

#### FAIRBANKS, ALASKA 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY



#### 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

STATE



00

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 Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance

**SCORE** 

**BONUS** Municipality is a Welcoming Place to Work

CITY





**7** out of 24



AVAILABLE

### 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





Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



STATE







## SCORE

elderly

**BONUS** Enforcement mechanism in Human Rights Commission



homeless **BONUS** City provides services to LGBT

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

COLINTY



CITY



## **10** out of 16















# FAIRBANKS, ALASKA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



#### 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** 

## AVAILABLE (10) 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

CITY

AVAILABLE

6 out of 8



Final Score 33 **TOTAL SCORE 33 + TOTAL BONUS 0 =** 

**CANNOT EXCEED 100** 

2

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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#### **FAIRFAX COUNTY, VIRGINIA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

**0** out of 30

hrc.org/mei

#### I. Non-Discrimination Laws STATE COUNTY 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 Er	nployer	COUNTY	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		<b>0</b> out of 24
	BONUS Municipality is a Welcoming		

	BONUS	Municipality is a Welcoming Place to Work		+0	+2
III. Municipal Service	es .		STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission		(5)	(5)
city services and programs.	LGBT Lia	ison in the Mayor's Office		(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	33	3 3
	SCORE				<b>11</b> out of 16
	BONUS	Enforcement mechanism in Human Rights Commission		+3	+3
	BONUS	City provides services to LGBT youth		+0	+2
	BONUS	City provides services to LGBT homeless		+0	+2
	BONUS	City provides services to LGBT elderly		+0	+2
	BONUS	City provides services to people living with HIV/AIDS		+0	+2

### FAIRFAX COUNTY, VIRGINIA 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	(10)	(10)
Reported 2013 Hate Crimes Statistics to the FBI	12	12
SCORE	2:	<b>2</b> out of 22

COUNTY

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	(3)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE		<b>3</b> out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	<b>BONUS</b> Cities are pro-equality despite restrictive state law	+4	+4

TOTAL SCORE 36 + TOTAL BONUS 7 =	H	ina	Sco	re	43	

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

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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	0 0	0 0	00	5 5
Housing	00	00	00	5 5
Public Accommodations	00	00	00	5 5
SCORE			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	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
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.

es	3		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			(5)	(5)
	LGBT Lia	ison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				<b>8</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			+2	+2

#### FARGO, NORTH DAKOTA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



**22** out of 22

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 12 to the FBI

#### 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

restrictive state law

Leadership's Pro-Equality Legislative

SCORE

**BONUS** Cities are pro-equality despite

**TOTAL SCORE 41 + TOTAL BONUS 6 =** 

CITY



Final Score 47

**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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#### **FAYETTEVILLE, ARKANSAS 1/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	0 0	00	5 5	5 5
Housing	00	0 0	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.

10.00	
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 Services

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 R	ights Commission			(5)	(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>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

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

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

5

CITY



AVAILABLE











**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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#### **FAYETTEVILLE, NORTH CAROLINA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

**0** out of 30

AVAILABLE

hrc.org/mei

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.

n Laws	STATE	COUNTY
Employment	00	00
Housing	00	00
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.

1919 / 91	
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 Servic

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

ces	3		STATE	COUNTY	CITY	AVAILABLE
1	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	00	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

#### **FAYETTEVILLE, NORTH CAROLINA 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

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

CITY

0 out of 8

municipal leaders

2

**TOTAL SCORE 23 + TOTAL BONUS 0 =** 

Final Score 23

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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### FERNDALE, MICHIGAN 1/2

## 2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

**30** out of 30

AVAILABLE

AVAILABLE

# I. Non-Discrimination Laws

SCORE

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	
Employment	00	00	
Housing	00	0 0	
Public Accommodations	00	00	

### 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	3 3 3 3
SCORE	<b>18</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2 +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 AVAILAB				AVAILABLE	
	Human Ri	ights Commission			0	5
	LGBT Liai	ison in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				8 0	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+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			+0	+2

