

EAST LANSING, MICHIGAN 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

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.

Employment	00	00	55	55
Housing	00	00	5 5	5 5
Public Accommodations		00	55	55
SCORE			30 ou	it of 30

EAST LANSING, MICHIGAN

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V Relati

ionship with t	he L	GBT Community	СІТҮ	AVAILABLE
ures the city leadership's include the LGBT idvocate for full equality.	Leadersh	ip's Public Position on LGBT Equality	5	5
	Leadersh or Policy	ip's Pro-Equality Legislative Efforts	3	3
	SCORE		8 c	out of 8
	BONUS	Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS	Cities are pro-equality despite restrictive state law	+4	+4

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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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.

hrc.org/mei

II. Municipality as Em	ployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	66	66
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Transgender-Inclusive Healthcare Benefits	0	6
Lub r employees equally.	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	18 o	ut 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.

9					
Human R	ights Commission			(5)	5
LGBT Lia	ison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	00	33	33
SCORE				16 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
BONUS	City provides services to people living with HIV/AIDS			+0	+2

STATE

COUNTY

CITY

N 2/2	R c	UMAN IGHTS AMPAIGN
	CITY	AVAILABLE
on or Task Force	(10)	(10)
ate Crimes Statistics		12
	22 ou	t of 22

TOTAL SCORE 94 + TOTAL BONUS 12 =

Final Score 100

CANNOT EXCEED 100



EAST PROVIDENCE, RHODE ISLAND 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	on Laws	STATE	COUNTY	СІТҮ	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.	Employment Housing Public Accommodations	55 55 55			55 55 55
	SCORE				ut of 30

II. Municipality as E

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

Em	ployer	СІТҮ	AVAILABLE
	Non-Discrimination in City Employment	66	66
ses, ng	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	00	33
	SCORE	12 οι	it of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

EAST PROVIDENCE, RHOD

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

V. Relatio

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	0	5
community and to advocate for full equality.	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

III. Municipal Services

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

ervices	6		STATE	COUNTY	CITY	AVAILABLE
f the city icluded in	Human Ri	ghts Commission			0	(5)
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				6 οι	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

PTS FOR SEXUAL ORIENTATION -

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DE	ISLAND	2/2



	CITY	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 60 + TOTAL BONUS 0 =



CANNOT EXCEED 100



ELDORADO AT SANTA FE,* NEW MEXICO 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

OOUNTV

I. Non-Discrimination	on Laws	STATE	COUNTY	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.	Employment	55	00	55
	Housing	5 5	5 5	55
	Public Accommodations	55	00	55
	SCORE			30 out of 30

II. Municipality as Emp

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

ployer	COUNTY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance		33
SCORE	1	2 out of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

CTATE

ELDORADO AT SANTA FE,* NEW MEXICO 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaisc responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

V. R

V. Relationship with the LGBT Community COUNTY AVAILABLE					
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	0	(5)		
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	•	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		

III. Municipal Services

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

VICes	S		STATE	COUNTY	AVAILABLE
e city ded in	Human Ri	ights Commission		0	(5)
	LGBT Liai	ison in the Mayor's Office		0	5
	Enumerat	ed Anti-Bullying School Policies	30	00	33
	SCORE				3 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

PTS FOR SEXUAL ORIENTATION ____ PTS FOR GENDER IDENTITY

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	COUNTY	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	•	(12)
		0 out of 22

TOTAL SCORE 45 + TOTAL BONUS 0 =



CANNOT EXCEED 100



ELIZABETH, NEW JERSEY 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws		STATE	COUNTY	СІТҮ	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.	Employment Housing	55			55
	Public Accommodations	55			5 5
	SCORE			30 o	ut of 30

II. Municipality as I

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

Em	ploye	er	СІТҮ	AVAILABLE
	Non-Disc	rimination in City Employment	00	66
ses, ng	Transgen	der-Inclusive Healthcare Benefits		6
	City Cont	ractor Non-Discrimination Ordinance	33	33
	SCORE		6 or	ıt of 24
	BONUS	Municipality is a Welcoming Place to Work	+0	+2

ELIZABETH, NEW JERSEY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

V. Relatio

V. Relationship with	V. Relationship with the LGBT Community			
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	0	5	
community and to advocate for full equality.	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	

III. Municipal Services

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

ervices			STATE	COUNTY	CITY	AVAILABLE
the city luded in	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			\bigcirc	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				11 οι	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

PTS FOR SEXUAL ORIENTATION

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	СІТҮ	AVAILABLE
on or Task Force		(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 59 + TOTAL BONUS 3 =



CANNOT EXCEED 100



ELK GROVE, CALIFORNIA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

ELK GROVE, CALIFORNIA

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.

