				ut of 18
VI. Relationship with	SCORE					ut of 18
This category measures the city leadership's commitment to fully include the LGBT	score the L				14 0	ut of 18
This category measures the city leadership's	the L	GBT Community			14 0	available
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh	GBT Community ip's Public Position on LGBT Equality			14 o	AVAILABLE 5
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh Efforts	GBT Community ip's Public Position on LGBT Equality			14 o	AVAILABLE 5
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh Efforts SCORE BONUS	GBT Community ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy Openly LGBT elected or appointed			14 o	AVAILABLE 5



NEWARK, DELAWARE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

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





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NEWARK, 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 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 60 **TOTAL SCORE 58 + TOTAL BONUS 2 =**



NEWARK, NEW JERSEY 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II.	Relationshi	p Recognition

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

ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12
SCORE			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 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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NEWARK, NEW JERSEY 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 **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 72 + TOTAL BONUS 0 =

CANNOT EXCEED 100



NEW BRUNSWICK, NEW JERSEY 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	n 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	00		3 3 3 3 3
	SCORE				ut of 18

II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	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.

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	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	17 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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NEW BRUNSWICK, NEW JERSEY 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



This section assesses the efforts of the city o ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumerat	ed Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE				10 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 Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			0 (10)	AVAILAB 8
	SCORE				$\overline{}$	
	SCOKE				10 o	ut of 18
VI. Relationship with		GBT Community			10 or	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	the L	GBT Community ip's Public Position on LGBT Equality				
This category measures the city leadership's commitment to fully include the LGBT	the L					AVAILAB
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	the L Leadersh Leadersh	p's Public Position on LGBT Equality			CITY 0 0	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh Efforts	p's Public Position on LGBT Equality p's Pro-Equality Legislative/Policy			CITY 0 0	AVAILAB 5
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Efforts SCORE BONUS	p's Public Position on LGBT Equality p's Pro-Equality Legislative/Policy Openly LGBT elected or appointed			0 0	AVAILAB 5



NEW HAVEN, CONNECTICUT 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

754					
I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	11	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	3 3	0 0	3 3	(3 3
	Public Accommodations	3 3	00	00	3 3
	SCORE			18 0	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
	Domestic Partner Registry		0	0	12
	SCORE			12 °	ut of 12
III. Municipality as Er	mployer			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment			5 5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits			4	4
LGBT employees equally.	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				

PTS FOR SEXUAL ORIENTATION —



- PTS FOR GENDER IDENTITY

SCORE



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BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

NEW HAVEN, CONNECTICUT 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **15** out of 15 SCORE **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement 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 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 8 =

CANNOT EXCEED 100

Final Score 100

22 out of 29



NEW HOPE, PENNSYLVANIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations **18** out of 18 SCORE 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 power to create domestic partner registries. (0) (12) Domestic Partner Registry SCORE **12** out of 12 III. Municipality as Employer CITY AVAILABLE By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Domestic Partner Health Benefits municipalities commit themselves to treating LGBT employees equally. Transgender-Inclusive Healthcare Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance

PTS FOR SEXUAL ORIENTATION



– PTS FOR GENDER IDENTITY

SCORE



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City Contractor Equal Benefits Ordinance

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

NEW HOPE, PENNSYLVANIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Servic	US					
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			4	(4)
city services and programs.	LGBT Lia	ison to City Executive			5	(5)
	Enumerat	ted Anti-Bullying Policies	3 0	00	3 3	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			+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 Enforcemen	t	people living with First AID3			СІТҮ	AVAILAE
V. Law Enforcemen Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a choughtful and respectful way.	LGBT Pol	lice Liaison or Task Force 2012 Hate Crimes Statistics			(8) (0)	AVAILAE 8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol	lice Liaison or Task Force 2012 Hate Crimes Statistics			8	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol Reported to the FB	lice Liaison or Task Force 2012 Hate Crimes Statistics			8	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	Reported to the FB	lice Liaison or Task Force 2012 Hate Crimes Statistics			8	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way.	Reported to the FB score	lice Liaison or Task Force 2012 Hate Crimes Statistics			8 0	10
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way. VI. Relationship with the category measures the city leadership's	Reported to the FB score the Leadersh	ice Liaison or Task Force 2012 Hate Crimes Statistics			8 0	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way. VI. Relationship with the category measures the city leadership's commitment to fully include the LGBT	Reported to the FB SCORE 1 the L Leadersh Leadersh	lice Liaison or Task Force 2012 Hate Crimes Statistics I GBT Community ip's Public Position on LGBT Equality			8 o CITY 5	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way. VI. Relationship with the category measures the city leadership's commitment to fully include the LGBT	Reported to the FB SCORE Leadersh Leadersh Efforts SCORE	lice Liaison or Task Force 2012 Hate Crimes Statistics I GBT Community ip's Public Position on LGBT Equality			8 o CITY 5	8 10 ut of 18 AVAILABE

