

#### **BAKERSFIELD, CALIFORNIA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS CAMPAIGN

#### 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.

Laws
Employment
Housing
Public Accommodations

STATE
5 5 5 5 5



COUNTY



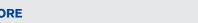
CITY

CITY



AVAILABLE

AVAILABLE



#### **30** out of 30 SCORE

## 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.

_			
Non-Discr	imination in City Employment	6 0	6 6
Transgend	ler-Inclusive Healthcare Benefits	0	6
City Contr	actor Non-Discrimination Ordinance	00	3 3
SCORE		<b>6</b> ou	t of 24
BONUS	Municipality is a Welcoming Place to Work	+0	+2

#### III. Municipal Service

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

93	es		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				<b>11</b> o	ut 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

## **BAKERSFIELD, CALIFORNIA 2/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

SCORE	
Reported 2013 Hate Crimes Statistics to the FBI	12
LGBT Police Liaison or Task Force	0 10

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBT elected or appointed

**BONUS** Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders

Final Score 59

**CANNOT EXCEED 100** 

2

**TOTAL SCORE 59 + TOTAL BONUS 0 =** 

PTS FOR SEXUAL ORIENTATION -





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

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

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#### **BALTIMORE, MARYLAND 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

## **2015 MUNICIPAL EQUALITY INDEX SCORECARD**



[10]

12

#### I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Place to Work

STATE	
5 5	
5 5	
5 5	



CITY

CITY



5 5
5 5

AVAILABLE

AVAILABLE

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.

Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0 3 3	6 6 3 3
SCORE	<b>18</b> out	of 24
<b>BONUS</b> Municipality is a Welcoming		

### III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>16</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+2	+2
	BONUS	City provides services to LGBT homeless			+2	+2
	BONUS	City provides services to LGBT elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

## **BALTIMORE, MARYLAND 2/2**

AVAILABLE

10

AVAILABLE

#### 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.

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.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed

municipal leaders **BONUS** Cities are pro-equality despite restrictive state law

8 out of 8



**TOTAL SCORE 94 + TOTAL BONUS 14 =** 

Final Score 100

**CANNOT EXCEED 100** 

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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#### **BANGOR, MAINE 1/2**

AVAILABLE

hrc.org/mei

2015 MUNICIPAL EQUALITY INDEX SCORECARD

#### I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY

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.

TI Laws	OTALL	000	0.11	ATAILABLE
Employment	5 5	00	5 0	(5 5
Housing	5 5	00	5 0	5 5
Public Accommodations	5 5	00	50	5 5
SCORE			<b>30</b> °	ut 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.

Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	(5)
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>6</b> o	ut 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

## **BANGOR, MAINE 2/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### 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.

12	12
0	10
	0 12

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law

CITY



**TOTAL SCORE 58 + TOTAL BONUS 0 =** 

Final Score 58

**CANNOT EXCEED 100** 

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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## **BARRE, VERMONT** 1/2

COUNTY

## 2015 MUNICIPAL EQUALITY INDEX SCORECARD

## I. Non-Discrimination Laws

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

Laws	STATE
Employment	(5 5
Housing	5 5
Public Accommodations	5 5

Place to Work

SCORE	







CITY

CITY



AVAILABLE

AVAILABLE

### 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.

Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0 0 6 6 0 6
SCORE	<b>0</b> out of 24
BONUS Municipality is a Welcoming	

#### III. Municipal Service

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

es		STATE	COUNTY	CITY	AVAILABLE
Human Ri	ghts Commission			0	5
LGBT Liai	son in the Mayor's Office				5
Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
SCORE				<b>6</b> o	ut 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

## BARRE, VERMONT 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

#### 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.

LGBT Police Liaison or Task Force	0
Reported 2013 Hate Crimes Statistics to the FBI	0

