

## **SACRAMENTO, 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 Recognition STATE COUNTY AVAILABLE CITY 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. (12) Domestic Partner Registry 0 **12** out of 12 SCORE III. Municipality as Employer CITY AVAILABLE By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Domestic Partner Health Benefits municipalities commit themselves to treating LGBT employees equally. Transgender-Inclusive Healthcare Benefits Legal Dependent Benefits Equivalent Family Leave City Contractor Non-Discrimination Ordinance

PTS FOR SEXUAL ORIENTATION



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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City Contractor Equal Benefits Ordinance

**BONUS** Grossing Up of Employee Benefits

**BONUS** Inclusive Workplace

#### **SACRAMENTO, 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 0 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 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 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** 4 out of 8 **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

**TOTAL SCORE 82 + TOTAL BONUS 5 =** 

**CANNOT EXCEED 100** 

Final Score 8

hrc.org/mei

**24** out of 29



### **SAINT PAUL, MINNESOTA 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 Recognition STATE COUNTY 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) (12) Domestic Partner Registry **12** out of 12 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.

mployer	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	$\overline{2}$	$\overline{2}$
Equivalent Family Leave	$\bigcirc$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>26</b> o	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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### SAINT PAUL, MINNESOTA 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 15** 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 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 97 + TOTAL BONUS 10 =** 

**CANNOT EXCEED 100** 



# **SALEM, OREGON 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

					9
	SCORE			<b>18</b> o	ut of 18
II. Relationship Reco	panition	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

# 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	$\overline{2}$	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>22</b> 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



SCORE



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

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# SALEM, OREGON 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



V. Municipal Service						
This section assesses the efforts of the city of ensure LGBT constituents are included in	Human R	Rights Commission			4	4
city services and programs.	LGBT Lia	aison to City Executive			5	5
	Enumera	ted Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE				<b>15</b> °	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			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	·			+0	+2
V. Law Enforcement  Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.					CITY	AVAILAB
esponsible reporting of hate crimes and engaging with the LGBT community in a		lice Liaison or Task Force  2012 Hate Crimes Statistics			8	8
esponsible reporting of hate crimes and engaging with the LGBT community in a	Reported	2012 Hate Crimes Statistics				$\sim$
esponsible reporting of hate crimes and engaging with the LGBT community in a	Reported to the FB	2012 Hate Crimes Statistics				10
esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.  VI. Relationship with	Reported to the FB score	2012 Hate Crimes Statistics			18 0	ut of 18
esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.  VI. Relationship with	Reported to the FB  SCORE  the L  Leadersh	2012 Hate Crimes Statistics			18 0	10 ut of 18
esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.  VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	Reported to the FB  SCORE  The L  Leadersh	2012 Hate Crimes Statistics  GBT Community  ip's Public Position on LGBT Equality			18 o	ut of 18  AVAILABI
esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.  VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	Reported to the FB  SCORE  The L  Leadersh  Efforts	2012 Hate Crimes Statistics  GBT Community  iip's Public Position on LGBT Equality  iip's Pro-Equality Legislative/Policy			18 o	ut of 18  AVAILAB  5
esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.  VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	Reported to the FB  SCORE  Leadersh  Leadersh Efforts  SCORE  BONUS	2012 Hate Crimes Statistics  CBT Community  Lip's Public Position on LGBT Equality  Lip's Pro-Equality Legislative/Policy  Openly LGBT elected or appointed			18 o	ut of 18  AVAILABI  5



## **SALEM, MASSACHUSETTS**

(SELF-SUBMIT) 1/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

I. Non-Discrimination	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 areas of employment, housing, and public accommodations.	Housing	3 3	00	3 3	3 3
	Public Accommodations	30	00	3 3	3 3
	SCORE			<b>18</b> °	ut of 18

				10 0	ut 01 10
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			<b>12</b> or	ut of 12

# III. Municipality as Employer

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>22</b> o	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+1	+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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## **SALEM, MASSACHUSETTS**

(SELF-SUBMIT) 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			5	5
	Enumerated Anti-Bullying Policies	3 3	00	00	3 3
	SCORE			<b>15</b> o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	<b>BONUS</b> City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				CITY	AVAILABL
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			<b>18</b> o	ut of 18
VI. Relationship with	the LGBT Communit	у		CITY	AVAILABL
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
			<u>—</u> .		

