

PALMDALE, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	2
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	11	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	20 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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

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PALMDALE, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es .	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	4
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			6 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth	;		+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS	:		+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Communit	ty		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equalit	ty		0	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	I		+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 66 + TOTAL BONUS 0 =	=	Fina	l Sco	re 66



PALM SPRINGS, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in	Employment	3 3	00	0 0	3 3
	Housing	3 3	00	00	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	3 3	00	1 0	3 3
	SCORE			18 0	ut of 18
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Ognition Marriage Equality, Civil Unions, or Domestic Partnerships	STATE 12	COUNTY	CITY	AVAILABLE 12
Marriage, civil unions, and comprehensive	Marriage Equality, Civil Unions,		COUNTY	CITY 12	
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships			(12)	(12)
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry			(12)	(12) (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.

11010101	
Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	4 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	10 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	23 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PALM SPRINGS, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es	STATE COUNTY CITY AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission	(4) (4)
city services and programs.	LGBT Liaison to City Executive	0 5
	Enumerated Anti-Bullying Policies	33 00 33 33
	SCORE	10 out of 15
	BONUS NDO enforcement by Commission/Executive	+3 +3
	BONUS City provides services to/supports LGBT youth	ts +2 +2
	BONUS City provides services to/supports LGBT homeless	+2 +2
	BONUS City provides services to/supports LGBT elderly	+2 +2
	BONUS City provides services to/supports people living with HIV/AIDS	+2 +2
V. Law Enforcement		CITY AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	8 8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI	10 10
	SCORE	18 out of 18
VI. Relationship with	the LGBT Communi	ty city available
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equali	5 (5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts	
	SCORE	8 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3 +3
	BONUS City tests limits of restrictive state law	+0 +2

TOTAL SCORE 89 + TOTAL BONUS 16 =

CANNOT EXCEED 100

Final Score 100

AVAILABLE



PARADISE, NEVADA

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

COUNTY

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

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

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	(0)	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE		22 out of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PARADISE, NEVADA

(RATED CLARK COUNTY) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



2014 MUNICIPAL EQUALITY INDEX S	CORLOARD			
IV. Municipal Service	S	STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		4	4
city services and programs.	LGBT Liaison to City Executive		(0)	(5)
	Enumerated Anti-Bullying Policies	00	3 3	3 3
	SCORE			10 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		+2	+2
V. Law Enforcement			COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		10	10
	SCORE			18 out of 18
VI. Relationship with	the LGBT Community	,	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality		(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts		1	3
	SCORE			6 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders		+0	+3
	BONUS City tests limits of restrictive state law		+2	+2
	TOTAL SCORE 86 + TOTAL BONUS 6 =		Final	Score 92

CANNOT EXCEED 100

AVAILABLE



PARKERSBURG, WEST VIRGINIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PARKERSBURG, WEST VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



<u>IV. Municipal Service</u>	S		STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Ri	ghts Commission			0	4
city services and programs.	LGBT Liai	son to City Executive			0	5
	Enumerate	ed Anti-Bullying Policies	3 3	3 3	00	3 3
	SCORE				6 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS				+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Poli	ce Liaison or Task Force 2012 Hate Crimes Statistics			0 (10)	8 (10)
	SCORE				10 0	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	Leadershi	p's Public Position on LGBT Equality			0	(5)
community and to advocate for full equality.	Leadershi Efforts	p's Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
		Openly LGBT elected or appointed municipal leaders			+0	out of 8
	BONUS					+3 +2



PASADENA, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Reco

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

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

III. Municipality as Employer

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

Υ	nployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	5 0	(5 5
	Domestic Partner Health Benefits	4	4
	Transgender-Inclusive Healthcare Benefits	4	4
	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	(2)	(2)
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	17 ou	t of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

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PASADENA, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 72 + TOTAL BONUS 4 =

CANNOT EXCEED 100



PASADENA, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Rec

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

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

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PASADENA, TEXAS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

CITY

COUNTY

IV. Municipal Services This section assesses the efforts of the city to ensure LGBT constituents are included in

city services and programs.

Human Rights Commission			(
LGBT Liaison to City Executive			(
Enumerated Anti-Bullying Policies	60	60	(

Enumerate	ed Anti-Bullying Policies	00	00	00	(3
SCORE				0 ou	t of 1
BONUS	NDO enforcement by Commission/Executive			+0	+
BONUS	City provides services to/supports LGBT youth			+0	+
BONUS	City provides services to/supports LGBT homeless			+0	+
BONUS	City provides services to/supports LGBT elderly			+0	+
BONUS	City provides services to/supports people living with HIV/AIDS			+0	+

V. Law Entorcemer	t	CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI	(10)	(10)

state law

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.