#### V. Relationship with the LGBT Community

**SCORE** 

or Policy Efforts

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

SCORE	
BONUS	Openly LGBT elected or appointed municipal leaders

**BONUS** Cities are pro-equality despite restrictive state law

**TOTAL SCORE 36 + TOTAL BONUS 0 =** 

10

0 out of 22

AVAILABLE

0 out of 8

Final Score 36

**CANNOT EXCEED 100** 

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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#### **BATON ROUGE, LOUISIANA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

**0** out of 30

AVAILABLE

#### 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 00

Place to Work

**SCORE** 

#### 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	11 33
SCORE	<b>14</b> out of 24
BONUS Municipality is a Welcoming	

#### III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			0	(5)
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				<b>3</b> or	ut 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			+2	+2

#### BATON ROUGE, LOUISIANA 2/2

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

10

AVAILABLE

#### 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.

LGBT Police Liaison or Task Force 10 Reported 2013 Hate Crimes Statistics to the FBI

**SCORE 10** out of 22

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBT elected or appointed

**BONUS** Cities are pro-equality despite restrictive state law

3 out of 8

municipal leaders



**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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#### **BELLEVUE, NEBRASKA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

#### BELLEVUE, NEBRASKA 2/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

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.

Laws
Employment
Housing
Public Accommodations

Place to Work

STATE
0 0
00
00







CITY

CITY



AVAILABLE

AVAILABLE

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.

-	
Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> out of 24
<b>BONUS</b> Municipality is a Welcoming	

### III. Municipal Service

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

es		STATE	COUNTY	CITY	AVAILABLE
Human R	ights Commission			0	5
LGBT Lia	ison in the Mayor's Office				5
Enumera	ted Anti-Bullying School Policies	00	00	3 3	3 3
SCORE				<b>6</b> o	ut 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.

SCORE	<b>12</b> out	of 00
Reported 2013 Hate Crimes Statistics to the FBI	12	12
LGBT Police Liaison or Task Force	0	(10)

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative

or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law

0 out of 8

**TOTAL SCORE 18 + TOTAL BONUS 0 =** 



Final Score 18

**CANNOT EXCEED 100** 

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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#### **BELLEVUE, WASHINGTON 1/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

#### I. Non-Discrimination Laws STATE COUNTY

Place to Work

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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	5 5	00	5 5
Housing	5 5	5 5	5 5	5 5
Public Accommodations	5 5	5 5	00	5 5
SCORE			<b>30</b> °	ut 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.

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	<b>24</b> out of 24
BONUS Municipality is a Welcoming	+0

#### III. Municipal Service

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

es	S		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	(5)
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>16</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+2	+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

#### **BELLEVUE, WASHINGTON 2/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### 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.

LGBT Police Liaison or Task Force	(10) (10)
Reported 2013 Hate Crimes Statistics to the FBI	12 (12)
SCORE	<b>22</b> out of 22

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

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

**BONUS** Cities are pro-equality despite

Leadership's Pro-Equality Legislative

restrictive state law

**TOTAL SCORE 95 + TOTAL BONUS 5 =** 

CITY





2

Final Score 100

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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#### **BERKELEY, CALIFORNIA 1/2**

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

#### **BERKELEY, CALIFORNIA 2/2** 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

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.

Laws
Employment
Housing
Public Accommodations

Employment
Housing
Public Accommodations

Place to Work

5 5
5 5
5 5





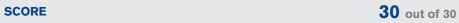
CITY

CITY



AVAILABLE

AVAILABLE



## 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.

Non-Discrimination in City Employment	60	6 6
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	3 3	3 3
SCORE	<b>18</b> out	of 24
<b>BONUS</b> Municipality is a Welcoming		10

### III. Municipal Service

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

es			STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+2	+2
	BONUS	City provides services to LGBT homeless			+2	+2
	BONUS	City provides services to LGBT elderly			+2	+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.