**TOTAL SCORE 93 + TOTAL BONUS 7 =** 

**CANNOT EXCEED 100** 

Final Score 100

hrc.org/mei



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

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		0	0	12

## III. Municipality as Em

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	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	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>13</b> 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

SCORE



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### SALINAS, CALIFORNIA 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



#### IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 6 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **10** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law Final Score 59 **TOTAL SCORE 59 + TOTAL BONUS 0 =**



## **SALT LAKE CITY, UTAH 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 **12** out of 18 SCORE

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		(12)	(12)	(12)

## III. Municipality as Em

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

mployer	<b>CITY</b> 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	
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>20</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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## **SALT LAKE CITY, UTAH 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 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			<b>15</b> •	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	<b>BONUS</b> City provides services to/supports LGBT youth			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT homeless			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT elderly			+0	+2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+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 Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI			0 10	AVAILABLE 8
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Communit	ty		CITY	AVAILABL
This category measures the city leadership's	Leadership's Public Position on LGBT Equalit			(5)	(5)
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			3	3
	SCORE			8	out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders			+3	+3
	<b>BONUS</b> City tests limits of restrictive			+0	+2
	state law				

**TOTAL SCORE 77 + TOTAL BONUS 10 =** 

**CANNOT EXCEED 100** 



## SAN ANTONIO, 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 12** out of 18

# II. Relationship Recognition

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

$\mathcal{C}$	gnition
	Marriage Equality, Civil Unions, or Domestic Partnerships
	Domestic Partner Registry



COUNTY



CITY



**0** out of 12



AVAILABLE

AVAILABLE

12

#### 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.

1010 / 01	
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	$\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$
City Contractor Non-Discrimination Ordinance	2 2 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>20</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

PTS FOR SEXUAL ORIENTATION  $\leftarrow$ 



PTS FOR GENDER IDENTITY



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## SAN ANTONIO, TEXAS 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 5** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE 18** out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

**TOTAL SCORE 63 + TOTAL BONUS 9 =** 

**CANNOT EXCEED 100** 



## **SAN BERNARDINO, 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	Employment	3 3	00	00	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	3 3	0 0	00	(3 3
areas of employment, housing, and public accommodations.	Public Accommodations	3 3	00	00	3 3
	SCORE			18 .	ut of 18
	COUNT			100	at 01 10
				100	
II. Relationship Reco		STATE	COUNTY	СІТҮ	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state		STATE 12	COUNTY		
Marriage, civil unions, and comprehensive	ognition  Marriage Equality, Civil Unions,		COUNTY		AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Ognition  Marriage Equality, Civil Unions, or Domestic Partnerships			СІТУ	AVAILABLE 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.

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	10	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>14</b> ou	t of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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## **SAN BERNARDINO, CALIFORNIA 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 city services and programs.	Human Rights Commission			<b>4</b>	<b>(</b> 4 <b>)</b>
	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	0 0	00	3 3
	SCORE			10 o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	<b>BONUS</b> City provides services to/supports LGBT youth			+0	+2
	BONUS City provides services to/supports LGBT homeless			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement  Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			СІТУ	AVAILAB 8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Communit	У		CITY	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	′		0	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			0	out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders			+0	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 64 + TOTAL BONUS 3 =		Fina	l Sco	re <b>6</b> 7



### **SAN DIEGO, 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 Recognition STATE COUNTY 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) Domestic Partner Registry

## III. Municipality as Employer

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

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	20	2 2
City Contractor Equal Benefits Ordinance	3	3
SCORE	<b>23</b> or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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### SAN DIEGO, 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 15** 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 18** 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

**TOTAL SCORE 94 + TOTAL BONUS 11 =** 

**CANNOT EXCEED 100** 

Final Score 100

**12** out of 12



## **SAN FRANCISCO, 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	Employment	(3 3	00	3 3	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	3 3	00	3 3	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	3 3	00	3 3	3 3
	SCORE			18 0	out of 18
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
II. Relationship Reco	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)

# 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.

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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## **SAN FRANCISCO, CALIFORNIA 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es	STATE COL	JNTY CITY AVAILABL
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	33 0	0 33 33
	SCORE		<b>15</b> out of 15
	BONUS NDO enforcement by Commission/Executive		+3 +3
	<b>BONUS</b> City provides services to/supp LGBT youth	orts	+2 +2
	BONUS City provides services to/support LGBT homeless	orts	+2 +2
	BONUS City provides services to/support LGBT elderly	orts	+2 +2
	BONUS City provides services to/suppopeople living with HIV/AIDS	orts	+2 +2
V. Law Enforcemen	<b>.</b>		OLTY AVAILAD
v. Law Lindicemen	<u>l</u>		CITY AVAILAB
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		<b>18</b> out of 18
VI. Relationship with	the LGBT Commur	nity	<b>CITY</b> AVAILAB
This category measures the city leadership's	the LGBT Commur	•	CITY AVAILABI
This category measures the city leadership's commitment to fully include the LGBT		uality	CITY AVAILAB
•	Leadership's Public Position on LGBT Equ	uality	5 5
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equ Leadership's Pro-Equality Legislative/Poli Efforts	uality	5     5       3     3

**TOTAL SCORE 100 + TOTAL BONUS 15 =** 

**CANNOT EXCEED 100** 



### **SAN JOSE, 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 Recognition STATE COUNTY CITY AVAILABLE

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

		_		_
III.	Munici	pality a	as Emp	oloyer

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.