Employment	5 5 0 0 0 5 5
Housing	5 0 0 0 5 5
Public Accommodations	55 00 00 55
SCORE	30 out of 30

II. Municipality as

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

Em	ploye	er	CITY	AVAILABLE
	Non-Disc	rimination in City Employment	66	66
sses, ing	Transgen	der-Inclusive Healthcare Benefits	6	6
	City Cont	ractor Non-Discrimination Ordinance	33	33
	SCORE		24 o	ut of 24
	BONUS	Municipality is a Welcoming Place to Work	+0	+2

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V. Relatio

V. Relationship with	CITY AVAILABLE	
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	0 5
community and to advocate for full equality.	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

III. Municipal Services

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

ervices			STATE	COUNTY	CITY	AVAILABLE
of the city ncluded in	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				11 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

PTS FOR SEXUAL ORIENTATION

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	CITY	AVAILABLE
on or Task Force		(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 77 + TOTAL BONUS 0 =



CANNOT EXCEED 100



EL PASO, TEXAS 1/2

CITY

00

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55

10 out of 30

AVAILABLE

55

55

5 5

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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STATE

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EL PASO, TEXAS 2/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V. Relati

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

CITY

AVAILABLE

III. Municipal Services

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

ر ۱					
Human Ri	ights Commission			5	5
LGBT Liai	ison in the Mayor's Office				5
Enumerat	ed Anti-Bullying School Policies	00	00	00	33
SCORE				5 or	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
	Human R LGBT Lia Enumerat SCORE BONUS BONUS BONUS	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE 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 LGBT	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE 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 BONUS City provides services to LGBT	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE 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 homeless BONUS City provides services to LGBT homeless	Human Rights Commission 5 LGBT Liaison in the Mayor's Office 0 Enumerated Anti-Bullying School Policies 0 0 SCORE 5 0 BONUS Enforcement mechanism in Human Rights Commission 43 BONUS City provides services to LGBT youth 40 BONUS City provides services to LGBT homeless 40 BONUS City provides services to LGBT elderly 40 BONUS City provides services to LGBT of the elderly 40 BONUS City provides services to LGBT of the elderly 40 BONUS City provides services to LGBT of the elderly 40 BONUS City provides services to LGBT of the elderly 40

STATE

COUNTY

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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I. Non-Discrimination Laws 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 Employer		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		6 6 6 3 3
	SCORE	12 •	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2



	CITY	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 44 + TOTAL BONUS 7 =



CANNOT EXCEED 100



ENTERPRISE,* NEVADA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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.

Employment	5 5 0 0	5 5
Housing	5 5 0 0	5 5
Public Accommodations	55 00	55
SCORE	3	0 out of 30

STATE

II. Municipality as E

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.

m	nploye	r	COUNTY	AVAILABLE
	Non-Discrii	nination in City Employment	66	6 6
s,	Transgende	er-Inclusive Healthcare Benefits		6
	City Contra	ctor Non-Discrimination Ordinance	33	33
	SCORE		18	out of 24
		Municipality is a Welcoming Place to Work	+2	+2

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

III. Municipal Services			STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission		\bigcirc	5
city services and programs.	LGBT Lia	ison in the Mayor's Office		5	5
	Enumera	ted Anti-Bullying School Policies	00	33	33
	SCORE				11 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		+2	+2
	BONUS	City provides services to people living with HIV/AIDS		+2	+2

ENTERPRISE,* NEVADA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

V. F

V. Relationship with	the LGBT Community	COUNTY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts		3
	SCORE		6 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

PTS FOR SEXUAL ORIENTATION

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	COUNTY	AVAILABLE
on or Task Force		(10)
ate Crimes Statistics	(12)	
	22	out of 22

TOTAL SCORE 87 + TOTAL BONUS 6 =



CANNOT EXCEED 100



ERIE, PENNSYLVANIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

00

00

30 out of 30

AVAILABLE

55

55

55

ERIE, PENNSYLVANIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V. Relati

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

This category meas commitment to fully

III. Municipal Services

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

ices	5		STATE	COUNTY	CITY	AVAILABLE
ity Lin	Human Ri	ghts Commission			5	5
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	30	00	30	33
	SCORE				8 0	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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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I. Non-Discrimination Laws STATE COUNTY This category evaluates whether Employment 00 55 discrimination on the basis of sexual orientation and gender identity is Housing 00 55 prohibited by the city, county, or state in areas of employment, housing, and 00 public accommodations. Public Accommodations 55

SCORE

II. Municipality as Em	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	• • •	66 6 33
	SCORE	0 o	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

1



	СІТҮ	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 54 + TOTAL BONUS 3 =



CANNOT EXCEED 100



ESCONDIDO, CALIFORNIA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

66

6

33

AVAILABLE

CITY

CITY

60

6

00

CITY

12 out of 24

ESCONDIDO, CALIFORNIA

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

II. Municipality as Employer

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.