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

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

Final Score 10 TOTAL SCORE 10 + TOTAL BONUS 0 =

CANNOT EXCEED 100

CITY

AVAILABLE

hrc.org/mei

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PATERSON, NEW JERSEY 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

<u>II.</u>	Relationship	Recog	Inition

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

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

III. Municipality as Employer

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

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



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 54 + TOTAL BONUS 0 =

CANNOT EXCEED 100



PAWTUCKET, RHODE ISLAND 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

or Domestic Partnerships

Domestic Partner Registry

SCORE

III. Municipality as Employer

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

domestic partnerships are matters of state

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

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 BONUS Grossing Up of Employee Benefits Do 0 4 4 4 4 4 4 4 4 4 4 4 4 4	1616 y C1		
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	Non-Discrimination in City Employment	00	5 5
Legal Dependent Benefits 2 2 Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance O 3 SCORE 8 out of 29 BONUS Grossing Up of Employee Benefits	Domestic Partner Health Benefits	4	4
Equivalent Family Leave 2 2 2 City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance 3 SCORE 8 out of 29 BONUS Grossing Up of Employee Benefits	Transgender-Inclusive Healthcare Benefits	(o)	4
City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance O SCORE 8 out of 29 BONUS Grossing Up of Employee Benefits	Legal Dependent Benefits	(2)	(2)
City Contractor Equal Benefits Ordinance SCORE 8 out of 29 BONUS Grossing Up of Employee Benefits +0 +2	Equivalent Family Leave	(2)	(2)
SCORE 8 out of 29 BONUS Grossing Up of Employee Benefits +0 +2	City Contractor Non-Discrimination Ordinance	0 0	2 2
BONUS Grossing Up of Employee Benefits +0 +2	City Contractor Equal Benefits Ordinance	0	3
	SCORE	8 ou	t of 29
BONUS Inclusive Workplace +0	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2



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PAWTUCKET, RHODE ISLAND 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	4
city services and programs.	LGBT Lia	ison to City Executive			(0)	5
	Enumerat	ed Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE				6 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(5)	(5)
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			3	3
	SCORE				8	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2

TOTAL SCORE 62 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 62

12

AVAILABLE

12 out of 12



PEARL CITY, HAWAII

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

COUNTY

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

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

Non-Discrimination in City Employment		
i y	(5 0	(5.5)
		•
Domestic Partner Health Benefits		
	(4)	(4)
		(')
T	_	\sim
Transgender-Inclusive Healthcare Benefits		
	(0)	(4)
Local Dependent Penefits		
Legal Dependent Benefits		
	(2)	(2)
Equivalent Family Leave		
Equivalent raining Leave	(2)	(2)
	(2)	(2)
	\sim	\sim
City Contractor Non-Discrimination Ordinance		
,	$(0\ 0)$	(2 2)
City Control to Ferral Deposits Continues	~	
City Contractor Equal Benefits Ordinance		
	(0)	(3)
SCORE		13 out of 29
SCORE		out of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	(+2)
1		

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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PEARL CITY, HAWAII

(RATED HONOLULU) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	STATE	COUNTY	AVAILABLE	
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission		(0)	4
city services and programs.	LGBT Liaison to City Executive		0	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3
	SCORE			6 out of 15
	BONUS NDO enforcement by Commission/Executive		+0	+3
	BONUS City provides services to/supports LGBT youth		+0	+2
	BONUS City provides services to/supports LGBT homeless		+0	+2
	BONUS City provides services to/supports LGBT elderly		+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS		+2	+2
V. Law Enforcement			COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		0	10
	SCORE			0 out of 18
VI. Relationship with	the LGBT Communit	<u>.</u>	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	/	4	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts		1	3
	SCORE			5 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 54 + TOTAL BONUS 2 =	:	Final	Score 56

CANNOT EXCEED 100

AVAILABLE



PEMBROKE PINES, FLORIDA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

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

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

III. Municipality as Employer

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

Non-Discrimin	nation in City Employment	00	5 5
Domestic Part	tner Health Benefits	0	4
Transgender-I	nclusive Healthcare Benefits	0	4
Legal Depend	lent Benefits	0	(2)
Equivalent Far	mily Leave	0	(2)
City Contracto	or Non-Discrimination Ordinance	00	2 2
City Contracto	or Equal Benefits Ordinance	0	3
SCORE		0 out	of 29
BONUS Gro	ossing Up of Employee Benefits	+0	+2
BONUS Inc	clusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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PEMBROKE PINES, FLORIDA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 48 + TOTAL BONUS 3 =