SCORE	<b>12</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 12
LGBT Police Liaison or Task Force	0 (10)

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law











Final Score 93 **TOTAL SCORE 79 + TOTAL BONUS 14 =** 

**CANNOT EXCEED 100** 

2

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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#### **BILLINGS, MONTANA 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

## **BILLINGS, MONTANA 2/2**

IV. Law Enforcement

Fair enforcement of the law includes

thoughtful and respectful way.

responsible reporting of hate crimes and engaging with the LGBT community in a

This category measures the city leadership's

commitment to fully include the LGBT community and to advocate for full equality.

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 



12

CITY

**12** out of 22

AVAILABLE

10

AVAILABLE

**3** out of 8

#### 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.

Employment Housing Public Accommodations

00

STATE



00

CITY

AVAILABLE

**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 Contractor Non-Discrimination Ordinance

**SCORE** 

SCORE

**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.

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

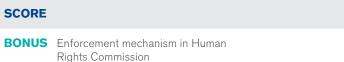


STATE









**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

COLINTY



CITY







#### **5** out of 16













#### PTS FOR SEXUAL ORIENTATION

hrc.org/mei

- PTS FOR GENDER IDENTITY



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

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LGBT Police Liaison or Task Force

to the FBI

**SCORE** 

or Policy Efforts

SCORE

V. Relationship with the LGBT Community

Reported 2013 Hate Crimes Statistics

Leadership's Public Position on LGBT Equality

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

**BONUS** Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

#### CITY AVAILABLE

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits

0 out of 24



AVAILABLE

### **TOTAL SCORE 20 + TOTAL BONUS 0 =**

**CANNOT EXCEED 100** 

2

Final Score 20

hrc.org/mei



#### **BILOXI, MISSISSIPPI 1/2** 2015 MUNICIPAL EQUALITY INDEX SCORECARD

#### BILOXI, MISSISSIPPI 2/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

AVAILABLE

CITY

#### 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.

Laws	`
Employment	(
Housing	(
Public Accommodations	(

Place to Work

STATE	COUNTY
00	00
00	00
	(0,0



**0** out of 30

CITY

CITY

(5	5
5	5

AVAILABLE

AVAILABLE

SCORE

## 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.

Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> out of 24
BONUS Municipality is a Welcoming	+0

#### III. Municipal Service

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

es			STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	5
	LGBT Liai	ison in the Mayor's Office			(o)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 0	ut 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.

SCORE	12 out of 22
Reported 2013 Hate Crimes Statistics to the FBI	(12) (12)
LGBT Police Liaison or Task Force	0 (10)

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law

0 out of 8





**TOTAL SCORE 12 + TOTAL BONUS 0 =** 

#### Final Score 12

**CANNOT EXCEED 100** 

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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#### **BIRMINGHAM, ALABAMA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

**0** out of 30

AVAILABLE

CITY

CITY

I. Non-Discrimination	Laws	STATE	COUNTY
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.	Employment  Housing  Public Accommodations	00	00

### II. Municipality as Employer

SCORE

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	0 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

es	es			COUNTY	CITY	AVAILABLE
	Human Rights Commission				0	(5)
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>6</b> o	ut 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

#### **BIRMINGHAM, ALABAMA 2/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

#### 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.

SCORE	<b>0</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	0 (12
LGBT Police Liaison or Task Force	0 (10

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBT elected or appointed

**BONUS** Cities are pro-equality despite restrictive state law

CITY

3 out of 8

municipal leaders



AVAILABLE

**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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#### **BISMARCK, NORTH DAKOTA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

AVAILABLE

**0** out of 30

CITY

### 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.

Laws	STATE
Employment	00
Housing	00
Public Accommodations	00

SCORE

II. Municipality as Em	nployer	CITY	AVAILABLE
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  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0	6 6 3 3
	SCORE	0 0	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

#### III. Municipal Service

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

es	S		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	5
	LGBT Lia	ison in the Mayor's Office				5
	Enumerat	ed Anti-Bullying School Policies	0 0	00	00	3 3
	SCORE				<b>5</b> or	ut 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

#### **BISMARCK, NORTH DAKOTA 2/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### 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.

