

RALEIGH, NORTH CAROLINA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

50

00

0

+0

13 out of 29

AVAILABLE

55

4

4 2 2

22

3

+2

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

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

RALEIGH, NORTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	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			\bigcirc	5
	Enumerated Anti-Bullying Policies	33	33	00	33
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				СІТҮ	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	V		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equality				5
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts				3
	SCORE			4	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+2	+2
			Einel	Car	ro E1

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366	JRE

TOTAL SCORE 49 + TOTAL BONUS 2 =

PTS FOR SEXUAL ORIENTATION -+

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

- PTS FOR GENDER IDENTITY

SCORE

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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Final Score **51**



RANCHO CUCAMONGA, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	33	00	00	33
orientation and gender identity is prohibited by the city, county, or state in	Housing	33	00	00	(3 3
areas of employment, housing, and public accommodations.	Public Accommodations	33	00	00	3 3
	SCORE			18 o	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	(12)			(12)
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 o	ut of 12

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Grossing Up of Employee Benefits

BONUS Inclusive Workplace

City Contractor Equal Benefits Ordinance

Domestic Partner Health Benefits

Legal Dependent Benefits

Equivalent Family Leave

RANCHO CUCAMONGA, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S	STATE COUNTY	Y 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	33 00	
	SCORE		6 out of 15
	BONUS NDO enforcement by Commission/Executive		+0 +3
	BONUS City provides services to/supports LGBT youth	5	+0 +2
	BONUS City provides services to/supports LGBT homeless	5	+0 +2
	BONUS City provides services to/supports LGBT elderly	5	+0 +2
	BONUS City provides services to/supports people living with HIV/AIDS	5	+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 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	ty	\bigcirc \bigcirc \bigcirc
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	Ŀ	+0 +3
	BONUS City tests limits of restrictive state law		+0 +2
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VI.

TOTAL SCORE 59 + TOTAL BONUS 0 =

PTS FOR SEXUAL ORIENTATION -+

III. Municipality as Employer

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by

awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

- PTS FOR GENDER IDENTITY

SCORE

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

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AVAILABLE

55

4

4

22

3

+2

CITY

50

00

0

+0

13 out of 29





Final Score **59**



RANCHO MIRAGE, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatior	n Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	33	00	00	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	33	00	00	33
areas of employment, housing, and public accommodations.	Public Accommodations	33	00	00	3 3
	SCORE			18 •	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 o	ut of 12

III. Municipality as Employer

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	\bigcirc	(4)
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

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

RANCHO MIRAGE, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S	STATE	COUNTY	СІТҮ	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			5	5
	Enumerated Anti-Bullying Policies	33	00	33	33
	SCORE			11 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+2	+2
	BONUS City provides services to/supports LGBT homeless			+2	+2
	BONUS City provides services to/supports LGBT elderly			+2	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement	:			СІТҮ	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 o	ut of 18
VI. Relationship with	the LGBT Community	/		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts				3
	SCORE			6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
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BONUS	Openly munic
BONUS	City te state l

TOTAL SCORE 83 + TOTAL BONUS 10 =

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Final Score 93



RAPID CITY, SOUTH DAKOTA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 00 00 00 (3 3 discrimination on the basis of sexual orientation and gender identity is Housing 00 00 00 prohibited by the city, county, or state in 33 areas of employment, housing, and public accommodations. Public Accommodations 00 00 00 33 SCORE **0** out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (0) 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the power to create domestic partner registries. 0 (0) Domestic Partner Registry 12 SCORE **0** out of 12

III. Municipality as Em

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	55
Domestic Partner Health Benefits	0	4
Transgender-Inclusive Healthcare Benefits		(4)
Legal Dependent Benefits	$\underbrace{\bigcirc}{0}$	(2)
Equivalent Family Leave	0	$\underbrace{}_{2}$
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	0 01	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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

RAPID CITY, SOUTH DAKOTA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			(4)	(4)
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ed Anti-Bullying Policies	00	00	00	33
	SCORE				4 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			+2	+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					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	CORE 14 + TOTAL BONUS 5 =		Final	Sco	re 19

V.

VI.

