

# WACO, TEXAS 1/2

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

# WACO, TEXAS 2/2 **2014 MUNICIPAL EQUALITY INDEX SCORECARD**



FOUNDATION	_				, , , , , , , , , , , , , , , , , , , ,
I. Non-Discrimination	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	00	00	00	3 3
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing	0 0	00	00	3 3
	Public Accommodations	00	00	00	3 3
	SCORE			0 0	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	0	12
	SCORE			<b>0</b> o	ut of 12
III. Municipality as Er	mployer			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employme	nt		5 5	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Domestic Partner Health Benefits			0	4
LGBT employees equally.	Transgender-Inclusive Healthcare Be	nefits		$\sim$	$\sim$

T employees, and by	Non-Discrimination in City Employment	(5 5	(5 5
to fair-minded businesses, mit themselves to treating qually.	Domestic Partner Health Benefits	0	4
quany.	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	10 ou	t of 29
	<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2

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.

PTS FOR GENDER IDENTITY

PTS FOR SEXUAL ORIENTATION +

**BONUS** Inclusive Workplace

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IV. Municipal Service	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			<b>4</b>	4
	LGBT Liaison to City Executive			(0)	5
	Enumerated Anti-Bullying Policies	00	00	00	3 3
	SCORE			4 0	out of 15
	BONUS NDO enforcement by Commission/Executive			+0	+3
	<b>BONUS</b> City provides services to/suppor LGBT youth	ts		+0	+2
	BONUS City provides services to/support	ts		+0	+2

LGBT homeless

LGBT elderly

**BONUS** City provides services to/supports

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

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	0	10
	SCORE	<b>0</b> ot	ıt of 18

VI. Relationship with the LGBT Community CITY AVAILABLE This category measures the city leadership's Leadership's Public Position on LGBT Equality commitment to fully include the LGBT community and to advocate for full equality. Leadership's Pro-Equality Legislative/Policy Efforts SCORE

> **BONUS** Openly LGBT elected or appointed municipal leaders

**BONUS** City tests limits of restrictive

state law Final Score 24 **TOTAL SCORE 22 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 



#### **WARREN, MICHIGAN 1/2** 2014 MUNICIPAL EQUALITY INDEX SCORECARD

#### WARREN, MICHIGAN 2/2 2014 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY 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 0	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 power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships  Domestic Partner Registry	0	(o)		12
	SCORE			<b>0</b> or	ut of 12

III. Municipality as Er	mployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	00	5 5
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Domestic Partner Health Benefits	0	4
Eds. omployees equally.	Transgender-Inclusive Healthcare Benefits	0	4
	Legal Dependent Benefits	0	2
	Equivalent Family Leave	0	2
	City Contractor Non-Discrimination Ordinance	00	(2 2)

Transgender-Inclusive Healthcare Benefits	$\left(0\right)$ $\left(4\right)$
Legal Dependent Benefits	0 2
Equivalent Family Leave	0 2
City Contractor Non-Discrimination Ordinance	0 0 2 2
City Contractor Equal Benefits Ordinance	0 3
SCORE	<b>0</b> out of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0 +2
BONUS Inclusive Workplace	+0 +2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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# IV. Municipal Services

CITY

COUNTY

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

Human Ri	ghts Commission			0	4
LGBT Liai	son to City Executive			0	5
Enumerat	ed Anti-Bullying Policies	00	00	00	3 3
SCORE				<b>0</b> ou	t of 15
BONUS	NDO enforcement by Commission/Executive			+0	+3
BONUS	City provides services to/supports LGBT youth			+0	+2
BONUS	City provides services to/supports LGBT homeless			+0	+2
BONUS	City provides services to/supports LGBT elderly			+0	+2
BONUS	City provides services to/supports people living with HIV/AIDS			+0	+2

#### V. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2012 Hate Crimes Statistics 10 to the FBI 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.

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

TOTAL SCORE 10 + TOTAL BONUS 0 =

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

0 out of 8

Final Score 10

**CANNOT EXCEED 100** 



#### **WARWICK, RHODE ISLAND 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	gnition	STATE	COUNTY	CITY	AVAILABLE
Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.	Marriage Equality, Civil Unions, or Domestic Partnerships	12	0		12
	Domestic Partner Registry		U	$\bigcirc$	(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.

