

#### **OAKLAND, 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	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	12	12
	SCORE			<b>12</b> °	ut of 12

## III. Municipality as Employer

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

nployer	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	(2)	(2)
Equivalent Family Leave	(2)	2
City Contractor Non-Discrimination Ordinance	1 0	2 2
City Contractor Equal Benefits Ordinance	3	3
SCORE	<b>22</b> 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





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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#### OAKLAND, 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 **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 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 86 + TOTAL BONUS 7 =** 

**CANNOT EXCEED 100** 

Final Score 93



## **OAKLAND PARK, FLORIDA 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

(12)

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

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

Υ	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	<b>25</b> or	ıt 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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# OAKLAND PARK, FLORIDA 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		ghts Commission			4	(4)
city services and programs.	LGBT Liai	son to City Executive			0	5
	Enumerate	ed Anti-Bullying Policies	00	3 3	00	3 3
	SCORE				<b>10</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Poli	ce 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				<b>10</b> 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		p's Public Position on LGBT Equality			4	(5)
community and to advocate for full equality.	Leadershi <sub>l</sub> Efforts	p's Pro-Equality Legislative/Policy			2	3
	SCORE				6	out of 8
		Openly LGBT elected or appointed municipal leaders			+3	+3
		City tests limits of restrictive state law			+0	+2

**TOTAL SCORE 81 + TOTAL BONUS 6 =** 

**CANNOT EXCEED 100** 

Final Score 87



# **OCEAN GROVE, NEW JERSEY 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			3333333
	SCORE			<b>18</b> °	ut of 18

	SCORE			10 0	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(12)
	SCORE			<b>12</b> 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.

1910 9 01	
Non-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>13</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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# **OCEAN GROVE, NEW JERSEY 2/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



IV. Municipal Service	es	STATE	COUNTY		
This section assesses the efforts of the city of ensure LGBT constituents are included in	Human Rights Commission			0	4
sity services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			6 0	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/support LGBT youth	orts		+0	+2
	<b>BONUS</b> City provides services to/support LGBT homeless	orts		+0	+2
	<b>BONUS</b> City provides services to/support LGBT elderly	orts		+0	+2
	BONUS City provides services to/suppopeople living with HIV/AIDS	orts		+0	+2
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 Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI			0 10	AVAILAB 8
	SCORE			10 0	ut of 18
				100	ut OI 10
VI. Relationship with	n the LGBT Commur	nity		СІТУ	
VI. Relationship with	the LGBT Commur	•			AVAILABI
•		ıality			
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equ	ıality		(4) (0)	
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equ Leadership's Pro-Equality Legislative/Poli Efforts	uality		(4) (0)	AVAILAB 5

**TOTAL SCORE 63 + TOTAL BONUS 3 =** 

**CANNOT EXCEED 100** 

Final Score 66

AVAILABLE



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

ı	ipioyei	0	ATAILABLE
	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	10	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	<b>9</b> ou	ut of 29
	<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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### OCEANSIDE, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service		STATE	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			0	4
	Enumerated Anti-Bullying Policies	(3 3	00	0	(3 3
	00000	33	<b>U</b>		
	SCORE			6 0	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	<b>BONUS</b> City provides services to/supports LGBT youth			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT homeless			+0	+2
	<b>BONUS</b> 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			<b>10</b> o	ut 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			(2)	5
	Efforts			0	(3)
	SCORE			2	out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders			+0	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 57 + TOTAL BONUS 0 =		Fina	l Sco	re <b>57</b>

**CANNOT EXCEED 100** 

AVAILABLE



### **OKLAHOMA CITY, 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			<b>12</b> o	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 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits		4
Legal Dependent Benefits	$\overline{2}$	$\overline{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance		2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>13</b> o	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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# OKLAHOMA CITY, OKLAHOMA 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			0	4	
	LGBT Liaison to City Executive	9		(o)	5	
	Enumerated Anti-Bullying Poli	cies	00	33	3 3	
	SCORE			<b>6</b> or	ut of 15	
	BONUS NDO enforcement Commission/Execu			+0	+3	
	BONUS City provides service LGBT youth	es to/supports		+0	+2	
	BONUS City provides service LGBT homeless	es to/supports		+0	+2	
	BONUS City provides service LGBT elderly	es to/supports		+0	+2	
	BONUS City provides service people living with H			+2	+2	
V. Law Enforcement  Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Police Liaison or Task F Reported 2012 Hate Crimes S			СІТУ	AVAILABLE 8	
thoughtful and respectful way.	to the FBI			0	(10)	
	SCORE			<b>0</b> out of 18		
VI. Relationship with	the LGBT Cor	mmunity		CITY	AVAILABL	
This category measures the city leadership's	Leadership's Public Position o			$\bigcirc$		
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Leg			(2)	5	
	Efforts	,		2	(3)	
	SCORE			4	out of 8	
	BONUS Openly LGBT electer municipal leaders	ed or appointed		+0	+3	
	BONUS City tests limits of restate law	estrictive		+0	+2	
	TOTAL SCORE 35 + TOTAL	I BONIIS 2 =	Final	Sco	ro <b>2</b> 7	