LGBT Police Liaison or Task Force	0 (10)
Reported 2013 Hate Crimes Statistics to the FBI	12 (12)
SCORE	<b>12</b> out of 22

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBT elected or appointed

municipal leaders **BONUS** Cities are pro-equality despite restrictive state law

CITY













2

**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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#### **BLOOMINGTON, INDIANA 1/2**

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

#### **BLOOMINGTON, INDIANA 2/2** 2015 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS CAMPAIGN

**12** out of 22

HUMAN

AVAILABLE

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

Place to Work

<u></u>
mployment
ousing
ublic Accommodations

IS	00	(



CITY

CITY

5 5	5 5
5 5	5 5

AVAILABLE

AVAILABLE

#### 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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	3 3
SCORE	<b>24</b> out of 24
<b>BONUS</b> Municipality is a Welcoming	

#### III. Municipal Services

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

<u>e:</u>	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>16</b> o	ut 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.

SCORE	<b>12</b> or
Reported 2013 Hate Crimes Statistics to the FBI	12
LGBT Police Liaison or Task Force	0

#### 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.

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

SCORE	
BONUS	Openly LGBT elected or appointed municipal leaders
PONIIC	Citios are pro aquality despite

8 out of 8

NUS	Openly LGBT elected or appointed municipal leaders
NUS	Cities are pro-equality despite



**TOTAL SCORE 90 + TOTAL BONUS 10 =** 

restrictive state law

Final Score 100

**CANNOT EXCEED 100** 

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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#### **BLOOMINGTON, MINNESOTA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discriminatio	n Laws	STATE	COUNTY	CITY	AVAILABLE
This category evaluates whether discrimination on the basis of sexual	Employment	5 5	00	0 0	5 5
orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing	5 5	00	00	5 5
public accommodations.	Public Accommodations	5 5	00	00	5 5
	SCORE			<b>30</b> °	ut 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.

Non-Discrim	ination in City Employment	6 0	6 6
Transgender	-Inclusive Healthcare Benefits	0	6
City Contrac	tor Non-Discrimination Ordinance	00	3 3
SCORE		<b>6</b> ou	t of 24
	funicipality is a Welcoming Place to Work	+0	+2

#### III. Municipal Service

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

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	(5)
	LGBT Liai	son in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> o	ut 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

#### **BLOOMINGTON, MINNESOTA 2/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

LGBT Police Liaison or Task Force	(0) (10)
Reported 2013 Hate Crimes Statistics to the FBI	12 12
SCORE	<b>12</b> out of 22

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law

CITY











Final Score 59 **TOTAL SCORE 59 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

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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## BOISE, IDAHO 1/2

AVAILABLE

AVAILABLE

hrc.org/mei

**30** out of 30

#### **2015 MUNICIPAL EQUALITY INDEX SCORECARD** 2015 MUNICIPAL EQUALITY INDEX SCORECARD



### I. Non-Discrimination Laws

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

Laws	STATE	COUNTY	CIT
Employment	00	0 0	(5 !
Housing	00	00	(5
Public Accommodations	00	00	5
			_

## II. Municipality as Employer

SCORE

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	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

ېد			STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission				(F)
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	0 0	00	00	3 3
	SCORE				<b>0</b> o	ut 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

## BOISE, IDAHO 2/2



AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 12
LGBT Police Liaison or Task Force	0 (10)

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law

CITY



AVAILABLE









2

**TOTAL SCORE 61 + TOTAL BONUS 0 =** 

Final Score 6

**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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#### **BOSTON, MASSACHUSETTS 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

#### **BOSTON, MASSACHUSETTS 2/2** 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

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.

Lavvs
Employment
Housing
Public Accommodations

STATE
5 5 5 5 0



5 5	5 5
5 5	5 5

CITY

AVAILABLE

AVAILABLE

SCORE	<b>30</b> 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.

