

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>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>

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](http://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>00</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>+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>5</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative/Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	6 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 74 + TOTAL BONUS 0 = Final Score 74
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>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	14 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>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>+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>2</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	2 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 66 + TOTAL BONUS 2 = Final Score 68
CANNOT EXCEED 100

VASHON, WASHINGTON
(RATED KING COUNTY) 1/2
2014 MUNICIPAL EQUALITY INDEX SCORECARD

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	AVAILABLE
Employment	<div><div></div><div>33</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>33</div></div>	<div><div></div><div>33</div></div>
Public Accommodations	<div><div></div><div>33</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	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>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.

	COUNTY	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>22</div></div>	<div><div></div><div>22</div></div>
City Contractor Equal Benefits Ordinance	<div><div></div><div>3</div></div>	<div><div></div><div>3</div></div>
SCORE	25 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>+2</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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VASHON, WASHINGTON
(RATED KING COUNTY) 2/2
2014 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Municipal Services

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

	STATE	COUNTY	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>
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.

	COUNTY	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.

	COUNTY	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>2</div></div>	<div><div></div><div>3</div></div>
SCORE	7 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 82 + TOTAL BONUS 4 = Final Score 86
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	00	00	00	33
Housing	00	00	00	33
Public Accommodations	00	00	00	33
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	12			12
Domestic Partner Registry		0	0	12
SCORE	12 out of 12			

III. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	50	55
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	00	22
City Contractor Equal Benefits Ordinance	0	3
SCORE	13 out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

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			4	4
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	00	00	00	33
SCORE	4 out of 15			
BONUS NDO enforcement by Commission/Executive			+0	+3
BONUS City provides services to/supports LGBT youth			+0	+2
BONUS City provides services to/supports LGBT homeless			+0	+2
BONUS City provides services to/supports LGBT elderly			+0	+2
BONUS City provides services to/supports people living with HIV/AIDS			+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	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
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	3	5
Leadership's Pro-Equality Legislative/Policy Efforts	3	3
SCORE	6 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City tests limits of restrictive state law	+2	+2

TOTAL SCORE 45 + TOTAL BONUS 2 = Final Score 47
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>00</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>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	8 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>0</div></div>	<div><div></div><div>10</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>3</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative/Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	4 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 48 + TOTAL BONUS 0 = Final Score 48
CANNOT EXCEED 100