#### FERNDALE, MICHIGAN 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) Reported 2013 Hate Crimes Statistics 12 to the FBI

# 10 **22** out of 22

#### V. Relationship with the LGBT Community

**SCORE** 

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



2

**TOTAL SCORE 86 + TOTAL BONUS 11 =** 

Final Score 97

**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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#### **FONTANA, CALIFORNIA 1/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

AVAILABLE

#### I. Non-Discrimination Laws 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.

TILAWS	OIAIL	0001111	0111	ATAILADLL
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-Discrimina	tion in City Employment	60	6 6
Transgender-Ind	clusive Healthcare Benefits	0	6
City Contractor	Non-Discrimination Ordinance	00	3 3
SCORE		<b>6</b> ou	it of 24
	icipality is a Welcoming e 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 AVAILAB			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> 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

### FONTANA, CALIFORNIA 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  Reported 2013 Hate Crimes Statistics	0 10
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

AVAILABLE

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.

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#### FORT COLLINS, COLORADO 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

## FORT COLLINS, COLORADO 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes

thoughtful and respectful way.



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







CITY





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 Employ	ment
Transgandar-Inclusiva	Hoolthoore	Ronofito





SCORE

**BONUS** Municipality is a Welcoming Place to Work





CITY



AVAILABLE





CITY



AVAILABLE

### 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



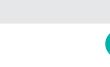
COLINTY















**BONUS** Enforcement mechanism in Human





















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

LGBT Police Liaison or Task Force

Reported 2013 Hate Crimes Statistics to the FBI

**SCORE** 

10 12

**12** out of 22

### V. Relationship with the LGBT Community

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

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

CITY



AVAILABLE

0 out of 8



Final Score 6 **TOTAL SCORE 59 + TOTAL BONUS 2 =** 

**CANNOT EXCEED 100** 

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

hrc.org/mei





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

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hrc.org/mei

2



#### FORT LAUDERDALE, FLORIDA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

#### 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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	0 0	5 5	0 0	5 5
Housing	00	5 5	00	5 5
Public Accommodations	00	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.

1010/01	
Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	0 0 3 3
SCORE	<b>6</b> out of 24
<b>BONUS</b> Municipality is a Welcoming Place to Work	+2 +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			5	(5)
	LGBT Liai	ison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				<b>11</b> 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			+2	+2

#### FORT LAUDERDALE, FLORIDA 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>22</b> out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 12
LGBT Police Liaison or Task Force	(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

municipal leaders

restrictive state law

2

**TOTAL SCORE 73 + TOTAL BONUS 7 =** 

Final Score 8

**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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#### FORT SMITH, ARKANSAS 1/2

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

COUNTY

#### FORT SMITH, ARKANSAS 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

Place to Work

_avv3
imployment
Housing
Public Accommodations

00	0	0

STATE



CITY



AVAILABLE

AVAILABLE

AVAILABLE

#### SCORE

**0** out of 30

CITY

CITY

#### 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
<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> </u>			SIAIL	COUNTY	OIII	AVAILABLE
	Human Ri	ghts Commission			0	5
	LGBT Liai	son in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	0 0	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.

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

#### V. Relationship with the LGBT Community

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

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

0 out of 8



Final Score 18 **TOTAL SCORE 18 + 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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#### **FORT WAYNE, INDIANA 1/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

**10** out of 30

#### FORT WAYNE, INDIANA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

#### I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 50

SCORE

II. Municipality as En	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 3 0	6 6 3 3
	SCORE	9 0	ut 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	Human R	ights Commission			5	5
ity services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				<b>8</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

#### 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 12 to the FBI SCORE **12** 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

CITY

**2** out of 8

municipal leaders

restrictive state law



2

Final Score 44 **TOTAL SCORE 41 + TOTAL BONUS 3 =** 

**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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#### FORT WORTH, TEXAS 1/2

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.