Non-Discr	imination in City Employment	6 6	6 6
Transgeno	ler-Inclusive Healthcare Benefits	6	6
City Contr	actor Non-Discrimination Ordinance	33	3 3
SCORE		<b>24</b> ou	t 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.

<u>es</u>	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>16</b> o	ut 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			+2	+2
	BONUS	City provides services to LGBT elderly			+2	+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.

SCORE	<b>22</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 12
LGBT Police Liaison or Task Force	(10) (10)

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law

CITY



8 out of 8



**TOTAL SCORE 100 + TOTAL BONUS 12 =** 

Final Score 100

**CANNOT EXCEED 100** 

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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### **BOULDER, COLORADO 1/2**

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

CITY

#### HUMAN RIGHTS CAMPAIGN

## 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.

Laws
Employment
Housing
Public Accommodations

Housing
Public Accommodations

Accommodations	5 5	00
=		

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.

Non-Discrimination in City Employment	
The Distribution of the Di	666
Transgender-Inclusive Healthcare Benefits	(0) (6)
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	<b>18</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office				5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				<b>11</b> o	ut 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			+0	+2

### **BOULDER, COLORADO 2/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 (12)
LGBT Police Liaison or Task Force	0 10

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law

CITY



**2** out of 8

**TOTAL SCORE 73 + TOTAL BONUS 3 =** 

Final Score 76

**CANNOT EXCEED 100** 

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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## **BOWIE, MARYLAND 1/2**

COUNTY

CITY

00

**30** out of 30

AVAILABLE

AVAILABLE

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD



#### I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

_	
	Employment
	Housing
	Public Accommodations

Tublic Accommodations	5 5
SCORE	

## 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.

Non-Discrimination in City Employment	6 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	<b>60 33</b>
SCORE	<b>6</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0 +2

#### III. Municipal Service

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

<b>e</b> s	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	5
	LGBT Liai	ison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>6</b> o	ut 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

## **BOWIE, MARYLAND 2/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

SCORE	12 out of 22
Reported 2013 Hate Crimes Statistics to the FBI	(12) $(12)$
LGBT Police Liaison or Task Force	0 (10)

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**TOTAL SCORE 54 + TOTAL BONUS 0 =** 

**BONUS** Cities are pro-equality despite restrictive state law

CITY











**CANNOT EXCEED 100** 

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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#### **BOWLING GREEN, KENTUCKY 1/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

00

COLINTY

00

CITY

CITY

AVAILABLE

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual

Place to Work

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 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.

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance **SCORE** 0 out of 24 **BONUS** Municipality is a Welcoming

#### III. Municipal Services

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

STATE 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

#### **BOWLING GREEN, KENTUCKY 2/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

#### 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.

SCORE	12 out of 22
Reported 2013 Hate Crimes Statistics to the FBI	(12) $(12)$
LGBT Police Liaison or Task Force	0 (10)

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBT elected or appointed

**BONUS** Cities are pro-equality despite

CITY

0 out of 8

municipal leaders

restrictive state law



2

AVAILABLE

**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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### **BOZEMAN, MONTANA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

**30** out of 30

#### HUMAN RIGHTS CAMPAIGN

#### 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

II. Municipality as Em	nployer	CITY AVAILABLE
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  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0 6
	SCORE	<b>18</b> out of 24
	BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service			STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission				0	5
city services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ted Anti-Bullying School Policies	00	00	00	3 3
	SCORE				<b>0</b> o	ut 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

#### **BOZEMAN, MONTANA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Law Enforcement	nt	CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force  Reported 2013 Hate Crimes Statistics to the FBI	12	10
	SCORE	<b>12</b> o	ut of 22

V. Relationship with	the LG	BT Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.	'	s Public Position on LGBT Equality s Pro-Equality Legislative orts	5 3	(5) (3)
	SCORE		<b>8</b> o	out of 8
		penly LGBT elected or appointed unicipal leaders	+0	+3
		ities are pro-equality despite estrictive state law	+4	+4

TOTAL SCORE 68 + TOTAL BONUS 4 =	Final Score <b>72</b>
----------------------------------	-----------------------

**CANNOT EXCEED 100** 

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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#### **BRIDGEPORT, CONNECTICUT 1/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

CITY

AVAILABLE

# I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE

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.