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

(12)

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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## SAN JOSE, CALIFORNIA 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 Rights Commission		4	) (4)
city services and programs.	LGBT Liaison to City Executive		0	) (5)
	Enumerated Anti-Bullying Polic	ies <b>3</b> 3	00 33	3 3
	SCORE		10	out of 15
	BONUS NDO enforcement b		+3	+3
	BONUS City provides service LGBT youth	s to/supports	+0	+2
	BONUS City provides service LGBT homeless	s to/supports	+0	+2
	BONUS City provides service LGBT elderly	s to/supports	+0	+2
	BONUS City provides service people living with HI		+0	+2
V. Law Enforcement			СІТҮ	AVAILABL
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Fo	rce	0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Stothe FBI	atistics	10	) (10)
	SCORE		10	out of 18
VI. Relationship with	the LGBT Con	ımunity	СІТҮ	AVAILABL
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 Legis Efforts	lative/Policy	3	3
	SCORE			<b>8</b> out of 8
	BONUS Openly LGBT elected municipal leaders	I or appointed	+3	+3
	BONUS City tests limits of re state law	strictive	+0	+2
	TOTAL SCORE 80 + TOTAL	PONUE 0 -	Final Sc	oro O(



### SANTA ANA, 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 Recognition STATE COUNTY 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) Domestic Partner Registry **12** out of 12 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.

5 0	5 5
4	4
0	4
(2)	(2)
(2)	(2)
00	2 2
0	3
<b>13</b> ou	t of 29
+0	+2
+0	+2
	4 0 2 2 0 0 0

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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#### SANTA ANA, CALIFORNIA 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



#### IV. Municipal Services COUNTY CITY AVAILABLE Human Rights Commission This section assesses the efforts of the city 0 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 Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE 10 out of 18 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 59 **TOTAL SCORE 59 + TOTAL BONUS 0 =**

**CANNOT EXCEED 100** 



## **SANTA CLARITA, 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	Employment	(3 3	0 0	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	3 3	00	00	(3 3)
	Public Accommodations	3 3	00	00	3 3
	SCORE			18 0	ut of 18
II. Relationship Reco	gnition	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			<b>12</b> or	ut of 12

# III. Municipality as Employer

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

1910 9 01	
Non-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	4 4
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>17</b> 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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## SANTA CLARITA, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	°S	STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			4	<b>4</b>
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	3 3	3 3	00	3 3
	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			+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 Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI			0 (10)	AVAILABI
	SCORE			10 0	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts			0	3
	SCORE			0	out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders			+0	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2

**CANNOT EXCEED 100** 



### SANTA FE, NEW MEXICO 1/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

I. Non-Discrimination	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 areas of employment, housing, and public accommodations.	Employment  Housing  Public Accommodations	3 3 3 3	0 0 3 3 0 0	30	3 3 3 3 3
	SCORE			<b>18</b> <sub>0</sub>	ut of 18

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

# III. Municipality as Employer

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

mployer	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	<b>22</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+2 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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### SANTA FE, NEW MEXICO 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 Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **8** 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 71 + TOTAL BONUS 9 =** 

**CANNOT EXCEED 100** 



# **SANTA ROSA, CALIFORNIA 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether	Employment	3 3	0 0	0 0	3 3
discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in	Housing	3 3	00		3 3
areas of employment, housing, and public accommodations.	Public Accommodations	3 3	00	10	3 3
	SCORE			<b>18</b> °	ut of 18
II. Relationship Reco	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	12
	SCORE			<b>12</b> o	ut of 12
III. Municipality as Er	mployer			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses.	Non-Discrimination in City Employment			5 5	5 5

awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

ı	ipioyei	CITT	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	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	<b>22</b> ou	ıt of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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# SANTA ROSA, CALIFORNIA 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			(o)	5
	Enumera	ted Anti-Bullying Policies	3 3	00	00	3 3
	SCORE				<b>6</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.		lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	8
	SCORE				<b>10</b> o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			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