# **OLATHE, KANSAS 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

CITY

AVAILABLE

**0** out of 18

AVAILABLE

12

AVAILABLE

STATE

STATE

(12)

### I. Non-Discrimination Laws This category evaluates whether

discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Lavo
Employment
Housing
Public Accommodations

CORE			

# II. Relationship Recognition\*

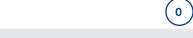
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

\* 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







## III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION +





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**BONUS** Inclusive Workplace

#### **OLATHE, KANSAS 2/2** 2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

#### HUMAN RIGHTS CAMPAIGN

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			<b>4</b> ou	t of 15
BONUS	NDO enforcement by Commission/Executive		+3	+3
BONUS	City provides services to/supports		10	12

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

Enumerated Anti-Bullying Policies

#### 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** 

AVAILABLE

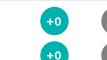
AVAILABLE

#### 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** 



**TOTAL SCORE 24 + TOTAL BONUS 3 =** 

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

Final Score 2

**CANNOT EXCEED 100** 

0 out of 8



### **OLYMPIA, WASHINGTON 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
	SCORE			<b>12</b> 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.

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	<b>29</b> ou	ıt of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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### **OLYMPIA, WASHINGTON 2/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



	es		STATE	COUNTY	CITY	
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			4	(4)
	LGBT Lia	ison to City Executive			5	5
	Enumerat	red Anti-Bullying Policies	3 3	0 0	3 3	3 3
	SCORE				<b>15</b> or	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+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			+0	+2
V. Law Enforcement	•				CITY	AVAILABL
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Poi	ice Liaison or Task Force			8	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	(10)
	SCORE				<b>18</b> or	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABI
This category measures the city leadership's		GBT Community  ip's Public Position on LGBT Equality			CITY	AVAILABL
•	Leadersh Leadersh	•			5	5
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Leadersh Efforts	ip's Public Position on LGBT Equality			5	(5) (3)
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Efforts SCORE	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy			5	5
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Efforts SCORE	ip's Public Position on LGBT Equality			5	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			5 3 8	(5) (3)



#### **OMAHA, NEBRASKA 1/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

COUNTY

0



# I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Laws
Employment
Housing
Public Accommodations

00	00	3 3	
00	00	00	

**12** out of 18

CITY

# 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.

Marriage Equality, Civil Unions,	
or Domestic Partnerships	

Domestic Partner Registry



STATE

STATE







AVAILABLE

12

AVAILABLE

AVAILABLE

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.

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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#### OMAHA, NEBRASKA 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
	Enumerat	ed Anti-Bullying Policies	00	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	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice Liaison or Task Force			4	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FBI	2012 Hate Crimes Statistics			0	10
	SCORE				<b>4</b> 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 community and to advocate for full equality.		ip's Public Position on LGBT Equality			5	5

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

**TOTAL SCORE 45 + TOTAL BONUS 6 =** 

state law

Final Score 51



### **ONTARIO, 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 SCOPE

	SCORE		SCORE			l out of		
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			<b>12</b> 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.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	4
Legal Dependent Benefits	$\overline{2}$	$\overline{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>17</b> o	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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#### ONTARIO, 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 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 63 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 

Final Score 65



# **ORANGE, 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	panition	STATE	COUNTY	CITY	AVAILABLE
m residence in present	9911111011				
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
	Domestic Partner Registry		0	0	12
	SCORE			<b>12</b> 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.

