

VALLEJO, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Relationship 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			12 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	(5 0	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	10	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	18 out o	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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VALLEJO, CALIFORNIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	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	00	3 3	3 3
	SCORE			10 °	ut of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	BONUS City provides services to/supports LGBT youth	5		+0	+2
	BONUS City provides services to/supports LGBT homeless	5		+0	+2
	BONUS City provides services to/supports LGBT elderly	5		+0	+2
	BONUS City provides services to/supports people living with HIV/AIDS	6		+0	+2
V. Law Enforcement	t			CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force			0	(8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI			10	10
	SCORE			10 °	ut of 18
VI. Relationship with	the LGBT Communi	tv		CITY	AVAILABLE
•		<u>- </u>			
This category measures the city leadership's	Leadership's Public Position on LGBT Equality	ty			
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Pro-Equality Legislative/Policy	ty		5	5
This category measures the city leadership's commitment to fully include the LGBT		ty		1	5 3 out of 8
•	Leadership's Pro-Equality Legislative/Policy Efforts SCORE BONUS Openly LGBT elected or appointed			1	5 3 out of 8
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Pro-Equality Legislative/Policy Efforts SCORE			1 6	5 3 out of 8 +3 +2

CANNOT EXCEED 100

AVAILABLE



VANCOUVER, WASHINGTON 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination	on Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	3 3	0 0	0 0	3 3
orientation and gender identity is prohibited by the city, county, or state in	Housing	3 3	0 0	00	3 3
areas of employment, housing, and public accommodations.	Public Accommodations	33	00	00	3 3
	SCORE			18 ₀	ut of 18
II. Relationship Rec	ognition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state	Marriage Equality, Civil Unions, or Domestic Partnerships	(12)			(12)

Domestic Partner Registry

SCORE

III. Municipality as Employer

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

power to create domestic partner registries.

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	10	2 2
	City Contractor Equal Benefits Ordinance	0	3
	SCORE	14 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





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VANCOUVER, WASHINGTON 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	es					
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumerat	red Anti-Bullying Policies	3 3	00	3 3	3 3
	SCORE				10 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+0	+2
	BONUS	City provides services to/supports			+0	+2
	BONUS	City provides services to/supports LGBT elderly			+0	+2
	BONUS	·			+2	+2
V. Law Enforcement Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way.	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	AVAILAB 8
	SCORE				10 o	ut of 18
					CITY	AVAILAB
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Leadersh	GBT Community ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy			CITY 2	AVAILAB 5
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality			2	5
VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadersh Leadersh Efforts	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy Openly LGBT elected or appointed			2	5
This category measures the city leadership's commitment to fully include the LGBT	Leadersh Efforts SCORE BONUS	ip's Public Position on LGBT Equality ip's Pro-Equality Legislative/Policy			2	3

CANNOT EXCEED 100



VASHON, WASHINGTON

(RATED KING COUNTY) 1/2

COUNTY

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

TIPICY CI		
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	3	3
SCORE		25 out of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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VASHON, WASHINGTON

(RATED KING COUNTY) 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



	SCORECARD			
IV. Municipal Service	es	STATE	COUNTY	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
	SCORE			10 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		+2	+2
V. Law Enforcement			COUNTY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force		0	8
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI		10	(10)
	SCORE		10 out of 18	
VI. Relationship with	the LGBT Community		COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality		(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts		2	3
	SCORE			7 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders		+0	+3
	· ·			
	BONUS City tests limits of restrictive state law		+0	+2

CANNOT EXCEED 100

AVAILABLE



VIRGINIA BEACH, VIRGINIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

II. Relationship Reco

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

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

HOIOYCI		
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	13 or	ut of 29
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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VIRGINIA BEACH, VIRGINIA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



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

TOTAL SCORE 45 + TOTAL BONUS 2 =

CANNOT EXCEED 100



VISALIA, CALIFORNIA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

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

II. Relationship Reco

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

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

Non-Discrimination in City Employment	00	(5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	00	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	8 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





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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 Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2012 Hate Crimes Statistics thoughtful and respectful way. to the FBI **SCORE** 0 out of 18 VI. Relationship with the LGBT Community AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts **SCORE BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** City tests limits of restrictive state law

TOTAL SCORE 48 + TOTAL BONUS 0 =

CANNOT EXCEED 100

Final Score 48