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

npioyer	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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>8</b> or	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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### **SAVANNAH, GEORGIA 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	<b>4</b>
city services and programs.	LGBT Liaison to City Executive			0	5
	Enumerated Anti-Bullying Policies	00	00	00	3 3
	SCORE			<b>0</b> o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	<b>BONUS</b> City provides services to/supports LGBT youth			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT homeless			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT elderly			+0	+2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				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 thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			(0)	(10)
	SCORE			8 0	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
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
	BONUS City tests limits of restrictive state law			+0	+2
			F-1	1.0	4.0

**TOTAL SCORE 16 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 

Final Score 18

**0** out of 12



## **SCOTTSDALE, 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 **0** out of 18

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

## III. Municipality as 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 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	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	<b>18</b> οι	ıt of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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## **SCOTTSDALE, ARIZONA 2/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



IV Municipal Carries					
IV. Municipal Service	25	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			4	<b>4</b>
city services and programs.	LGBT Liaison to City Executive			5	5
	Enumerated Anti-Bullying Policies	00	00	00	3 3
	SCORE			9 0	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	<b>BONUS</b> City provides services to/supports LGBT youth	is .		+0	+2
	BONUS City provides services to/supports LGBT homeless	S		+0	+2
	<b>BONUS</b> City provides services to/supports LGBT elderly	S		+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS	:S		+0	+2
V. Law Enforcement				СІТҮ	AVAILABLE
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			8	8
thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>18</b> o	ut 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	ity		(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	d		+0	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2



## **SEATTLE, WASHINGTON 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	33	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	3 3	3 3	3 3
public accommodations.	Public Accommodations	33	3 3	3 3	3 3
	SCORE			<b>18</b> °	ut of 18

				100	ut OI 16
II. Relationship Reco	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the	Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	12	12
	SCORE			<b>12</b> 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.

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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# **SEATTLE, WASHINGTON 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service						
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	Rights Commission			<b>(4)</b>	<b>(</b> 4 <b>)</b>
city services and programs.	LGBT Lia	aison to City Executive			5	5
	Enumera	ted Anti-Bullying Policies	3 3	00	33	3 3
	SCORE				<b>15</b> °	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
						12
	BONUS	City provides services to/supports people living with HIV/AIDS			+2	12
	BONUS				+2	172
V. Law Enforcement					CITY	AVAILABL
Fair enforcement of the law includes						AVAILABL 8
	LGBT Po	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics				AVAILABL  8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			8 10	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported to the FB	people living with HIV/AIDS lice Liaison or Task Force 2012 Hate Crimes Statistics			8 10	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported to the FB	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			8 10	8 10 out 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 Po Reported to the FB SCORE	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			8 10 18 o	
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 Po Reported to the FB SCORE  the L Leadersh	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			8 10 18 o	8 10 aut 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 This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE  the L Leadersh	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics  II  CBT Community  ip's Public Position on LGBT Equality  ip's Pro-Equality Legislative/Policy			8 10 18 o	8 10 out of 18 AVAILABL
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 This category measures the city leadership's commitment to fully include the LGBT	LGBT Po Reported to the FB SCORE  The L Leadersh Leadersh Efforts	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics  LGBT Community  iip's Public Position on LGBT Equality  iip's Pro-Equality Legislative/Policy			8 10 18 o	8 10 ut of 18  AVAILABLE  5

**TOTAL SCORE 100 + TOTAL BONUS 13 =** 

**CANNOT EXCEED 100** 



## **SHREVEPORT, LOUISIANA 1/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

0

#### 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 En

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 5	5 5
Domestic Partner Health Benefits		4
Transgender-Inclusive Healthcare Benefits		4
Legal Dependent Benefits	(o)	2
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>14</b> o	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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## SHREVEPORT, LOUISIANA 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	tights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			(0)	5
	Enumera	ted Anti-Bullying Policies	00	00	00	3 3
	SCORE				<b>4</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	•			+0	+2
V. Law Enforcement					CITY	AVAILABL
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			0	10
	SCORE				0 0	ut of 18
VI. Relationship with	the I	GRT Community			CITY	AVAILABLI
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.		ip's Pro-Equality Legislative/Policy			5	5
	Efforts	ip 3 1 10 Equality Legislative/1 olicy			(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 S	SCORE 44 + TOTAL BONUS 3 =		Fina	LSco	re <b>47</b>

**CANNOT EXCEED 100** 

12

**0** out of 12



## **SIGNAL HILL, 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 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. (12) Domestic Partner Registry

## III. Municipality as Employer

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

r	ipioyer	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	<b>26</b> ou	ıt of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