TOTAL SCORE 79 + TOTAL BONUS 10 =

CANNOT EXCEED 100

Final Score 89

18 out of 29



NEW ORLEANS, LOUISIANA 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	Employment	00	0 0	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	00	0 0	3 3	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	00	00	3 3	3 3
	SCORE	_		18 0	ut of 18
II. Relationship Rec	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	0			(12)

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.

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	(0)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	20	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 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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NEW ORLEANS, LOUISIANA 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	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive				5
	Enumerat	red Anti-Bullying Policies	0 0	00	3 3	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			+2	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			0 (10)	AVAILAB 8
	SCORE				10 0	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			4	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			1	3
					5	out of 8
	SCORE					
		Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS				+3	+3



NEWPORT NEWS, VIRGINIA 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 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	00	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 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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NEWPORT NEWS, VIRGINIA 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	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumerat	ted Anti-Bullying Policies	00	00	30	3 3
	SCORE				7 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 Pol	lice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	<u>GBT Community</u>			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			0	(5)
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	SCORE 37 + TOTAL BONUS 0 =		Fina	l Sco	re 37



NEW YORK, NEW YORK 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 **18** out of 18 SCORE II. Relationship Rec

domestic partnerships are matters of state	(
policy; cities and counties have only the power to create domestic partner registries.	[

Marriage, civil unions, and comprehensive

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

r	iployer	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	20	2 2
	City Contractor Equal Benefits Ordinance	2	3
	SCORE	26 ou	t of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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NEW YORK, NEW YORK 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	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			5	5
	Enumerat	red Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE				15 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+2	+2
	BONUS	City provides services to/supports LGBT homeless			+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					CITY	AVAILABL
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice Liaison or Task Force			8	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI				10	10
	SCORE				18 o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABL
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			5	(5)
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			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 S	SCORE 97 + TOTAL BONUS 16 =		Final	Score	<u>- 100</u>

CANNOT EXCEED 100



NORFOLK, VIRGINIA 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	Employment	00	00	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	00	00	00	3 3
	Public Accommodations	00	00	00	3 3
	SCORE			0 o	ut 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		
Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	20	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	15 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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NORFOLK, VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 49 + TOTAL BONUS 10 =

CANNOT EXCEED 100

Final Score 59

AVAILABLE



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

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 οι	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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NORMAN, OKLAHOMA 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. 10 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 53 + TOTAL BONUS 8 =

CANNOT EXCEED 100



NORTHAMPTON, MASSACHUSETTS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

12 out of 12

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

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.

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)	$\overline{2}$
Equivalent Family Leave	\bigcirc	$\overline{2}$
City Contractor Non-Discrimination Ordinance	0 0	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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NORTHAMPTON, MASSACHUSETTS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



V. Municipal Service	es					
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			4	4
	LGBT Lia	ison to City Executive			0	5
	Enumera	ted Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE				10 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
	t	City provides services to/supports people living with HIV/AIDS			CITY	AVAILAB
V. Law Enforcement Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.	t LGBT Po					8
Fair enforcement of the law includes esponsible reporting of hate crimes and	LGBT Po Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	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			0 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	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			0 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	LGBT Po Reported to the FB SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			© 10 0	
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way. VI. Relationship with	LGBT Po Reported to the FB SCORE The L Leadersh	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics I			© 10 0	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	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics I CBT Community ip's Public Position on LGBT Equality			0 10 0 CITY 5	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 Leadersh Leadersh Efforts SCORE	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics I CBT Community ip's Public Position on LGBT Equality			0 10 0 CITY 5	8 10 ut of 18 AVAILABE

TOTAL SCORE 70 + TOTAL BONUS 0 =

CANNOT EXCEED 100



This category evaluates whether

orientation and gender identity is

public accommodations.

discrimination on the basis of sexual

prohibited by the city, county, or state in areas of employment, housing, and

NORTH CHARLESTON, SOUTH CAROLINA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

COUNTY

I. Non-Discrimination Laws

Employment Housing Public Accommodations

SCORE

SCORE

STATE

CITY

00

6 out of 18

AVAILABLE

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

Non-Discrimination in City Employment

Domestic Partner Registry

(0)

STATE

(12)



CITY



AVAILABLE

12

AVAILABLE

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.