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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### ORANGE, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



						TM
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			0	4
city services and programs.	LGBT Lia	ison to City Executive			(o)	5
	Enumerat	ed Anti-Bullying Policies	3 3	00	00	3 3
	SCORE				<b>6</b> 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 FB	2012 Hate Crimes Statistics			10	10
	SCORE				<b>10</b> 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	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
				E-1	LC	0.0

**TOTAL SCORE 68 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

Final Score **68** 

AVAILABLE



# **ORLANDO, FLORIDA 1/2**

**12** out of 12

# 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	3 0	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	00	30	3 3	3 3
	Public Accommodations	00	30	3 3	3 3
	SCORE			18 0	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	0			12
power to create domestic partner registries.	Domestic Partner Registry		(12)	(12)	(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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>18</b> o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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# ORLANDO, FLORIDA 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			4	4
	LGBT Liaison to City Executive			5	(5)
	Enumerated Anti-Bullying Policies	00	3 3	3 3	3 3
	SCORE			<b>15</b> o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	<b>BONUS</b> City provides services to/support LGBT youth	CS .		+2	+2
	<b>BONUS</b> City provides services to/support LGBT homeless	S		+0	+2
	<b>BONUS</b> City provides services to/support LGBT elderly	S		+0	+2
	<b>BONUS</b> City provides services to/support people living with HIV/AIDS	S		+2	+2
V. Law Enforcement	t			CITY	AVAILABLE
Fair enforcement of the law includes	LGBT Police Liaison or Task Force			8	8
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>18</b> o	out of 18
VI. Relationship with	the LGBT Communi	ty		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equal	ity		(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			8	out of 8
	<b>BONUS</b> Openly LGBT elected or appointent municipal leaders	d		+3	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 89 + TOTAL BONUS 12	2 =	Final	Scor	e <b>100</b>



# ORONO, MAINE 1/2

CITY

AVAILABLE

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	00	3 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 3	0 0	3 0	3 3
public accommodations.	Public Accommodations	33	00	30	3 3
	SCORE			<b>18</b> °	ut of 18

	SCORE			<b>18</b> 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	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			<b>12</b> or	ut of 12

# III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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# ORONO, MAINE 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



IV. Municipal Service	S	STATE	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.	•			(0)	4
	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			<b>6</b> o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	<b>BONUS</b> 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
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes	LGBT Police Liaison or Task Force			0	8
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
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				3
	Efforts				
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 54 + TOTAL BONUS 2 =		Fina	l Sco	re <b>56</b>



#### **OVERLAND PARK, KANSAS 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

STATE

(12)

## 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

SCORE

Domestic Partner Registry

0

COUNTY



AVAILABLE

hrc.org/mei

AVAILABLE

12

**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.

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	22
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>8</b> ou	t of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION +





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

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### **OVERLAND PARK, KANSAS 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

### 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

4 out of 15

**SCORE** 

**BONUS** NDO enforcement by Commission/Executive

Enumerated Anti-Bullying Policies

**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

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

AVAILABLE

# 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

0 out of 8 **BONUS** Openly LGBT elected or appointed

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

**TOTAL SCORE 24 + TOTAL BONUS 3 =** 

Final Score 2

hrc.org/mei



## **OWENSBORO, KENTUCKY 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

CITY

AVAILABLE

12

AVAILABLE

**0** 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 **SCORE 0** out of 18

II. Relationship Reco	ognition	STATE
Marriage civil unions and comprehensive	Marriage Equality Civil Unions	

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

gniuon	SIAIE
Marriage Equality, Civil Unions, or Domestic Partnerships	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.

0 0	5 5
0	4
0	4
0	2
(o)	2
0 0	2 2
0	3
0 out	t of 29
+0	+2
+0	+2
	0 out



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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#### **OWENSBORO, KENTUCKY 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

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

Final Score 19 **TOTAL SCORE 19 + TOTAL BONUS 0 =** 



### **OXNARD, CALIFORNIA 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 **18** out of 18 SCORE

# II. Relationship Reco

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

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

## III. Municipality as Employer

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

4
4
4
2
2
2 2
3
of 29
+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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### **OXNARD, CALIFORNIA 2/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



IV. Municipal Services			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	lights Commission			4	4
	LGBT Liaison to City Executive				(o)	5
	Enumerated Anti-Bullying Policies		3 3	3 3	00	3 3
	SCORE			<b>10</b> out of 15		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 Po	lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	8 10
	SCORE				<b>10</b> out of 18	
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadersh	ip's Public Position on LGBT Equality			0	(5)
	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				<b>0</b> 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 58 + TOTAL BONUS 3 =		Fina	l Sco	re <b>61</b>