CANNOT EXCEED 100



PEORIA, ARIZONA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

II. Relationship Reco

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

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

III. Municipality as Employer

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

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 BONUS Grossing Up of Employee Benefits Do 0 4 4 4 4 4 4 4 4 4 4 4 4 4	•		
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 HO +2	Non-Discrimination in City Employment	0 0	5 5
Legal Dependent Benefits 2 2 2 Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance SCORE 8 out of 29 BONUS Grossing Up of Employee Benefits	Domestic Partner Health Benefits	4	4
Equivalent Family Leave City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance O	Transgender-Inclusive Healthcare Benefits	0	4
City Contractor Non-Discrimination Ordinance City Contractor Equal Benefits Ordinance O SCORE 8 out of 29 BONUS Grossing Up of Employee Benefits	Legal Dependent Benefits	(2)	2
City Contractor Equal Benefits Ordinance SCORE SCORE Sout of 29 BONUS Grossing Up of Employee Benefits 10 12 22 40 10 11 11 11 11 11 11 11 11 11 11 11 11	Equivalent Family Leave	(2)	2
SCORE 8 out of 29 BONUS Grossing Up of Employee Benefits +0 +2	City Contractor Non-Discrimination Ordinance	0 0	2 2
BONUS Grossing Up of Employee Benefits +0	City Contractor Equal Benefits Ordinance	0	3
	SCORE	8 ou	it of 29
BONUS Inclusive Workplace +0	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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PEORIA, ARIZONA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



<u>IV. Municipal Service</u>	es		STATE	COUNTY		
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	(4)
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumerat	ed Anti-Bullying Policies	00	00	30	3 3
	SCORE				3 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement	-				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	AVAILABLE 8
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Pol	2012 Hate Crimes Statistics			0 10	\sim
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol Reported to the FBI	2012 Hate Crimes Statistics			0 10	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with	Reported to the FBI SCORE	2012 Hate Crimes Statistics			0 10 10 city	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. VI. Relationship with	LGBT Pol Reported to the FBI SCORE	2012 Hate Crimes Statistics GBT Community			0 10 10 °	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way. VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Pol Reported to the FBI SCORE Leadershi	2012 Hate Crimes Statistics GBT Community p's Public Position on LGBT Equality			0 10 10 o	8 10 ut of 18 AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way. VI. Relationship with	LGBT Pol Reported to the FBI SCORE The L Leadershi Efforts	2012 Hate Crimes Statistics GBT Community p's Public Position on LGBT Equality			0 10 10 o	8 10 ut of 18 AVAILABLE 5

TOTAL SCORE 33 + TOTAL BONUS 0 =

CANNOT EXCEED 100



PHILADELPHIA, PENNSYLVANIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Employment Housing Public Accommodations			333333	3333333
	SCORE			18 ₀	ut of 18

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

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

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PHILADELPHIA, PENNSYLVANIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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



PHOENIX, ARIZONA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship Rec

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

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

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PHOENIX, ARIZONA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 12** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE 18** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 90 + TOTAL BONUS 14 =

CANNOT EXCEED 100

Final Score 100

Δ\/ΔΙΙΔΒΙΕ

CITY



PIERRE, SOUTH DAKOTA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

<u>II.</u>	Relationshi	p Recog	gnition

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

ognition	STATE
Marriage Equality, Civil Unions, or Domestic Partnerships	0
Domestic Partner Registry	
SCORE	



COUNTY



CITY





AVAILABLE

12

AVAILABLE

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.

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



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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PIERRE, SOUTH DAKOTA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

CITY

COUNTY

IV. Municipal Services

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

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

		(U)	U U	UU	
SCORE				0 ou	ıt o
BONUS	NDO enforcement by Commission/Executive			+0	
BONUS	City provides services to/supports LGBT youth			+0	(
BONUS	City provides services to/supports LGBT homeless			+0	
BONUS	City provides services to/supports LGBT elderly			+0	
BONUS	City provides services to/supports				

V. Law Enforcement		CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI	10	10

people living with HIV/AIDS

VI. Relationship with the LGBT Community

SCORE

BONUS

BONUS

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

Openly LGBT elected or appointed municipal leaders	+0
City tests limits of restrictive state law	+0

TOTAL SCORE 10 + TOTAL BONUS 0 =

Final Score 10

CANNOT EXCEED 100

0 out of 8

10 out of 18

AVAILABLE

CITY

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hrc.org/mei



PITTSBURGH, PENNSYLVANIA 1/2

(12)

(0)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

III. Municipality as Em

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

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	(5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	2
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	3	3
SCORE	16 ou	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PITTSBURGH, PENNSYLVANIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es		STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			5	5
	Enumerat	ed Anti-Bullying Policies	3 0	00	30	3 3
	SCORE		_		12 °	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+2	+2
	BONUS	City provides services to/supports			+2	+2
	BONUS	City provides services to/supports LGBT elderly			+2	+2
	BONUS	•			+2	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			0 (10)	AVAILAB 8 10
	SCORE				10 0	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(5)	(5)
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			3	3
	SCORE				8	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City tests limits of restrictive state law			+0	+2

CANNOT EXCEED 100

12

12 out of 12



PLANO, TEXAS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. INCIALIONSHIP INCOMPILLION	II.	Relationship	Recognition
--------------------------------	------------	--------------	-------------

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

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

SCORE



COUNTY

STATE



CITY

CITY



AVAILABLE

AVAILABLE

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.