nployer		CITY	AVAILABLE
Non-Discrimination in City	y Employment	(5 0	5 5
Domestic Partner Health I	Benefits	4	4
Transgender-Inclusive Hea	ealthcare Benefits	0	4
Legal Dependent Benefits	S	(2)	(2)
Equivalent Family Leave		(2)	(2)
City Contractor Non-Discr	rimination Ordinance	00	2 2
City Contractor Equal Ben	nefits Ordinance	0	3
SCORE		<b>13</b> or	ut of 29
<b>BONUS</b> Grossing Up of	f Employee Benefits	+0	+2
BONUS Inclusive Work	place	+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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#### WARWICK, RHODE ISLAND 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



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

**TOTAL SCORE 67 + TOTAL BONUS 3 =** 

**CANNOT EXCEED 100** 



### **WEST HOLLYWOOD, 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		12	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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	(5 5)
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	4
Legal Dependent Benefits	(2)	(2)
Equivalent Family Leave	(2)	(2)
City Contractor Non-Discrimination Ordinance	2 2	2 2
City Contractor Equal Benefits Ordinance	3	3
SCORE	<b>29</b> ou	ut 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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### WEST HOLLYWOOD, CALIFORNIA 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



IV. Municipal Service	es		STATE	COUNTY	CITY	AVAILABL
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			4	4
city services and programs.	LGBT Lia	ison to City Executive			5	5
	Enumera	ted Anti-Bullying Policies	3 3	3 3	00	3 3
	SCORE				15 o	ut of 15
	BONUS	NDO enforcement by Commission/Executive			+0	+3
	BONUS	City provides services to/supports LGBT youth			+2	+2
	BONUS	City provides services to/supports			+2	+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 thoughtful and respectful way.	LGBT Po	lice Liaison or Task Force  2012 Hate Crimes Statistics			4 (10)	8 (10)
	SCORE				14 o	ut of 18
VI. Relationship with		GBT Community  ip's Public Position on LGBT Equality			СІТУ	AVAILABI
commitment to fully include the LGBT community and to advocate for full equality.		ip's Pro-Equality Legislative/Policy			3	3
	SCORE				8	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders			+3	+3
	BONUS	City tests limits of restrictive state law			+0	+2
	TOTAL S	SCORE 96 + TOTAL BONUS 11 =		Final	Score	<del>-</del> 100

**CANNOT EXCEED 100** 



### **WEST JORDAN, UTAH 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 **12** out of 18 **SCORE**

### 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  Domestic Partner Registry	12	(12)	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.

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



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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#### **WEST JORDAN, UTAH 2/2**

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



#### IV. Municipal Services COUNTY CITY AVAILABLE This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in city services and programs. LGBT Liaison to City Executive Enumerated Anti-Bullying Policies **SCORE 3** out of 15 **BONUS** NDO enforcement by Commission/Executive **BONUS** City provides services to/supports LGBT youth **BONUS** City provides services to/supports LGBT homeless **BONUS** City provides services to/supports LGBT elderly **BONUS** City provides services to/supports people living with HIV/AIDS V. Law Enforcement CITY AVAILABLE 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 45 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 



### **WEST VALLEY CITY, UTAH 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	00	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	00	3 3	3 3	3 3
public accommodations.	Public Accommodations	00	00	00	3 3
	SCORE			<b>12</b> °	ut 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		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.

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

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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## WEST VALLEY CITY, UTAH 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



<u>IV. Municipal Service</u>	es					
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	<b>(</b> 4 <b>)</b>
city services and programs.	LGBT Lia	ison to City Executive			0	5
	Enumerat	ed Anti-Bullying Policies	30	00	00	3 3
	SCORE				<b>3</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 esponsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol	ice Liaison or Task Force 2012 Hate Crimes Statistics			0 10	AVAILABLE 8
V. Law Enforcement  Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a choughtful and respectful way.	LGBT Pol	2012 Hate Crimes Statistics			0 10	
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Pol Reported to the FBI	2012 Hate Crimes Statistics			0 10	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way.  VI. Relationship with	Reported to the FBI SCORE	2012 Hate Crimes Statistics			0 10 10 °	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way.  VI. Relationship with	Reported to the FBI  SCORE  the L  Leadershi	2012 Hate Crimes Statistics  GBT Community			0 10 10 °	8 10 ut of 18
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a shoughtful and respectful way.  VI. Relationship with	LGBT Pol Reported to the FBI SCORE  the L Leadershi	2012 Hate Crimes Statistics  GBT Community  p's Public Position on LGBT Equality			0 10 10 city	8 10 ut of 18 AVAILABLE
Fair enforcement of the law includes esponsible reporting of hate crimes and engaging with the LGBT community in a houghtful and respectful way.  VI. Relationship with This category measures the city leadership's commitment to fully include the LGBT	LGBT Pol Reported to the FBI SCORE  The L Leadershi Efforts	2012 Hate Crimes Statistics  GBT Community  p's Public Position on LGBT Equality			0 10 10 city	8 10 ut of 18 AVAILABLE 5

**TOTAL SCORE 51 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 



# WICHITA, KANSAS 1/2

COUNTY

STATE

STATE

(12)

2014 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

#### 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	

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.

