

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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>11</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	20 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>0</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 66 + TOTAL BONUS 0 = 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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>10</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>10</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	23 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>8</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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










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

TOTAL SCORE 89 + TOTAL BONUS 16 = Final Score 100  
CANNOT EXCEED 100

**PARADISE, NEVADA**  
(RATED CLARK COUNTY) 1/2  
2014 MUNICIPAL EQUALITY INDEX SCORECARD





I. Non-Discrimination Laws

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

	STATE	COUNTY	AVAILABLE
Employment			
Housing			
Public Accommodations			
<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	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.

	COUNTY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
<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).

**PARADISE, NEVADA**  
(RATED CLARK COUNTY) 2/2  
2014 MUNICIPAL EQUALITY INDEX SCORECARD





IV. Municipal Services

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

	STATE	COUNTY	AVAILABLE
Human Rights Commission			
LGBT Liaison to City Executive			
Enumerated Anti-Bullying Policies			
<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.

	COUNTY	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.

	COUNTY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative/Policy Efforts		
<b>SCORE</b>	<b>6 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 6 =** **Final Score 92**  
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	00	00	00	33
Housing	00	00	00	33
Public Accommodations	00	00	00	33
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
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	8 out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI.  
All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email [mei@hrc.org](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			0	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	33	33	00	33
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive			+0	+3
BONUS City provides services to/supports LGBT youth			+0	+2
BONUS City provides services to/supports LGBT homeless			+0	+2
BONUS City provides services to/supports LGBT elderly			+0	+2
BONUS City provides services to/supports people living with HIV/AIDS			+0	+2

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 36 + TOTAL BONUS 0 = Final Score 36  
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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>50</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	17 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>0</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 72 + TOTAL BONUS 4 = Final Score 76  
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	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div>3</div><div>3</div></div>
Housing	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div>3</div><div>3</div></div>
Public Accommodations	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div>3</div><div>3</div></div>
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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

IV. Municipal Services

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

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

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	<div><div></div></div>	<div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div></div>	<div><div>10</div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 10 + TOTAL BONUS 0 = Final Score 10  
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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	8 out of 29	
BONUS	Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div> <div><div></div><div>+2</div></div>
BONUS	Inclusive Workplace	<div><div></div><div>+0</div></div> <div><div></div><div>+2</div></div>

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			<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 15			
BONUS	NDO enforcement by Commission/Executive		<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS	City provides services to/supports LGBT youth		<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS	City provides services to/supports LGBT homeless		<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS	City provides services to/supports LGBT elderly		<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS	City provides services to/supports people living with HIV/AIDS		<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>0</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 54 + TOTAL BONUS 0 = Final Score 54  
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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	8 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>0</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 62 + TOTAL BONUS 0 = Final Score 62  
CANNOT EXCEED 100



PEARL CITY, HAWAII  
(RATED HONOLULU) 1/2  
2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

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

	STATE	COUNTY	AVAILABLE
Employment	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18		

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	COUNTY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>50</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	13 out of 29	
BONUS	Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div> <div><div></div><div>+2</div></div>
BONUS	Inclusive Workplace	<div><div></div><div>+0</div></div> <div><div></div><div>+2</div></div>

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).

PEARL CITY, HAWAII  
(RATED HONOLULU) 2/2  
2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

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

	STATE	COUNTY	AVAILABLE
Human Rights Commission		<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive		<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 15		
BONUS	NDO enforcement by Commission/Executive	<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS	City provides services to/supports LGBT youth	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS	City provides services to/supports LGBT homeless	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS	City provides services to/supports LGBT elderly	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS	City provides services to/supports people living with HIV/AIDS	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

	COUNTY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div>4</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative/Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	5 out of 8	
BONUS	Openly LGBT elected or appointed municipal leaders	<div><div></div><div>+0</div></div> <div><div></div><div>+3</div></div>
BONUS	City tests limits of restrictive state law	<div><div></div><div>+0</div></div> <div><div></div><div>+2</div></div>

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	00	33	00	33
Housing	00	33	00	33
Public Accommodations	00	33	00	33
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	00	22
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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

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			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	00	33	00	33
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive			+3	+3
BONUS City provides services to/supports LGBT youth			+0	+2
BONUS City provides services to/supports LGBT homeless			+0	+2
BONUS City provides services to/supports LGBT elderly			+0	+2
BONUS City provides services to/supports people living with HIV/AIDS			+0	+2

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 48 + TOTAL BONUS 3 = 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	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Housing	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Public Accommodations	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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