II Laws	SIAIL	COUNTY	CITT	AVAILABLE
Employment	5 5	00	0 0	5 5
Housing	5 5	0 0	00	5 5
Public Accommodations	5 5	00	00	5 5
SCORE			<b>30</b> o	ut 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.

Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>0</b> 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.

<u>es</u>	<u> </u>		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>6</b> o	ut 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

#### **BRIDGEPORT, CONNECTICUT 2/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>12</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12
LGBT Police Liaison or Task Force	0 10

#### V. Relationship with the LGBT Community

or Policy Efforts

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

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite

restrictive state law

0

CITY

+0

+4

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

**CANNOT EXCEED 100** 

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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public accommodations.

#### **BRISBANE, CALIFORNIA 1/2**

00

AVAILABLE

AVAILABLE

hrc.org/mei

CITY

00

CITY

## 2015 MUNICIPAL EQUALITY INDEX SCORECARD

#### I. Non-Discrimination Laws STATE COUNTY 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

Place to Work

**30** out of 30 **SCORE** 

#### 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.

Non-Discrimination in City Employment	6 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>6</b> out of 24
BONUS Municipality is a Welcoming	

#### III. Municipal Service

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

es	3		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			0	(5)
	LGBT Liaison in the Mayor's Office				0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				<b>6</b> o	ut 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

#### **BRISBANE, CALIFORNIA 2/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

AVAILABLE

#### 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.

SCORE	<b>0</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	0 (12)
LGBT Police Liaison or Task Force	0 10

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBT elected or appointed

**BONUS** Cities are pro-equality despite

0 out of 8

municipal leaders

restrictive state law



2

**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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#### **BROKEN ARROW, OKLAHOMA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

**0** out of 30

## **BROKEN ARROW, OKLAHOMA 2/2**

2015 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

#### IV. Law Enforcement AVAILABLE Fair enforcement of the law includes LGBT Police Liaison or Task Force 10 responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **12** out of 22

II. Municipality as Em	ıployer	CITY	AVAILABLE
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  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0	6 6
	SCORE	0 0	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

V. Relationship with	the LGBT Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality		(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts		3
	SCORE	<b>0</b> c	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

III. Municipal Service	5		STATE	COUNTY	CITY	AVAILABLI
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			0	(5)
	LGBT Lia	ison in the Mayor's Office			0	5
	Enumera	ted Anti-Bullying School Policies	00	00	00	3 3
	SCORE				<b>0</b> o	ut 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

Final Score 12 **TOTAL SCORE 12 + TOTAL BONUS 0 =** 

**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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#### **BROOKHAVEN, NEW YORK 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

## **BROOKHAVEN, NEW YORK 2/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

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.

Laws
Employment
Housing
Public Accommodations

odations		



5 5	00	(5
5 5	00	(5

CITY

Place to Work

SCORE





AVAILABLE

## **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.

Non-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0 0 6 6 0 6
SCORE	<b>3</b> out of 24
BONUS Municipality is a Welcoming	10

#### III. Municipal Services

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

<u>es</u>	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				<b>11</b> o	ut 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.

