

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>18 out of 18</b>			

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>	<b>11 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>18 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 86 + TOTAL BONUS 7 = Final Score 93**

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

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

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	3	3
<b>SCORE</b>	<b>25 out of 29</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
<b>BONUS</b> Inclusive Workplace	+0	+2

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	3/3	0/0	3/3
<b>SCORE</b>	<b>10 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive			+3	+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
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+0	+2

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	4	5
Leadership's Pro-Equality Legislative/Policy Efforts	2	3
<b>SCORE</b>	<b>6 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+3	+3
<b>BONUS</b> City tests limits of restrictive state law	+0	+2

**TOTAL SCORE 81 + TOTAL BONUS 6 = Final Score 87**

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>18 out of 18</b>			

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>	<b>6 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 63 + TOTAL BONUS 3 = Final Score 66**

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>18 out of 18</b>			

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
<b>SCORE</b>	<b>9 out of 29</b>	
<b>BONUS</b> Grossing Up of Employee Benefits		
<b>BONUS</b> Inclusive Workplace		

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>	<b>6 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 57 + TOTAL BONUS 0 = Final Score 57**

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

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

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>6 out of 15</b>			
<b>BONUS</b> 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
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+2	+2

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	0	10
<b>SCORE</b>	<b>0 out of 18</b>	

### VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	2	5
Leadership's Pro-Equality Legislative/Policy Efforts	2	3
<b>SCORE</b>	<b>4 out of 8</b>	
<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 35 + TOTAL BONUS 2 = Final Score 37**

CANNOT EXCEED 100



### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 18</b>			

### II. Relationship Recognition\*

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

\* This city is subject to the jurisdiction of a federal circuit court that has ruled bans on marriages between two persons of the same sex are unconstitutional. However, as of the time of publication, marriages are not yet legally taking place in this jurisdiction.

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

### III. Municipality as Employer

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

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

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

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[hrc.org/mei](http://hrc.org/mei)

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>	<b>4 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>0 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 24 + TOTAL BONUS 3 = Final Score 27**

CANNOT EXCEED 100

[hrc.org/mei](http://hrc.org/mei)

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>18 out of 18</b>			

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>	<b>15 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>18 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 100 + TOTAL BONUS 9 = Final Score 100**

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>12</b>			<b>out of 18</b>

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

	CITY	AVAILABLE	
Non-Discrimination in City Employment	5/0	5/5	
Domestic Partner Health Benefits	4	4	
Transgender-Inclusive Healthcare Benefits	0	4	
Legal Dependent Benefits	0	2	
Equivalent Family Leave	0	2	
City Contractor Non-Discrimination Ordinance	2/2	2/2	
City Contractor Equal Benefits Ordinance	0	3	
<b>SCORE</b>	<b>13</b>		<b>out of 29</b>
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2	
<b>BONUS</b> 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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This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	0/0	0/0	3/3	3/3
<b>SCORE</b>	<b>10</b>			<b>out of 15</b>
<b>BONUS</b> NDO enforcement by Commission/Executive			+3	+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
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+0	+2

### V. Law Enforcement

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

	CITY	AVAILABLE	
LGBT Police Liaison or Task Force	4	8	
Reported 2012 Hate Crimes Statistics to the FBI	0	10	
<b>SCORE</b>	<b>4</b>		<b>out of 18</b>

### VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE	
Leadership's Public Position on LGBT Equality	5	5	
Leadership's Pro-Equality Legislative/Policy Efforts	1	3	
<b>SCORE</b>	<b>6</b>		<b>out of 8</b>
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+3	+3	
<b>BONUS</b> City tests limits of restrictive state law	+0	+2	

**TOTAL SCORE 45 + TOTAL BONUS 6 = Final Score 51**

CANNOT EXCEED 100



### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>18 out of 18</b>			

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>	<b>6 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 63 + TOTAL BONUS 2 = Final Score 65**

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>18 out of 18</b>

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>				<b>6 out of 15</b>
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

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

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

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

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	3
<b>SCORE</b>	<b>18 out of 29</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
<b>BONUS</b> Inclusive Workplace	+2	+2

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

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### IV. Municipal Services

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

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

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>18 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 89 + TOTAL BONUS 12 = Final Score 100**

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>18 out of 18</b>

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>				<b>6 out of 15</b>
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 54 + TOTAL BONUS 2 = Final Score 56**

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 18</b>			

### II. Relationship Recognition\*

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

\* This city is subject to the jurisdiction of a federal circuit court that has ruled bans on marriages between two persons of the same sex are unconstitutional. However, as of the time of publication, marriages are not yet legally taking place in this jurisdiction.

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

### III. Municipality as Employer

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

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

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

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[hrc.org/mei](http://hrc.org/mei)

### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>	<b>4 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>0 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 24 + TOTAL BONUS 3 = Final Score 27**

CANNOT EXCEED 100

[hrc.org/mei](http://hrc.org/mei)



### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 18</b>			

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>	<b>4 out of 15</b>			
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

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

CANNOT EXCEED 100

### I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>18 out of 18</b>

### II. Relationship Recognition

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

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

### III. Municipality as Employer

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

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

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

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### IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
<b>SCORE</b>				<b>10 out of 15</b>
<b>BONUS</b> NDO enforcement by Commission/Executive				
<b>BONUS</b> City provides services to/supports LGBT youth				
<b>BONUS</b> City provides services to/supports LGBT homeless				
<b>BONUS</b> City provides services to/supports LGBT elderly				
<b>BONUS</b> City provides services to/supports people living with HIV/AIDS				

### V. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2012 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

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

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

**TOTAL SCORE 58 + TOTAL BONUS 3 = Final Score 61**

CANNOT EXCEED 100