SCORE



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

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## SIGNAL HILL, CALIFORNIA 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 city services and programs.	Human R	ights Commission			0	4
	LGBT Lia	ison to City Executive			5	5
	Enumera <sup>t</sup>	ted Anti-Bullying Policies	3 3	00	00	3 3
	SCORE				<b>11</b> 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			+0	+2
	BONUS	City provides services to/supports			+0	+2
		people living with HIV/AIDS				
V. Law Enforcement					CITY	AVAILAB
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice Liaison or Task Force			8	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				18 o	ut of 18
VI. Relationship with	the L	GBT Community			CITY	AVAILAB
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				3
					3	out of 8
	SCORE					
		Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS				+3	+3

**CANNOT EXCEED 100** 

**12** out of 12



# **SIOUX CITY, IOWA 1/2**

**12** out of 12

AVAILABLE

CITY

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

# 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-Discrim	ination in City Employment	00	5 5
Domestic Pa	artner Health Benefits	4	4
Transgender	-Inclusive Healthcare Benefits	0	4
Legal Deper	ndent Benefits	(2)	(2)
Equivalent Fa	amily Leave	(2)	(2)
City Contrac	tor Non-Discrimination Ordinance	00	2 2
City Contrac	tor Equal Benefits Ordinance	0	3
SCORE		<b>8</b> ou	t of 29
<b>BONUS</b> G	rossing Up of Employee Benefits	+0	+2
BONUS In	nclusive 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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# SIOUX CITY, IOWA 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 city services and programs.	Human R	tights Commission			4	4
	LGBT Lia	ison to City Executive				5
	Enumera	ted Anti-Bullying Policies	3 3	0 0	3 3	3 3
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+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
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.		lice Liaison or Task Force  2012 Hate Crimes Statistics			0	8
	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			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
				<u> </u>	I C	0:
	IOIALS	SCORE 58 + TOTAL BONUS 3 =		rina	l Sco	16 0



### **SIOUX FALLS, 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

II. Relation	onship Rec	ognition	
Marriaga civil unione	s, and comprehensive	Marriage Equality Civil Unions	

SCORE

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	



COUNTY



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 0	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	<b>5</b> 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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## SIOUX FALLS, SOUTH DAKOTA 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



4 out of 15

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		

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

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

Final Score 24 **TOTAL SCORE 19 + TOTAL BONUS 5 =** 

**CANNOT EXCEED 100** 

0 out of 8

CITY

AVAILABLE

hrc.org/mei hrc.org/mei



# SITKA, ALASKA 1/2

#### **2014 MUNICIPAL EQUALITY INDEX SCORECARD 2014 MUNICIPAL EQUALITY INDEX SCORECARD**

AVAILABLE

CITY

#### RIGHTS CAMPAIGN

COUNTY

CITY

AVAILABLE

AVAILABLE

AVAILABLE

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

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

III.	Munici	pality	/ as	Em	olo	yer

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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## IV. Municipal Services

SITKA, ALASKA 2/2

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	(

LGDT LIAI	son to City Executive			(0)	(5)
Enumerat	ed Anti-Bullying Policies	00	00	00	3 3
SCORE				<b>0</b> ou	t of 15
BONUS	NDO enforcement by Commission/Executive			+0	+3
BONUS	City provides services to/supports LGBT youth			+0	+2
BONUS	City provides services to/supports LGBT homeless			+0	+2
BONUS	City provides services to/supports LGBT elderly			+0	+2
BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2

## V. Law Enforcement

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

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

# VI. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality
Leadership's Pro-Equality Legislative/Policy Efforts
SCORE
BONUS Openly LGBT elected or appointed

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

OTAL SCORE 20 + TOTAL BONUS 0 =	Final Score <b>20</b>
	I IIIai Ocoic <b>20</b>

**CANNOT EXCEED 100** 

CITY

hrc.org/mei hrc.org/mei



### **SOUTHAVEN, MISSISSIPPI 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 Rec	ognition	STATE
Marriage civil unions and comprehensive	Marriage Equality Civil Unions	

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	0			(12)
Domestic Partner Registry		0	0	12
SCORE			<b>0</b> o	ut of 12

# III. Municipality as Employer

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

Non-Discrimination in City Employment	0 0 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	0 0 2 2	!
City Contractor Equal Benefits Ordinance	0 3	)
SCORE	<b>0</b> out of 29	
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2	
BONUS Inclusive Workplace	+0 +2	



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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### **SOUTHAVEN, MISSISSIPPI 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** 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 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 0 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 