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	2	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	12 out	of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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



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

TOTAL SCORE 22 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 22

hrc.org/mei



PLEASANT RIDGE, MICHIGAN 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

(0)

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	0 0	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	00	00	3 3	3 3
	Public Accommodations	00	00	33	3 3
	SCORE			18 o	ut of 18
II. Relationship Red	cognition	STATE	COUNTY	CITY	AVAILABLE

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

gnition	STA
Marriage Equality, Civil Unions, or Domestic Partnerships	0
Domestic Partner Registry	







CITY



0 out of 12

AVAILABLE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	0	(2)
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	11	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	12 out	t of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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PLEASANT RIDGE, MICHIGAN 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 41 + TOTAL BONUS 3 =

CANNOT EXCEED 100



POMONA, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

Marriage civil unions and comprehensive

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

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	2
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	26 ou	it of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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POMONA, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 10 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. 10 to the FBI SCORE **10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law Final Score 76

TOTAL SCORE 76 + TOTAL BONUS 0 =



PORTLAND, MAINE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Employer

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

1910 / 01	
Non-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$
City Contractor Equal Benefits Ordinance	3 3
SCORE	18 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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PORTLAND, MAINE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services	S	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	4
city services and programs.	LGBT Liaison to City Executive			(0)	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			6 or	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			18 or	ut of 18
VI. Relationship with	the LGBT Community	/		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			2	3
	SCORE			7	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 79 + TOTAL BONUS 4 =		Final	Sco	re 83

CANNOT EXCEED 100

AVAILABLE



PORTLAND, OREGON 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	3 3	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 3	00	3 3	3 3
public accommodations.	Public Accommodations	33	00	3 3	3 3
	SCORE			18 .	ut of 19

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.

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

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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PORTLAND, OREGON 2/2



IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Com	nmission			4	4
	LGBT Liaison to Ci	ty Executive			(o)	5
	Enumerated Anti-B	ullying Policies	3 3	00	00	3 3
	SCORE				10 o	ut of 15
	BONUS NDO en Commis	forcement by sion/Executive			+0	+3
	BONUS City prov LGBT yo	vides services to/supports			+0	+2
	BONUS City prov LGBT ho	vides services to/supports			+2	+2
	BONUS City prov LGBT el	vides services to/supports derly			+2	+2
	BONUS City prov	vides services to/supports iving with HIV/AIDS			+2	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaiso	n or Task Force			(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Ha to the FBI	te Crimes Statistics			10	10
	SCORE				18 o	ut of 18
VI. Relationship with	the LGB	Γ Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public	: Position on LGBT Equality			5	(5)
community and to advocate for full equality.	Leadership's Pro-E Efforts	quality Legislative/Policy			3	3
	SCORE				8	out of 8
	BONUS Openly L municipa	GBT elected or appointed Il leaders			+0	+3
	BONUS City tests state law	s limits of restrictive			+0	+2
	TOTAL SCORE 9	5 + TOTAL BONUS 8 =		Final S	Score	100



PORT SAINT LUCIE, FLORIDA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

(0)

0

0 out of 12

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

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

III. Municipality as En	nployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	0 0	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits	0	4
EdbT employees equally.	Transgender-Inclusive Healthcare Benefits	0	4
	Legal Dependent Benefits	0	2
	Equivalent Family Leave	0	2
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	0 0	ut of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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PORT SAINT LUCIE, FLORIDA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 14 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 14

hrc.org/mei

12



PROVIDENCE, RHODE ISLAND 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

III. Municipality as Em

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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PROVIDENCE, RHODE ISLAND 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 93 + TOTAL BONUS 8 =

CANNOT EXCEED 100



PROVINCETOWN, MASSACHUSETTS 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

12 out of 12

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 15 out of 18 **SCORE**

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

III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	(5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	2
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	20	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	15 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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PROVINCETOWN, MASSACHUSETTS 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 10 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. 10 to the FBI **SCORE 10** out of 18 VI. Relationship with the LGBT Community CITY AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law Final Score 70 **TOTAL SCORE 66 + TOTAL BONUS 4 =**



PROVO, UTAH 1/2

CITY

AVAILABLE

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

III. Municipality as Employer

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

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



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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PROVO, UTAH 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 33 + TOTAL BONUS 0 =

CANNOT EXCEED 100