SCORE

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REHOBOTH BEACH, DELAWARE 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	Laws	STATE	COUNTY	СІТҮ	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	33	00	00	33
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	33	00	00	33
	Public Accommodations	33	00	00	3 3
	SCORE	-		18 •	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			(12)
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			12 o	ut of 12

III. Municipality as Employer

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits		(4)
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	$\underbrace{}_{2}$	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	•	3
SCORE	18 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

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

REHOBOTH BEACH, DELAWARE 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	33	00	33
	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 Po	lice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I				10
	SCORE				10 o	ut of 18
VI. Relationship with	the L	_GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			(2)	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				2	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	SCORE 66 + TOTAL BONUS 5 =		Final	Sco	re 71

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RENO, NEVADA 1/2

CITY

00

00

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CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

STATE

33

33

STATE

(12)

RENO, NEVADA 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	lights Commission			0	$\left(\begin{array}{c}4\end{array}\right)$
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	33	00	33
	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					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the l	GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality			\frown	\frown
commitment to fully include the LGBT community and to advocate for full equality.		ip's Pro-Equality Legislative/Policy			(5)	(5)
	Efforts	ips in the Equality Eegislative in oncy			(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			Final	See	ro 75

V.

VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 73 + TOTAL BONUS 2 =

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.

Employment 33 Housing Public Accommodations

II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

SCORE

III. Municipality as Employer

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

Non-Discrimination in City Employment	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	20 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	20 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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Final Score **75**



RICHMOND, CALIFORNIA 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

RICHMOND, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	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			$\underbrace{}_{0}$	5
	Enumerated Anti-Bullying Policies	33	00	33	33
	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 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
	SCORE			10 o	ut of 18
VI. Relationship with	the LGBT Community	/		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			2	3
	SCORE			6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2
					00

V.

VI

TOTAL SCORE 75 + TOTAL BONUS 5 =

<u> </u> .	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.

Employment 33 Housing 33 Public Accommodations 33 SCORE

II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	4 (4)
Transgender-Inclusive Healthcare Benefits	(4) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	20 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	19 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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Final Score 80



RICHMOND, VIRGINIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

0

CITY

00

00

00

CITY

0

CITY

12 out of 12

AVAILABLE

33

33

33

AVAILABLE

12

12

AVAILABLE

0 out of 18

RICHMOND, VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	lights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	00	00	33	33
	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					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			(8)	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I			10	10
	SCORE				18 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
		SCORE 57 + TOTAL BONUS 0 =		Final	Sco	ro 57

V.

VI

TOTAL SCORE 57 + TOTAL BONUS 0 =

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

II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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

Non-Discrimination in City Employment	50 55
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	13 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

STATE

(12)

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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Final Score **57**



RIO RANCHO, NEW MEXICO 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment 33 00 00 (3 3 discrimination on the basis of sexual orientation and gender identity is Housing 33 00 00 prohibited by the city, county, or state in 33 areas of employment, housing, and public accommodations. Public Accommodations 33 00 00 33 SCORE 18 out of 18 II. Relationship Recognition STATE COUNTY CITY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, (12) 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the power to create domestic partner registries. 0 0 12 Domestic Partner Registry 12 out of 12 SCORE

III. Municipality as Em

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	\bigcirc	(4)
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance		2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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

RIO RANCHO, NEW MEXICO 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive			\bigcirc	5
	Enumerated Anti-Bullying Policies	30	00	30	33
	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	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
	SCORE			0 o	ut of 18
VI Relationship with	the LGBT Community	./		СІТҮ	AVAILABLE
This category measures the city leadership's	Leadership's Public Position on LGBT Equality	y		\bigcirc	\frown
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy			(0)	5
	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
			Einel	Car	Ko E1

V.

VI

TOTAL SCORE 51 + TOTAL BONUS 0 =

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Final Score **51**



RIVERSIDE, CALIFORNIA 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

12

AVAILABLE

RIVERSIDE, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			(4)	(4)
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	33	33	00	33
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I				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			0	5
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			0	3
	SCORE				0	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	SCORE 70 + TOTAL BONUS 5 =		Final	Sco	re 75

V.

VI

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.

Employment 33 Housing 33 33 Public Accommodations SCORE

II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
City Contractor Equal Benefits Ordinance	0 3
SCORE	20 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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ROCHESTER, MINNESOTA 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

00

(0 0)

COUNTY

0

CITY

00

00

00

CITY

(12)

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

ROCHESTER, MINNESOTA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	lights Commission			0	(4)
city services and programs.	LGBT Lia	aison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	33	00	30	33
	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					СІТҮ	AVAILABLE
Fair enforcement of the law includes	LGBT Po	lice Liaison or Task Force			0	(8)
responsible reporting of hate crimes and 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			СІТҮ	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality				
commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			(4) (2)	3
	SCORE				6	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL			Final	Sco	ro 70

V.

VI

TOTAL SCORE 70 + TOTAL BONUS 0 =

	Ι.	Non-Discrimination	Laws	
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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.