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

BONUS Grossing Up of Employee Benefits



8 out of 29



hrc.org/mei





PTS FOR SEXUAL ORIENTATION



— PTS FOR GENDER IDENTITY



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

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BONUS Inclusive Workplace

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NORTH CHARLESTON, SOUTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



6 out of 15

AVAILABLE

CITY

0

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

SCORE

BONUS NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth

LGBT homeless **BONUS** City provides services to/supports LGBT elderly

BONUS City provides services to/supports

Enumerated Anti-Bullying Policies

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

> CITY AVAILABLE

> > CITY

AVAILABLE

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

V. Law Enforcement

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

10 10 out of 18

VI. Relationship with the LGBT Community

SCORE

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

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

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

TOTAL SCORE 44 + TOTAL BONUS 0 =

Final Score 44

CANNOT EXCEED 100

hrc.org/mei



NORTH DRUID HILLS, GEORGIA

(RATED DEKALB COUNTY) 1/2
2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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

11010 / 01		
Non-Discrimination in City Employment	5 0	(5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE		5 out of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION —



- PTS FOR GENDER IDENTITY



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

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NORTH DRUID HILLS, GEORGIA

(RATED DEKALB COUNTY) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	es				
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission		0	4
city services and programs.	LGBT Lia	ison to City Executive		0	5
	Enumera	ed Anti-Bullying Policies	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		+0	+2
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	Reported	ice Liaison or Task Force 2012 Hate Crimes Statistics		0	8
	+a +ba ED			(0)	(10)
inougntrui and respectrui way.	to the FB			(0)	0 out of 18
inougntrui and respectrui way.				(0)	0 out of 18
VI. Relationship with	SCORE			COUNTY	
VI. Relationship with	score the L				0 out of 18
VI. Relationship with	score the L	GBT Community			O out of 18
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	score the L Leadersh	GBT Community ip's Public Position on LGBT Equality		COUNTY	O out of 18 AVAILABI
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh Efforts SCORE	GBT Community ip's Public Position on LGBT Equality		COUNTY	O out of 18 AVAILABI
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	Leadersh Efforts SCORE BONUS	GBT Community ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy Openly LGBT elected or appointed		COUNTY 0 0	O out of 18 AVAILAB

CANNOT EXCEED 100

AVAILABLE



NORTH LAS VEGAS, NEVADA 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	3 3	0 0	0 0	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	3 3	00	00	3 3
	SCORE		_	18 o	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(12)

III. Municipality as Employer

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

npioyer	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



SCORE



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

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NORTH LAS VEGAS, NEVADA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es .	STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			4	(4)
city services and programs.	LGBT Liaison to City Executive			(0)	5
	Enumerated Anti-Bullying Policies	00	3 3	00	3 3
	SCORE			10 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 schoughtful 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 community and to advocate for full equality.	Leadership's Public Position on LGBT Equality			0	5
ooninianity and to darrocate for fair 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

CANNOT EXCEED 100

12 out of 12



NORTH LITTLE ROCK, ARKANSAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Recogn	nition
-------------------------	--------

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.

nployer	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	(o) (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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NORTH LITTLE ROCK, ARKANSAS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies SCORE **6** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE** 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 16 + TOTAL BONUS 0 =

CANNOT EXCEED 100



NORTHWEST HARBOR, NEW YORK

(RATED EAST HAMPTON) 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	Employment	3 0	3 3	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	30	3 3	00	3 3
public accommodations.	Public Accommodations	30	3 3	00	3 3
	SCORE			18 ₀	ut of 18

II.	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.

ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		12	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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	12 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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NORTHWEST HARBOR, NEW YORK

(RATED EAST HAMPTON) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



<u>IV. Municipal Service</u>	es	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	00	3 3	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				CITY	AVAILAB
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	<u>.</u>		CITY	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	y		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 Caa	

TOTAL SCORE 62 + TOTAL BONUS 3 =

CANNOT EXCEED 100

Final Score **65**

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