## **SOUTH BEND, INDIANA 1/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

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

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

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

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

## III. Municipality as Employer

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

11010)0	1		
Non-Discrim	nination in City Employment	5 5	5 5
Domestic Pa	artner Health Benefits	4	4
Transgende	r-Inclusive Healthcare Benefits	0	4
Legal Depe	ndent Benefits	(2)	2
Equivalent F	amily Leave	(2)	2
City Contrac	ctor Non-Discrimination Ordinance	00	2 2
City Contrac	ctor Equal Benefits Ordinance	0	3
SCORE		<b>18</b> ou	t of 29
BONUS G	irossing Up of Employee Benefits	+0	+2
BONUS II	nclusive 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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### **SOUTH BEND, INDIANA 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 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 64 + TOTAL BONUS 3 =** 

**CANNOT EXCEED 100** 

Final Score 6



## **SOUTH BURLINGTON, VERMONT 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 II. Relationship Recognition STATE COUNTY 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) Domestic Partner Registry **12** out of 12 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	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	(o)	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	2	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>8</b> ou	ıt of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+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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#### **SOUTH BURLINGTON, VERMONT 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 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 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 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 5

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

**CANNOT EXCEED 100** 

hrc.org/mei



## **SOUTH PORTLAND, MAINE 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	3 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 3	00	3 0	3 3
public accommodations.	Public Accommodations	33	00	30	3 3
	SCORE			<b>18</b> o	ut of 18

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

# III. Municipality as Employer

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

mployer		CITY AVAILABLE
Non-Discrimination	n in City Employment	5 0 5 5
Domestic Partner	Health Benefits	4 4
Transgender-Inclu	sive Healthcare Benefits	0 4
Legal Dependent I	Benefits	(2) $(2)$
Equivalent Family I	Leave	(2) $(2)$
City Contractor No	on-Discrimination Ordinance	0 0 2 2
City Contractor Eq	qual Benefits Ordinance	0 3
SCORE		<b>13</b> out of 29
BONUS Grossin	ng Up of Employee Benefits	+0 +2
BONUS Inclusiv	ve 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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## **SOUTH PORTLAND, MAINE 2/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



D/ M						154
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				<b>6</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Pol	ice Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported to the FB	2012 Hate Crimes Statistics			10	10
	SCORE				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 SCORE 59 + TOTAL BONUS 3 =** 

**CANNOT EXCEED 100** 



## **SPOKANE, WASHINGTON 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	Employment	3 3	00	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	0 0	3 3	3 3
public accommodations.	Public Accommodations	33	00	3 3	3 3
	SCORE			<b>18</b> o	out of 18
II. Relationship Rec	cognition	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	10	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>14</b> o	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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## **SPOKANE, WASHINGTON 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	tights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive				5
	Enumera	ted Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE				<b>10</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	·			+0	+2
V. Law Enforcement  Fair enforcement of the law includes responsible reporting of hate crimes and rengaging with the LGBT community in a schoughtful and respectful way.	LGBT Po	lice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	8 (10)
	SCORE				10 o	ut of 18
VI. Relationship with		GBT Community ip's Public Position on LGBT Equality			CITY	AVAILABI
commitment to fully include the LGBT 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	SCORE 64 + TOTAL BONUS 0 =		Fina	l Sco	re <b>6</b> 4



## **SPRINGDALE, ARKANSAS 1/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

0

#### 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 CITY AVAILABLE

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.

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

11616761	
Non-Discrimination in City Employment	0 0 (5 5
Domestic Partner Health Benefits	0 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	0 2
Equivalent Family Leave	$\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$ $\bigcirc$
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>0</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION -



+ PTS FOR GENDER IDENTITY



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

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### **SPRINGDALE, ARKANSAS 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	lights Commission			0	4
city services and programs.	LGBT Lia	aison to City Executive			(o)	5
	Enumera	ted Anti-Bullying Policies	3 3	00	00	3 3
	SCORE				<b>6</b> o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports LGBT homeless			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABL
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				<b>10</b> o	ut of 18
VI. Relationship with	the L	_GBT Community			CITY	AVAILABLI
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	SCORE 16 + TOTAL BONUS 0 =		Fina	l Sco	re <b>16</b>

**CANNOT EXCEED 100** 

12

AVAILABLE

**0** out of 12



## **SPRINGFIELD, ILLINOIS 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	Employment	3 3	0 0	3 0	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	33	00	30	3 3
public accommodations.	Public Accommodations	33	00	30	3 3
	SCORE			<b>18</b> <sub>o</sub>	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)

