

# TACOMA, WASHINGTON 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 areas of employment, housing, and	Housing	3 3	00	3 3	3 3
public accommodations.	Public Accommodations	3 3	00	3 3	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	12			12
power to create domestic partner registries.	Domestic Partner Registry		0	0	(12)

# III. Municipality as Emplo

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	2
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	11	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>20</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.

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

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# TACOMA, WASHINGTON 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			4	4
city services and programs.	LGBT Liaison to City Executive			(0)	5
	Enumerated Anti-Bullying Policies	3 3	3 3	3 3	3 3
	SCORE			<b>10</b> o	ut of 15
	BONUS NDO enforcement by Commission/Executive			+3	+3
	<b>BONUS</b> City provides services to/supports LGBT youth			+2	+2
	BONUS City provides services to/supports LGBT homeless			+2	+2
	<b>BONUS</b> City provides services to/supports LGBT elderly			+2	+2
	BONUS City provides services to/supports people living with HIV/AIDS			+2	+2
V. Law Enforcement				CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			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 Communit	У		CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	1		(5)	(5)
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
	BONUS City tests limits of restrictive state law			+0	+2
	TOTAL SCORE 78 + TOTAL BONUS 14	=	Fina	l Sco	re <b>92</b>

**CANNOT EXCEED 100** 



## TALLAHASSEE, FLORIDA 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 Recog	gnition

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

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

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





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

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### TALLAHASSEE, FLORIDA 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



### IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE** 10 out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE LGBT Police Liaison or Task Force Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. 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 70 + TOTAL BONUS 11 =** 

**CANNOT EXCEED 100** 



# TAMPA, FLORIDA 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

public accommodations.	Tubile Accommodations	00	00	3 3	3 3
	SCORE			<b>18</b> or	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	0			12
power to create domestic partner registries.	Domestic Partner Registry		0	12	12
	SCORE			<b>12</b> ou	ut of 12

Ш.	Munici	pality	as	Emp	lover
	MIGHTON	Parity	a		10  y

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

1910 / 01	
Non-Discrimination in City Employment	5 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	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>18</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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## TAMPA, FLORIDA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



### IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission 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 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 Final Score 9 **TOTAL SCORE 89 + TOTAL BONUS 8 =**

**CANNOT EXCEED 100** 

AVAILABLE

CITY



# **TEMPE, ARIZONA 1/2**

CITY

AVAILABLE

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 Recog	gnition

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

ognition	STATE	COUNTY	CITY	AVAILABL
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.

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	+2 +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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# **TEMPE, ARIZONA 2/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD



### IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **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 18 =** 

**CANNOT EXCEED 100** 



## **THOUSAND OAKS, CALIFORNIA 1/2**

(12)

(12)

**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. 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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	(5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	4
Legal Dependent Benefits	(2)	$\overline{2}$
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	10	2 2
City Contractor Equal Benefits Ordinance	•	3
SCORE	<b>18</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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## THOUSAND OAKS, 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			0	5
	Enumerat	ed 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	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				<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			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 64 + TOTAL BONUS 0 =		Final	Sco	re <b>64</b>

**CANNOT EXCEED 100** 

12

**12** out of 12



# TOLEDO, OHIO 1/2

CITY

AVAILABLE

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

П.	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	AVAILABL
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Domestic Partner Registry		0	12	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> 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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# TOLEDO, OHIO 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 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 55 + TOTAL BONUS 3 =** 

**CANNOT EXCEED 100** 



# **TOPEKA, KANSAS 1/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

CITY

AVAILABLE

STATE

STATE

(12)

# 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.

Lavvo
Employment
Housing
Public Accommodations

Housing	
Public Accommodations	

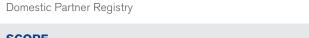
CORE			

# 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.

or Domestic Partnerships



### SCORE

# Marriage Equality, Civil Unions,

Non-Discrimination in City Employment



COUNTY





**0** out of 18

AVAILABLE

12

AVAILABLE

## III. Municipality as Employer

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

Non-Discrimination in City Employment	(5 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> ou	t of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2

PTS FOR SEXUAL ORIENTATION —





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

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**BONUS** Inclusive Workplace

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### **TOPEKA, KANSAS 2/2** 2014 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS CAMPAIGN

AVAILABLE

### 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



COUNTY

CITY

**BONUS** NDO enforcement by Commission/Executive

**BONUS** City provides services to/supports LGBT youth

**BONUS** City provides services to/supports LGBT elderly

LGBT homeless

**BONUS** City provides services to/supports

**BONUS** City provides services to/supports people living with HIV/AIDS

AVAILABLE

AVAILABLE

**7** out of 15

### 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 out of 18

# VI. Relationship with the LGBT Community

**SCORE** 

**SCORE** 

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

**TOTAL SCORE 40 + TOTAL BONUS 3 =** 

Final Score 4

**CANNOT EXCEED 100** 



### **TORRANCE, CALIFORNIA 1/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 

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

II. Relationship Reco	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)	0	(12)

## 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.

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	4
Legal Dependent Benefits	$\overline{2}$	$\frac{\bigcirc}{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	00	(2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>17</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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## **TORRANCE, 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. 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 63 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

Final Score 63

**12** out of 12



### TRENTON, NEW JERSEY 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	Employment	33	00	00	3 3
prohibited by the city, county, or state in areas of employment, housing, and	Housing	3 3	00	00	3 3
public accommodations.	Public Accommodations	33	00	00	3 3
	SCORE			<b>18</b> °	ut of 18

	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	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.

r	iployer	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	(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>17</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.

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

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### TRENTON, NEW JERSEY 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 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 69 **TOTAL SCORE 67 + TOTAL BONUS 2 =**

**CANNOT EXCEED 100** 



# **TUCSON, ARIZONA 1/2**

CITY

AVAILABLE

**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	o Recog	Inition

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

cognition	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
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.

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> 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



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

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# TUCSON, ARIZONA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



### IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **12** 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 90 + TOTAL BONUS 16 =** 

**CANNOT EXCEED 100** 



# TULSA, OKLAHOMA 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

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

## 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 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>13</b> οι	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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### TULSA, OKLAHOMA 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 **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 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 Final Score 40

**TOTAL SCORE 37 + TOTAL BONUS 3 =** 

**CANNOT EXCEED 100** 

**12** out of 12



## TUSCALOOSA, ALABAMA 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

				•	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	0			12
power to create domestic partner registries.	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.

i i pi o y o i		
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> 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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# TUSCALOOSA, ALABAMA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Municipal Service	es es	STATE COUNTY CITY AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human Rights Commission	0 4
	LGBT Liaison to City Executive	0 5
	Enumerated Anti-Bullying Policies	00 30 00 33
	SCORE	<b>3</b> out 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	t +0 +2
	<b>BONUS</b> City provides services to/supports LGBT elderly	t +0 +2
	<b>BONUS</b> City provides services to/supports people living with HIV/AIDS	+0 +2
V. Law Enforcement		<b>CITY</b> 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	0 8
	Reported 2012 Hate Crimes Statistics to the FBI	0 10
	SCORE	<b>0</b> out of 18
VI Dolotionobin with	the LCDT Communic	4
VI. Relationship with	the LGDT Communi	Ty city available
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 Equali	o 5
	Leadership's Pro-Equality Legislative/Policy Efforts	0 3
	SCORE	<b>0</b> 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
	TOTAL COORE A - TOTAL COMMISSION	Final Coord

TOTAL SCORE 3 + TOTAL BONUS 0 =

**CANNOT EXCEED 100** 

Final Score 3

AVAILABLE