IV. Municipal Services

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

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

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	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 33 + TOTAL BONUS 0 = Final Score 33  
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	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Housing	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Public Accommodations	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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	<div><div></div></div>	<div><div></div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div></div>	<div><div></div></div>
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 100 + TOTAL BONUS 16 = 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	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Housing	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Public Accommodations	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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			<div><div></div></div>	<div><div></div></div>
LGBT Liaison to City Executive			<div><div></div></div>	<div><div></div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	12 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div></div>	<div><div></div></div>

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	<div><div></div></div>	<div><div></div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div></div>	<div><div></div></div>
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 90 + TOTAL BONUS 14 = 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	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Housing	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Public Accommodations	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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			<div><div></div></div>	<div><div></div></div>
LGBT Liaison to City Executive			<div><div></div></div>	<div><div></div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	0 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div></div>	<div><div></div></div>

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	<div><div></div></div>	<div><div></div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div></div>	<div><div></div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 10 + TOTAL BONUS 0 = Final Score 10  
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	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>50</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>3</div></div>	<div><div></div><div>3</div></div>
SCORE	16 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>30</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>30</div></div>	<div><div></div><div>33</div></div>
SCORE	12 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>0</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 76 + TOTAL BONUS 14 = Final Score 90  
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	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Housing	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Public Accommodations	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	0 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Domestic Partner Health Benefits	<div><div></div></div>	<div><div></div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div></div>	<div><div></div></div>
Legal Dependent Benefits	<div><div></div></div>	<div><div></div></div>
Equivalent Family Leave	<div><div></div></div>	<div><div></div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div></div></div>	<div><div></div><div></div></div>
City Contractor Equal Benefits Ordinance	<div><div></div></div>	<div><div></div></div>
SCORE	12 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div></div>	<div><div></div></div>
BONUS Inclusive Workplace	<div><div></div></div>	<div><div></div></div>

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			<div><div></div></div>	<div><div></div></div>
LGBT Liaison to City Executive			<div><div></div></div>	<div><div></div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	0 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div></div>	<div><div></div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div></div>	<div><div></div></div>

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	<div><div></div></div>	<div><div></div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div></div>	<div><div></div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community













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

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

TOTAL SCORE 22 + TOTAL BONUS 0 = Final Score 22  
CANNOT EXCEED 100






I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	18 out of 18			



II. Relationship Recognition

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

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

III. Municipality as Employer

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



















	CITY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Transgender-Inclusive Healthcare Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
SCORE	12 out of 29	
BONUS Grossing Up of Employee Benefits		
BONUS Inclusive Workplace		

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

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				
SCORE	3 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				









V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 41 + TOTAL BONUS 3 =

Final Score 44

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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>22</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	26 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>0</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 76 + TOTAL BONUS 0 = Final Score 76  
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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>30</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>30</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>30</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>50</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>11</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>3</div></div>	<div><div></div><div>3</div></div>
SCORE	18 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>8</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative/Policy Efforts	<div><div></div><div>2</div></div>	<div><div></div><div>3</div></div>
SCORE	7 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City tests limits of restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

TOTAL SCORE 79 + TOTAL BONUS 4 =

Final Score 83

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	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>22</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>3</div></div>	<div><div></div><div>3</div></div>
SCORE	29 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>8</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	18 out of 18	

VI. Relationship with the LGBT Community













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

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

TOTAL SCORE 95 + TOTAL BONUS 8 = Final Score 100  
CANNOT EXCEED 100






I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 18			


















II. Relationship Recognition

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

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

III. Municipality as Employer

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



















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

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

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				
SCORE	0 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				









V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 14 + TOTAL BONUS 0 = Final Score 14  
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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>22</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	22 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	15 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>8</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	18 out of 18	

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 93 + TOTAL BONUS 8 = 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	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Housing	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>30</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	15 out of 18			

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>50</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>20</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	15 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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			<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
LGBT Liaison to City Executive			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying Policies	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>30</div></div>	<div><div></div><div>33</div></div>
SCORE	10 out of 15			
BONUS NDO enforcement by Commission/Executive			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to/supports LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to/supports people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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	<div><div></div><div>0</div></div>	<div><div></div><div>8</div></div>
Reported 2012 Hate Crimes Statistics to the FBI	<div><div></div><div>10</div></div>	<div><div></div><div>10</div></div>
SCORE	10 out of 18	

VI. Relationship with the LGBT Community

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













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

TOTAL SCORE 66 + TOTAL BONUS 4 = Final Score 70  
CANNOT EXCEED 100








I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 18			












II. Relationship Recognition

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

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

III. Municipality as Employer

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



















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

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

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				
SCORE	3 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				









V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 33 + TOTAL BONUS 0 = Final Score 33  
CANNOT EXCEED 100