## 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.

r	iployer	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	<b>15</b> ou	t 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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## **SPRINGFIELD, ILLINOIS 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 **10** 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 Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **10** out of 18 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 68 + TOTAL BONUS 8 =** 

**CANNOT EXCEED 100** 

**12** out of 12



## **SPRINGFIELD, MASSACHUSETTS 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	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 3	0 0	00	3 3
public accommodations.	Public Accommodations	30	00	00	3 3
	SCORE			<b>15</b> o	ut of 18

# II. Relationship Recognition

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

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

## III. Municipality as Employer

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

ipicy ci	
Non-Discrimination in City Employment	5 0 (5 5
Domestic Partner Health Benefits	4 4
Transgender-Inclusive Healthcare Benefits	0 4
Legal Dependent Benefits	(2) $(2)$
Equivalent Family Leave	(2) $(2)$
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>13</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+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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## **SPRINGFIELD, 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** 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 Final Score 64 **TOTAL SCORE 62 + TOTAL BONUS 2 =**

**CANNOT EXCEED 100** 



## **SPRINGFIELD, MISSOURI 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

## 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.

ľ	ipioyer	CITY	AVAILABLE
	Non-Discrimination in City Employment	(o o	(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	<b>0</b> ou	ut of 29
	<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

SCORE



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

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### SPRINGFIELD, MISSOURI 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



#### IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 4 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. 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 20 + TOTAL BONUS 7 =** 

**CANNOT EXCEED 100** 



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

## III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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

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## STAMFORD, CONNECTICUT 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



	es					
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			(o)	5
	Enumerat	ed Anti-Bullying Policies	3 3	00	00	3 3
	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			+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)	AVAILABI  8
	SCORE				10 o	ut of 18
VI. Relationship with  This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	the L	ip's Public Position on LGBT Equality			10 or	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh Efforts	·			2 0	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh Efforts	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy			2 0	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh Efforts SCORE BONUS	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy  Openly LGBT elected or appointed municipal leaders			2 0	AVAILABI
This category measures the city leadership's commitment to fully include the LGBT	the L Leadersh Leadersh Efforts SCORE BONUS	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy  Openly LGBT elected or appointed			2 0 2	AVAILABI

**CANNOT EXCEED 100** 



### **STARKVILLE, MISSISSIPPI** 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 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	0			12
Domestic Partner Registry		0	0	12
SCORE			<b>0</b> or	ut of 12

## III. Municipality as Employer

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

TIPICY CI		
Non-Discrimination in City Employment	(5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(0)	2
Equivalent Family Leave	0	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>9</b> 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



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

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## STARKVILLE, MISSISSIPPI 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** 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. 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

**TOTAL SCORE 17 + TOTAL BONUS 0 =** 

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

Final Score 1

**CANNOT EXCEED 100** 



# **STERLING HEIGHTS, MICHIGAN 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 00

#### **SCORE 0** out of 18 II. Relationship Recognition STATE COUNTY AVAILABLE Marriage, civil unions, and comprehensive Marriage Equality, Civil Unions, 12 domestic partnerships are matters of state or Domestic Partnerships policy; cities and counties have only the power to create domestic partner registries. ( 0 ) Domestic Partner Registry 0

## 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.

npioyei		
Non-Discrimination in City Employment	0 0	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	<b>0</b> 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

SCORE



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

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### STERLING HEIGHTS, 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 0 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 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 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

**TOTAL SCORE 24 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

Final Score 24

**0** out of 12



# ST. LOUIS, MISSOURI 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.	Relationshi	p 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	0			12
Domestic Partner Registry		0	12	12
SCORE			<b>12</b> o	ut of 12

## III. Municipality as Em

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

٢	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)	$\overline{2}$
	Equivalent Family Leave	(2)	(2)
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	<b>22</b> ou	ıt of 29
	BONUS Grossing Up of Employee Benefits	+0	+2
	BONUS Inclusive Workplace	+2	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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## ST. LOUIS, MISSOURI 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 14 =** 

**CANNOT EXCEED 100** 



### STOCKTON, CALIFORNIA 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 Accomm	Employment	(3 3	00	00	(3 3)
	Housing	3 3	00	0 0	3 3
	Public Accommodations	3 3	00	00	3 3
	SCORE			18 0	out of 18
II. Relationship Rec	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive	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.