Marriage Equality, Civil Unions, or Domestic Partnerships

SCORE

Domestic Partner Registry



COUNTY





AVAILABLE

hrc.org/mei

AVAILABLE

12

**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	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> 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



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### WICHITA, KANSAS 2/2

**2014 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

AVAILABLE

CITY

COUNTY

#### IV. Municipal Services

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

Human Rights Commission	(
LGBT Liaison to City Executive	(

Enumerated Anti-Bullying Policies

**BONUS** City provides services to/supports

people living with HIV/AIDS

		00	00	30
SCORE				3 out o
BONUS	NDO enforcement by Commission/Executive			+0
BONUS	City provides services to/supports LGBT youth			+0
BONUS	City provides services to/supports LGBT homeless			+0
BONUS	City provides services to/supports LGBT elderly			+0

#### V. Law Enforcement

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

•		
	LGBT Police Liaison or Task Force	0) (8
	Reported 2012 Hate Crimes Statistics to the FBI	10 10
	SCORE	<b>10</b> 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.

Leadership's Public Position on LGBT Equality
Leadership's Pro-Equality Legislative/Policy Efforts
SCORE

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

**TOTAL SCORE 38 + TOTAL BONUS 0 =** 

Final Score 38

CITY

**CANNOT EXCEED 100** 

0 out of 8



#### **WILMINGTON, DELAWARE 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

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

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

## III. Municipality as Emp

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> o	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+0	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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#### WILMINGTON, DELAWARE 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. 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 57 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 



## **WILTON MANORS, FLORIDA 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	0 0	3 3	0 0	(3 3)
Housing				3 3
Public Accommodations	00	3 3	00	3 3
SCORE	_		18 o	ut of 18
agnition	STATE	COUNTY	CITY	AVAILABLE
ognition	STATE	COUNTY	CITY	
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
	Employment  Housing  Public Accommodations  SCORE  Ognition  Marriage Equality, Civil Unions,	Employment  Housing  Public Accommodations  SCORE  STATE  Marriage Equality, Civil Unions,	Employment  Housing  Public Accommodations  SCORE  STATE  COUNTY  Marriage Equality, Civil Unions,	Employment  Housing  Public Accommodations  SCORE  STATE  COUNTY  Marriage Equality, Civil Unions,

Domestic Partner Registry

SCORE

## III. Municipality as Emp

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	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	$\bigcirc$	(2)
	Equivalent Family Leave	(2)	(2)
	City Contractor Non-Discrimination Ordinance	2 2	2 2
	City Contractor Equal Benefits Ordinance	3	3
	SCORE	<b>25</b> or	ut of 29
	BONUS 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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## WILTON MANORS, FLORIDA 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	$\overline{(4)}$ $\overline{(4)}$
city services and programs.	LGBT Liaison to City Executive	0 5
	Enumerated Anti-Bullying Policies	00 33 00 33
	SCORE	<b>10</b> out 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	s +2 +2
	<b>BONUS</b> City provides services to/supports LGBT elderly	s +2 +2
	BONUS City provides services to/supports people living with HIV/AIDS	s <b>+2</b> +2
V. Law Enforcement		CITY AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	(4) (8)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2012 Hate Crimes Statistics to the FBI	10 10
	SCORE	<b>14</b> out of 18
VI. Relationship with	the LGBT Communi	ty city available
This category measures the city leadership's	Leadership's Public Position on LGBT Equali	ity 5
commitment to fully include the LGBT community and to advocate for full equality.	Leadership's Pro-Equality Legislative/Policy Efforts	
	SCORE	<b>8</b> out of 8
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	d +3 +3
	<b>BONUS</b> City tests limits of restrictive state law	+0 +2
		E. 10 (00)

**TOTAL SCORE 87 + TOTAL BONUS 18 =** 

**CANNOT EXCEED 100** 



### **WINSTON-SALEM, NORTH CAROLINA 1/2**

2014 MUNICIPAL EQUALITY INDEX SCORECARD

**12** out of 12

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

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

### III. Municipality as Em

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

mployer	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	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



SCORE



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

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### WINSTON-SALEM, NORTH CAROLINA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD



Human Rights Commission				_
			(4)	(4)
LGBT Liaison to City Executive			0	5
Enumerated Anti-Bullying Policies	3 3	00	3 3	3 3
SCORE			<b>10</b> o	ut of 15
BONUS NDO enforcement by Commission/Executive			+0	+3
	rts		+0	+2
BONUS City provides services to/suppor	rts		+0	+2
* *	rts		+0	+2
·	rts		+0	+2
			CITY	AVAILAB
LGBT Police Liaison or Task Force			0	8
Reported 2012 Hate Crimes Statistics to the FBI			10	10
SCORE			<b>10</b> o	ut of 18
the LGBT Commun	ity		CITY	AVAILAB
Leadership's Public Position on LGBT Equa	ality		(5)	(5)
Leadership's Pro-Equality Legislative/Polic Efforts	sy		1	3
SCORE			6	out of 8
BONUS Openly LGBT elected or appoint municipal leaders	red		+0	+3
<b>BONUS</b> City tests limits of restrictive			+0	+2
state law				
	SCORE  BONUS NDO enforcement by Commission/Executive  BONUS City provides services to/support LGBT youth  BONUS City provides services to/support LGBT homeless  BONUS City provides services to/support LGBT elderly  BONUS City provides services to/support logent elderly  BONUS City provides services to/support logent elderly  BONUS City provides services to/support logent elderly  LGBT Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI  SCORE  The LGBT Community Leadership's Public Position on LGBT Equal Leadership's Pro-Equality Legislative/Police Efforts  SCORE  BONUS Openly LGBT elected or appoint municipal leaders	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 LGBT elderly  BONUS City provides services to/supports people living with HIV/AIDS  LGBT Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI  SCORE  The LGBT Community  Leadership's Public Position on LGBT Equality  Leadership's Pro-Equality Legislative/Policy Efforts  SCORE  BONUS Openly LGBT elected or appointed municipal leaders	SCORE  BONUS NDO enforcement by Commission/Executive  BONUS City provides services to/supports LGBT youth  BONUS City provides services to/supports LGBT elderly  BONUS City provides services to/supports LGBT elderly  BONUS City provides services to/supports LGBT elderly  BONUS City provides services to/supports people living with HIV/AIDS  LGBT Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI  SCORE  The LGBT Community  Leadership's Public Position on LGBT Equality  Leadership's Pro-Equality Legislative/Policy Efforts  SCORE  BONUS Openly LGBT elected or appointed municipal leaders	Enumerated Anti-Bullying Policies  3 3 0 0 3 3  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 LGBT elderly  BONUS City provides services to/supports people living with HIV/AIDS  CITY  LGBT Police Liaison or Task Force  Reported 2012 Hate Crimes Statistics to the FBI  SCORE  10 or  the LGBT Community  Leadership's Public Position on LGBT Equality  Leadership's Pro-Equality Legislative/Policy Efforts  SCORE  BONUS Openly LGBT elected or appointed municipal leaders  10

**CANNOT EXCEED 100** 



#### **WORCESTER, MASSACHUSETTS 1/2**

(12)

( 0 )

2014 MUNICIPAL EQUALITY INDEX SCORECARD

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

Marriage Equality, Civil Unions,

or Domestic Partnerships

Domestic Partner Registry

SCORE

## III. Municipality as Em

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

Marriage, civil unions, and comprehensive

domestic partnerships are matters of state

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

mployer	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	4	4
Legal Dependent Benefits	$\overline{2}$	$\overline{2}$
Equivalent Family Leave	$\overline{2}$	$\overline{2}$
City Contractor Non-Discrimination Ordinance	0 2	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	<b>24</b> or	ut of 29
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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#### **WORCESTER, MASSACHUSETTS 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 city services and programs.	Human R	ights Commission			4	4
	LGBT Liaison to City Executive				5	5
	Enumerated Anti-Bullying Policies		3 3	00	00	3 3
	SCORE			<b>15</b> out of 15		ut of 15
	BONUS	NDO enforcement by Commission/Executive			+3	+3
	BONUS	City provides services to/supports LGBT youth			+2	+2
	BONUS	City provides services to/supports			+2	+2
	BONUS	City provides services to/supports LGBT elderly			+2	+2
	BONUS	•			+2	+2
V. Law Enforcement  Fair enforcement of the law includes		ice Liaison or Task Force			СІТУ	AVAILABL
responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.		2012 Hate Crimes Statistics			(8)	(10)
	SCORE				18 0	ut of 18
					10 00	101 10
VI. Relationship with	the L	GBT Community			CITY	AVAILABL
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	Leadersh	ip's Public Position on LGBT Equality			5	5
	Leadersh Efforts	ip's Pro-Equality Legislative/Policy			2	3
	SCORE				<b>7</b> d	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** 

12