Laws	
Employment	
Housing	
Public Accommodations	

Place to Work

ations			



COUNTY

STATE



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	6 6
SCORE	<b>18</b> ou	t of 24
BONUS Municipality is a Welcoming		12

### 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	5
	Enumerate	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				<b>10</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

## FORT WORTH, TEXAS 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	

Reported 2013 Hate Crimes Statistics

**SCORE** 

SCORE

to the FBI

(10) 10 12

**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

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

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





AVAILABLE







**TOTAL SCORE 86 + TOTAL BONUS 13 =** 

Final Score 99

**CANNOT EXCEED 100** 

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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hrc.org/mei

2



#### FRANKFORT, KENTUCKY 1/2

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

#### FRANKFORT, KENTUCKY 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

SIAIE
0 0
00
00



CITY



CITY

AVAILABLE

AVAILABLE

SC

Place to Work

ORE	<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-Discrimination in City Employment  Transgender-Inclusive Healthcare Benefits  City Contractor Non-Discrimination Ordinance	0 0 6 6 0 0 3 3 3
SCORE	<b>0</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> :	<u> </u>		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	00	00	00	3 3
	SCORE				<b>5</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

## 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

5 out of 8



Final Score 58 **TOTAL SCORE 52 + TOTAL BONUS 6 =** 

**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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#### FREDERICK, MARYLAND 1/2

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
Employment
Housing
Public Accommodations

Place to Work

STATE
5 5
5 5



COUNTY



CITY



AVAILABLE

AVAILABLE

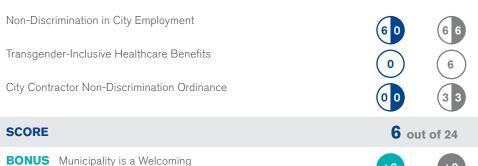


CITY

**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.



### 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			5	5
	LGBT Liai	son in the Mayor's Office			(o)	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			+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

## FREDERICK, MARYLAND 2/2



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

**BONUS** Cities are pro-equality despite

0 out of 8

municipal leaders

restrictive state law

2

**TOTAL SCORE 59 + TOTAL BONUS 5 =** 

Final Score 64

**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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### FREMONT, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

**30** out of 30

#### FREMONT, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



**12** out of 22

#### 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	6 6 6 6 1 1 3 3 3
	SCORE	<b>20</b> out of 24
	<b>BONUS</b> Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service		ights Commission	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human K	ights Commission			(5)	(5)
city services and programs.	LGBT Lia	ison in the Mayor's Office			(5)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	33	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			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

IV. Law Enforcemen	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) (12)

SCORE

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	<b>4</b> ) <b>5</b>
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	0 3
	SCORE	<b>4</b> out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3 +3
	BONUS Cities are pro-equality despite restrictive state law	+0 +4

**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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#### FRESNO, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

**30** out of 30

# HUMAN

CITY

#### 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	ployer	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 3 0	6 6 3 3
	SCORE  BONUS Municipality is a Welcoming Place to Work	9 out	of 24

III. Municipal Service	25		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city of ensure LGBT constituents are included in	Human R	ights Commission			0	(5)
city services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	red Anti-Bullying School Policies	3 3	00	33	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

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



**12** out of 22

AVAILABLE

10

IV. Law Enforcement			
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	(	
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2013 Hate Crimes Statistics	(	

to the FBI

SCORE

V. Relationship with the LGBT Community CITY AVAIL			
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	0	(5)
	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE	0 0	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3

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

TOTAL SCORE 57 + TOTAL BONUS 0 =	Final	Score <b>57</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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#### **FULLERTON, CALIFORNIA 1/2**

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

#### 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.

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	00	00	5 5
Housing	5 5	00	00	5 5
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-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	<b>21</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.

ces	3		STATE	COUNTY	CITY	AVAILABLE
y in	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	00	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			+2	+2

#### **FULLERTON, 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.

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

0 out of 8

**TOTAL SCORE 74 + TOTAL BONUS 2 =** 

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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