

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 59 + TOTAL BONUS 0 = Final Score 59
 CANNOT EXCEED 100

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

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	22 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 94 + TOTAL BONUS 14 = Final Score 100
CANNOT EXCEED 100

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	4 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 58 + TOTAL BONUS 0 = Final Score 58
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	0 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 36 + TOTAL BONUS 0 = Final Score 36
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	14 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	3 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	10 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	3 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 30 + TOTAL BONUS 2 = Final Score 32
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 18 + TOTAL BONUS 0 = Final Score 18
CANNOT EXCEED 100

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	24 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	22 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	3 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 95 + TOTAL BONUS 5 = Final Score 100
CANNOT EXCEED 100

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 79 + TOTAL BONUS 14 = Final Score 93
CANNOT EXCEED 100

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	5 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	3 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 20 + TOTAL BONUS 0 = Final Score 20
CANNOT EXCEED 100

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 12 + TOTAL BONUS 0 = Final Score 12
CANNOT EXCEED 100

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	0 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	3 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 9 + TOTAL BONUS 0 = Final Score 9
CANNOT EXCEED 100

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

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	5 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 17 + TOTAL BONUS 0 = Final Score 17
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	5/5	5/5	5/5
Housing	0/0	5/5	5/5	5/5
Public Accommodations	0/0	5/5	5/5	5/5
SCORE	30 out of 30			

II. 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	6/6	6/6
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	3/3	3/3
SCORE	24 out of 24	
BONUS Municipality is a Welcoming Place to Work	+2	+2

III. 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			5	5
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+3	+3
BONUS City provides services to LGBT youth			+0	+2
BONUS City provides services to LGBT homeless			+0	+2
BONUS City provides services to LGBT elderly			+0	+2
BONUS City provides services to people living with HIV/AIDS			+2	+2

IV. 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	10
Reported 2013 Hate Crimes Statistics to the FBI	12	12
SCORE	12 out of 22	

V. 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	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 90 + TOTAL BONUS 10 = Final Score 100
CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 59 + TOTAL BONUS 0 = Final Score 59
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	5/5	5/5
Housing	0/0	0/0	5/5	5/5
Public Accommodations	0/0	0/0	5/5	5/5
SCORE	30 out of 30			

II. 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	6/6	6/6
Transgender-Inclusive Healthcare Benefits	0/0	6/6
City Contractor Non-Discrimination Ordinance	0/0	3/3
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. 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			0/0	5/5
LGBT Liaison in the Mayor's Office			0/0	5/5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+0	+3
BONUS City provides services to LGBT youth			+0	+2
BONUS City provides services to LGBT homeless			+0	+2
BONUS City provides services to LGBT elderly			+0	+2
BONUS City provides services to people living with HIV/AIDS			+0	+2

IV. 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	0/0	10/10
Reported 2013 Hate Crimes Statistics to the FBI	12/12	12/12
SCORE	12 out of 22	

V. 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	5/5	5/5
Leadership's Pro-Equality Legislative or Policy Efforts	2/2	3/3
SCORE	7 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 61 + TOTAL BONUS 0 = Final Score 61
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	24 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	22 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 100 + TOTAL BONUS 12 = Final Score 100
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	2 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 73 + TOTAL BONUS 3 = Final Score 76
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 54 + TOTAL BONUS 0 = Final Score 54
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	5 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 17 + TOTAL BONUS 0 = Final Score 17
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE				30 out of 30

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE				0 out of 16
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 68 + TOTAL BONUS 4 = Final Score 72
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	3 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 51 + TOTAL BONUS 0 = Final Score 51
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	0 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 42 + TOTAL BONUS 0 = Final Score 42
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 12 + TOTAL BONUS 0 = Final Score 12
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30			out of 30

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	3	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	11			out of 16
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	0	
	out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0	
	out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 44 + TOTAL BONUS 0 = Final Score 44
CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	10 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	8 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 46 + TOTAL BONUS 6 = Final Score 52
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	0 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	0 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	2 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 14 + TOTAL BONUS 0 = Final Score 14
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
SCORE	30 out of 30			

II. 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
SCORE	24 out of 24	
BONUS Municipality is a Welcoming Place to Work		

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission				
BONUS City provides services to LGBT youth				
BONUS City provides services to LGBT homeless				
BONUS City provides services to LGBT elderly				
BONUS City provides services to people living with HIV/AIDS				

IV. Law Enforcement

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2013 Hate Crimes Statistics to the FBI		
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders		
BONUS Cities are pro-equality despite restrictive state law		

TOTAL SCORE 84 + TOTAL BONUS 10 = Final Score 94
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	5/5	5/5
Housing	0/0	0/0	5/5	5/5
Public Accommodations	0/0	0/0	5/5	5/5
SCORE	30 out of 30			

II. 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	0/0	6/6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	3/3	3/3
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. 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			0	5
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+0	+3
BONUS City provides services to LGBT youth			+0	+2
BONUS City provides services to LGBT homeless			+0	+2
BONUS City provides services to LGBT elderly			+0	+2
BONUS City provides services to people living with HIV/AIDS			+0	+2

IV. 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	10
Reported 2013 Hate Crimes Statistics to the FBI	12	12
SCORE	12 out of 22	

V. 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	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 54 + TOTAL BONUS 0 = Final Score 54
CANNOT EXCEED 100

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

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