Lano	
Employment	33
Housing	33
Public Accommodations	33
SCORE	

II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(0) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	0 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	18 out of 29
BONUS Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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

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Final Score 70



ROCHESTER, NEW YORK 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

00

00

COUNTY

0

CITY

33

33

33

CITY

(12)

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

ROCHESTER, NEW YORK 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	$\begin{pmatrix} 4 \end{pmatrix}$
city services and programs.	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	33	00	33	33
	SCORE			11 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	BONUS City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement	t			СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			8	8
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI				10
	SCORE			18 o	ut of 18
VI. Relationship with	the LGBT Community	<u>/</u>		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			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
			Elect	<u> </u>	100

V.

VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 93 + TOTAL BONUS 7 =

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.

Lano	
Employment	30
Housing	30
Public Accommodations	30
SCORE	

II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 5 5
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	(4) (4)
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	22 22
City Contractor Equal Benefits Ordinance	0 3
SCORE	26 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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Final Score 100 **CANNOT EXCEED 100**



ROCKFORD, ILLINOIS 1/2

33

33

33

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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00

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COUNTY

0

ROCKFORD, ILLINOIS 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

STATE COUNTY CITY AVAILABLE

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00

CITY

0

CITY

18 out of 18

12 out of 12

33

33

33

AVAILABLE

12

(12)

AVAILABLE

IV

IV. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in					0	(4)
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	33	00	30	33
	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 Po	lice Liaison or Task Force			\bigcirc	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I				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
community and to advocate for full equality.	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			•	3
	SCORE				3	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
		SCORE 57 + TOTAL BONUS 0 =		Final		ro 57

V.

VI

TOTAL SCORE 57 + TOTAL BONUS 0 =

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

SCORE

II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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

Non-Discrimination in City Employment	00 (55
Domestic Partner Health Benefits	
Transgender-Inclusive Healthcare Benefits	
Legal Dependent Benefits	(2) (2)
Equivalent Family Leave	(2) (2)
City Contractor Non-Discrimination Ordinance	
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.

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Final Score **57 CANNOT EXCEED 100**



ROCKVILLE, MARYLAND 1/2

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

33

33

33

COUNTY

0

CITY

30

30

30

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

(3 3

33

33

AVAILABLE

12

(12)

AVAILABLE

ROCKVILLE, MARYLAND 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV.

IV. Municipal Service	es	STATE	COUNTY	СІТҮ	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	33	0	33
	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				СІТҮ	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 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			(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS City tests limits of restrictive state law			+0	+2

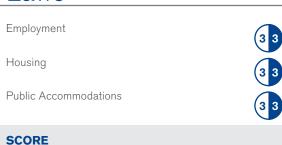
V.

VI

TOTAL SCORE 60 + TOTAL BONUS 3 =

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.



II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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

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Final Score 63



RUTLAND, VERMONT 1/2

STATE

33

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

COUNTY

0

CITY

00

00

00

CITY

0

CITY

18 out of 18

12 out of 12

AVAILABLE

33

33

33

AVAILABLE

12

(12)

AVAILABLE

RUTLAND, VERMONT 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV

IV. Municipal Service	S		STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in				0	$\left(\begin{array}{c} 4 \end{array}\right)$	
city services and programs.	LGBT Lia	ison to City Executive			\bigcirc	5
	Enumera	ted Anti-Bullying Policies	33	00	33	33
	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					СІТҮ	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Po	lice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics I			10	10
	SCORE				10 o	ut of 18
VI. Relationship with	the l	GBT Community			СІТҮ	AVAILABLE
This category measures the city leadership's		ip's Public Position on LGBT Equality				\frown
commitment to fully include the LGBT community and to advocate for full equality.					(2)	(5)
	Efforts	ip's Pro-Equality Legislative/Policy			0	3
SCORE				2	out of 8	
	BONUS	Openly LGBT elected or appointed municipal leaders			+0	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL			Final	See	ro 56

V.

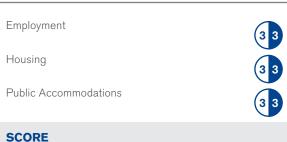
VI

BONUS	Openl munic
BONUS	City te state l

TOTAL SCORE 56 + TOTAL BONUS 0 =

	Ι.	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.



II. Relationship Recognition

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

Marriage Equality, Civil Unions, or Domestic Partnerships Domestic Partner Registry

SCORE

III. Municipality as Employer

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

Non-Discrimination in City Employment	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	2 2	
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.



Final Score 56