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

Employment	55	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55	00	00	55
SCORE			30 ou	it of 30

Non-Discrimination in City Employment

BONUS Municipality is a Welcoming Place to Work

SCORE

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

tionship with t	he LGBT Community	CITY	AVAILABLE
sures the city leadership's ly include the LGBT advocate for full equality.	Leadership's Public Position on LGBT Equality	0	5
	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE	0 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

V. Relationship with	the L	GBT Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadersh	ip's Public Position on LGBT Equality	0	5
community and to advocate for full equality.	Leadersh or Policy	ip's Pro-Equality Legislative Efforts	•	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

III. Municipal Services

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

>		STATE	COONTI	onn	AVAILADLL
Human Ri	ghts Commission			\bigcirc	(5)
LGBT Liai	ison in the Mayor's Office			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	3 3	00	00	33
SCORE				6 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

STATE

COUNTY

PTS FOR SEXUAL ORIENTATION

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.

2/	2



	СІТҮ	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	(12)	12
	12 or	ut of 22

TOTAL SCORE 60 + TOTAL BONUS 0 =



CANNOT EXCEED 100



ESSEX, VERMONT 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

ESSEX, VERMONT 2/2 **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.

Employment	55	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	5 5	00	00	5 5
SCORE			30 οι	it of 30

STATE

II. Municipality as E

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

Em	ploye	er	СІТҮ	AVAILABLE
	Non-Disc	rimination in City Employment	60	66
ses, ng	Transgen	der-Inclusive Healthcare Benefits		6
	City Cont	ractor Non-Discrimination Ordinance	00	3 3
	SCORE		6 or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

III. Municipal Services

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

			STATE	COUNTI	CITT	AVAILADLL
the city luded in	Human Ri	ghts Commission			0	5
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				6 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

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V. Relati

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	0	5
community and to advocate for full equality.	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

PTS FOR SEXUAL ORIENTATION

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	CITY	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	12	12
	12 or	ut of 22

TOTAL SCORE 54 + TOTAL BONUS 0 =



CANNOT EXCEED 100



This category evaluates whether

orientation and gender identity is

LGBT employees equally.

discrimination on the basis of sexual

prohibited by the city, county, or state in

EUGENE, OREGON 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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00

00

CITY

55

55

55

30 out of 30

AVAILABLE

55

55

55

STATE

55

55

55

EUGENE, OREGON 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes	LGBT Police Liaisor
responsible reporting of hate crimes and	
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2013 Hat

eported 2013 Hat to the FBI

SCORE

V. Relat

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	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	2	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			+4

Place to Work

III. Municipal Services

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

rvices	rvices		STATE	COUNTY	CITY	AVAILABLE
e city ded in	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			\bigcirc	5
	Enumerat	ed Anti-Bullying School Policies	33	00	30	33
	SCORE				11 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

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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areas of employment, housing, and public accommodations. Public Accommodations

I. Non-Discrimination Laws

SCORE

Employment

Housing

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	30	33
SCORE	21 o	ut of 24
BONUS Municipality is a Welcoming	+2	+2

1



	CITY	AVAILABLE
on or Task Force	(10)	(10)
ate Crimes Statistics	12	12
	22 o	ut of 22

TOTAL SCORE 91 + TOTAL BONUS 5 =



CANNOT EXCEED 100



This category evaluates whether

orientation and gender identity is

areas of employment, housing, and

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

public accommodations.

discrimination on the basis of sexual

prohibited by the city, county, or state in

I. Non-Discrimination Laws

II. Municipality as Employer

Employment

Public Accommodations

Non-Discrimination in City Employment

BONUS Municipality is a Welcoming

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Housing

SCORE

SCORE

EVANSVILLE, INDIANA 1/2

STATE

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STATE

COUNTY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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00

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CITY

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55

50

33

CITY

18 out of 24

15 out of 30

AVAILABLE

55

55

55

33

AVAILABLE

EVANSVILLE, INDIANA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V. Relat

tionship with t	e LGBT Community	CITY	AVAILABLE
asures the city leadership's lly include the LGBT advocate for full equality.	Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts	2 1	5
	SCORE	3	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

CITY AVAILABLE This category meas commitment to fully community and to a 66 66 0 6

Place to Work

III. Municipal Services

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

			STATE	COONT	CITI	AVAILABLE
the city cluded in	Human Ri	ights Commission			(5)	5
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	33
	SCORE				5 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

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	CITY	AVAILABLE	
on or Task Force	0	(10)	
ate Crimes Statistics	0	12	
	0 от	0 out of 22	

TOTAL SCORE 41 + TOTAL BONUS 6 =



CANNOT EXCEED 100