SCORE	<b>0</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	0 12
LGBT Police Liaison or Task Force	0 10

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

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

**BONUS** Cities are pro-equality despite restrictive state law

0 out of 8



**TOTAL SCORE 44 + TOTAL BONUS 0 =** 

Final Score 44

**CANNOT EXCEED 100** 

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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#### **BROOKINGS, SOUTH DAKOTA 1/2**

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

## **BROOKINGS, SOUTH DAKOTA 2/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 



AVAILABLE

10

## 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.

Laws	
Employment	
Housing	
Public Accommodations	

Place to Work

**BONUS** City provides services to people

living with HIV/AIDS

aws
ployment
using
olic Accommodations

0 0	00	
00	00	
00	00	



CITY

CITY

CITY

SCORE	<b>0</b> out
-------	--------------





of 30

AVAILABLE

AVAILABLE

AVAILABLE

# 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.

Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	3 3
SCORE	<b>12</b> ou	t of 24
BONUS Municipality is a Welcoming		

STATE

COLINTY

### III. Municipal Services

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

Human R	ights Commission			5	(5)
LGBT Lia	ison in the Mayor's Office			5	(5)
Enumerat	red Anti-Bullying School Policies	00	00	3 3	3 3
SCORE				<b>16</b> ou	t 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

#### 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.

LGBT Police Liaison or Task Force
Reported 2013 Hate Crimes Statistics

**SCORE** 

to the FBI

# 10

**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.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

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

**BONUS** Cities are pro-equality despite restrictive state law



AVAILABLE











2

**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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#### **BROWNSVILLE, TEXAS 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

#### **BROWNSVILLE, TEXAS 2/2** 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

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.

Laws	SIAIE
Employment	00
Housing	00
Public Accommodations	00

_aws	STATE	COUNTY	CITY	AVAILABLE
mployment	0 0	00	0 0	5 5
lousing	0 0	0 0	00	5 5
ublic Accommodations	00	00	00	5 5
CORE			0 0	ut 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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	<b>12</b> out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

### III. Municipal Serv

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

vices	6		STATE	COUNTY	CITY	AVAILABLE
city ed in	Human Ri	ights Commission			0	(5)
	LGBT Liaison in the Mayor's Office				0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 0	ut 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.

SCORE	
Reported 2013 Hate Crimes Statistics to the FBI	0 (12)
LGBT Police Liaison or Task Force	(D) (10)

#### V. Relationship with the LGBT Community

or Policy Efforts

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

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

**BONUS** Cities are pro-equality despite restrictive state law

**TOTAL SCORE 14 + TOTAL BONUS 0 =** 

**2** out of 8



2

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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#### **BUFFALO, NEW YORK 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

#### **BUFFALO, NEW YORK 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD**

AVAILABLE

AVAILABLE

CITY

CITY



#### 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

Laws
Employment
Housing
Public Accommodations

riousing		
Public Acco	mmodations	

lousing	5 0	(0
Public Accommodations	50	0

SCORE	<b>30</b> out of 30
-------	---------------------

STATE

## 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.

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

#### III. Municipal Service

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

es			STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office				5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	30	3 3
:	SCORE				<b>11</b> o	ut 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			+2	+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	<b>12</b> or	ut of 22

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBT elected or appointed

**BONUS** Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders

2

AVAILABLE

**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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#### **BUTTE-SILVER BOW, MONTANA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

#### I. Non-Discrimination Laws COUNTY

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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	00	0 0	5 5	5 5
Housing	0 0	00	5 5	5 5
Public Accommodations	00	00	5 5	5 5
SCORE			<b>30</b> °	ut 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.

/		
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	<b>6</b> ou	t of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

#### III. Municipal Service

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

es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			0	(5)
	LGBT Liai	son in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				<b>6</b> or	ut 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

#### **BUTTE-SILVER BOW, MONTANA 2/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### 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.

LGBT Police Liaison or Task Force	0 (10)
Reported 2013 Hate Crimes Statistics to the FBI	12 (12)
SCORE	<b>12</b> out of 22

#### V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

**BONUS** Openly LGBT elected or appointed

**BONUS** Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders





2

Final Score 54 **TOTAL SCORE 54 + TOTAL BONUS 0 =** 

**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.