

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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

IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 78 + TOTAL BONUS 14 = Final Score 92
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 70 + TOTAL BONUS 11 = Final Score 81
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 89 + TOTAL BONUS 8 = Final Score 97
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 93 + TOTAL BONUS 18 = Final Score 100
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>50</div></div>	<div><div></div><div>55</div></div>
Domestic Partner Health Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>4</div></div>	<div><div></div><div>4</div></div>
Legal Dependent Benefits	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
Equivalent Family Leave	<div><div></div><div>2</div></div>	<div><div></div><div>2</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>10</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>0</div></div>	<div><div></div><div>3</div></div>
SCORE	18 out of 29	
BONUS Grossing Up of Employee Benefits	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS Inclusive Workplace	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 64 + TOTAL BONUS 0 = Final Score 64
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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

IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community













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

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

TOTAL SCORE 55 + TOTAL BONUS 3 = Final Score 58
CANNOT EXCEED 100

I. Non-Discrimination Laws






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

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

II. Relationship Recognition*











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

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

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

III. Municipality as Employer

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

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

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY











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











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IV. Municipal Services





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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	7 out of 15			

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 40 + TOTAL BONUS 3 =

Final Score 43

CANNOT EXCEED 100

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I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 63 + TOTAL BONUS 0 = Final Score 63
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 67 + TOTAL BONUS 2 =

Final Score 69

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community













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

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

TOTAL SCORE 90 + TOTAL BONUS 16 = Final Score 100
CANNOT EXCEED 100






I. Non-Discrimination Laws

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

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



II. Relationship Recognition

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

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

III. Municipality as Employer

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



















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

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

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





IV. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison to City Executive				
Enumerated Anti-Bullying Policies				
SCORE	7 out of 15			
BONUS NDO enforcement by Commission/Executive				
BONUS City provides services to/supports LGBT youth				
BONUS City provides services to/supports LGBT homeless				
BONUS City provides services to/supports LGBT elderly				
BONUS City provides services to/supports people living with HIV/AIDS				









V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 37 + TOTAL BONUS 3 = Final Score 40
CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Relationship Recognition

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

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

III. Municipality as Employer

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

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

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

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IV. Municipal Services

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

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

V. Law Enforcement

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

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

VI. Relationship with the LGBT Community

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

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

TOTAL SCORE 3 + TOTAL BONUS 0 = Final Score 3
CANNOT EXCEED 100