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 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	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>22</b> ou	ıt of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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### STOCKTON, CALIFORNIA 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



#### IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 11** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **14** 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 79 **TOTAL SCORE 77 + TOTAL BONUS 2 =**



## STORRS, CONNECTICUT

(RATED MANSFIELD) 1/2

#### 2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	ation on the basis of sexual on and gender identity is d by the city, county, or state in employment, housing, and	STATE	STATE COUNTY		AVAILABLE	
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	00	0 0	3 3	
orientation and gender identity is prohibited by the city, county, or state in areas of employment, bousing, and	Housing	3 3	00	00	3 3	
public accommodations.	Public Accommodations	33	00	00	3 3	
	SCORE			<b>18</b> °	ut of 18	

II. Relationship Reco	gnition	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		0	0	12
	SCORE			<b>12</b> or	ut of 12

# III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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# STORRS, CONNECTICUT

(RATED MANSFIELD) 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



2014 MUNICIPAL EQUALITY INDEX S	CORECARD				
IV. Municipal Service	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	33	3 3
	SCORE			<b>6</b> o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	<b>BONUS</b> City provides services to/supports LGBT youth			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT homeless			+0	+2
	<b>BONUS</b> City provides services to/supports LGBT elderly			+0	+2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> o	ut of 18
VI. Relationship with	the LGBT Community			CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality			0	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy 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
				1.0	FO

**TOTAL SCORE 59 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

Final Score **59** 



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

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

# III. Municipality as 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.

r	iployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	5 5	5 5
	Domestic Partner Health Benefits	4	4
	Transgender-Inclusive Healthcare Benefits	(0)	4
	Legal Dependent Benefits	(2)	(2)
	Equivalent Family Leave	(2)	2
	City Contractor Non-Discrimination Ordinance	00	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	<b>18</b> ou	t 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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## ST. PETERSBURG, FLORIDA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service						
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	tights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			(5)	(5)
	Enumera	ted Anti-Bullying Policies	00	3 3	00	3 3
	SCORE				<b>15</b> 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 LGBT homeless			+2	+2
	BONUS	City provides services to/supports LGBT elderly			+2	+2
	BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement					CITY	AVAILABI
V. Law Enforcement  Fair enforcement of the law includes  responsible reporting of bate crimes and	t					AVAILABI
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			СІТУ	AVAILABI
	LGBT Po	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			8 10	AVAILABLE 8 10 10 out of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported to the FB	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			8 10	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.	LGBT Po Reported to the FB	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			8 10	8
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Po Reported to the FB SCORE	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			8 10 18 o	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	LGBT Po Reported to the FB SCORE	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics			8 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 shoughtful and respectful way.  VI. Relationship with	LGBT Po Reported to the FB SCORE  the L Leadersh	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics  J  GBT Community  ip's Public Position on LGBT Equality			8 10 18 o	8 10 ut of 18 AVAILABI
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 Po Reported to the FB SCORE Leadersh Leadersh Efforts	people living with HIV/AIDS  lice Liaison or Task Force  2012 Hate Crimes Statistics  I  CBT Community  ip's Public Position on LGBT Equality  ip's Pro-Equality Legislative/Policy			8 10 18 o	8 10 ut of 18 AVAILABI

**TOTAL SCORE 89 + TOTAL BONUS 14 =** 

**CANNOT EXCEED 100** 

Final Score 100

**12** out of 12



## **SUNNYVALE, CALIFORNIA 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	or Domestic Partnerships  Domestic Partner Registry	(12)
	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.

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	$\overline{2}$	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	10	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>23</b> °	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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# **SUNNYVALE, CALIFORNIA 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 Rights Commission			0	4
city services and programs.	LGBT Liaison to City Executive			(0)	5
	Enumerated Anti-Bullying Policies	3 3	0 0	00	3 3
	SCORE			<b>6</b> 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
	<b>BONUS</b> City provides services to/supports LGBT elderly			+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+0	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			<b>10</b> 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			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			+0	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 69 + TOTAL BONUS 0 =		Fina	Sco	re <b>69</b>



## **SYRACUSE, NEW YORK 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			<b>18</b> o	ut of 18
II. Relationship Reco	anition	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		0	0	12
	SCORE			<b>12</b> o	ut of 12

## III. Municipality as Em

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

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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.

# **SYRACUSE, NEW YORK 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es es	STATE	COUNTY	CITY	AVAILABI
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			<b>4</b>	4
city services and programs.	LGBT Liaison to City Executive			(0)	5
	Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE			<b>10</b> °	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			+2	+2
V. Law Enforcement  Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a choughtful and respectful way.	LGBT Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI			0 (10)	AVAILAB 8
	SCORE			10 0	ut of 18
VI. Relationship with	the LGBT Communit	У		СІТҮ	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
	BONUS Openly LGBT elected or appointed municipal leaders			+3	+3
	<b>BONUS</b> City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 75 + TOTAL BONUS 10		<u> </u>	l Sco	0