

GAINESVILLE, FLORIDA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

GAINESVILLE, FLORIDA 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

BONUS City provides services to LGBT

BONUS City provides services to people

living with HIV/AIDS

elderly

STATE
00



COUNTY



CITY





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.

pioyoi	****
Non-Discrimination in City Employment	6666
Transgender-Inclusive Healthcare Benefits	(o) (6)
City Contractor Non-Discrimination Ordinance	00 33
SCORE	12 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.

S		STATE	COUNTY	CITY	AVAILABLE
Human R	lights Commission			5	5
LGBT Lia	uison in the Mayor's Office			(0)	5
Enumera	ted Anti-Bullying School Policies	00	00	3 3	3 3
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

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

Final Score 70 **TOTAL SCORE 65 + TOTAL BONUS 5 =**

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.

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GAITHERSBURG, MARYLAND 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

GAITHERSBURG, MARYLAND 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

2 out of 8

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.

SCORE

STATE
5 5 5 5



COUNTY



AVAILABLE

CITY

CITY





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-Disci	rimination in City Employment	6 6	6 6
Transgend	der-Inclusive Healthcare Benefits	0	6
City Contr	ractor Non-Discrimination Ordinance	10	3 3
SCORE		13 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			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				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

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.

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

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

TOTAL SCORE 56 + TOTAL BONUS 3 =

BONUS Cities are pro-equality despite restrictive state law

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

hrc.org/mei





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hrc.org/mei

2



GARDEN GROVE, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

GARDEN GROVE, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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



AVAILABLE

10

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		
5 5		





CITY





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.







6 out of 24



CITY





BONUS Municipality is a Welcoming Place to Work





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



STATE



CITY







CORE	
BONUS	Enforcement mechanism in Human Rights Commission
BONUS	City provides services to LGBT youth
BONUS	City provides services to LGBT







COLINTY

















PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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V. Relationship with the LGBT Community

to the FBI

SCORE

SCORE

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

BONUS Cities are pro-equality despite

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

LGBT Police Liaison or Task Force

Reported 2013 Hate Crimes Statistics

BONUS Openly LGBT elected or appointed municipal leaders

restrictive state law

0 out of 8

12

12 out of 22





TOTAL SCORE 59 + TOTAL BONUS 0 =

Final Score 59 **CANNOT EXCEED 100**

hrc.org/mei

hrc.org/mei

2



GARLAND, TEXAS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

GARLAND, 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.

Lavvo
Employment
Housing
Public Accommodations

BONUS Municipality is a Welcoming Place to Work

STAT		
0 0		
00		
0 0		





CITY



AVAILABLE

AVAILABLE



0 out of 30

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	6 6 3 3
SCORE	0 ou	t of 24

III. Municipal Services

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

es			STATE	COUNTY	CITY	AVAILABLE
Hum	nan Ri	ghts Commission			0	5
LGB	LGBT Liaison in the Mayor's Office					5
Enui	Enumerated Anti-Bullying School Policies		00	00	00	3 3
SCO	ORE				0 0	ut of 16
BOI	NUS	Enforcement mechanism in Human Rights Commission			+0	+3
BOI	NUS	City provides services to LGBT youth			+0	+2
BOI	NUS	City provides services to LGBT homeless			+0	+2
BOI	NUS	City provides services to LGBT elderly			+0	+2
BOI	NUS	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 (3

0 out of 8

+0

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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GILBERT, ARIZONA 1/2

COUNTY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

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CITY



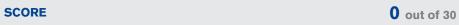
I. Non-Discrimination Laws

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	

Employment
Housing
Public Accommodations

ısing	00
lic Accommodations	00



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 Transgender-Inclusive Healthcare Benefits	00 66
City Contractor Non-Discrimination Ordinance	0 0 6
SCORE	0 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			STATE	COUNTY	CITY	AVAILABLE
Н	uman Ri	ghts Commission			5	5
LG	GBT Liai	son in the Mayor's Office				5
Er	numerato	ed Anti-Bullying School Policies	00	00	00	3 3
S	CORE				5 o	ut of 16
В	ONUS	Enforcement mechanism in Human Rights Commission			+3	+3
В	ONUS	City provides services to LGBT youth			+0	+2
В	ONUS	City provides services to LGBT homeless			+0	+2
В	ONUS	City provides services to LGBT elderly			+0	+2
В	ONUS	City provides services to people living with HIV/AIDS			+0	+2

GILBERT, ARIZONA 2/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**

RIGHTS CAMPAIGN

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	22 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





AVAILABLE







2

Final Score 30 **TOTAL SCORE 27 + TOTAL BONUS 3 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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GILLETTE, WYOMING 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.

Laws	
Employment	
Housing	
Public Accommodations	

-avv5
nployment
ousing
ublic Accommodations

00	00
00	00
0 0	0 0

STATE

00	00
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	
Transgender-Inclusive Healthcare Benefits	0 6 6
City Contractor Non-Discrimination Ordinance	0 0 3 3
SCORE	0 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	es			COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission				5
	LGBT Liai	son in the Mayor's Office				5
	Enumerat	ed Anti-Bullying School Policies	00	30	00	3 3
	SCORE				3 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

GILLETTE, WYOMING 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

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.

	\sim
(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

0 out of 8

TOTAL SCORE 15 + TOTAL BONUS 0 =

Final Score 15

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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GLENDALE, ARIZONA 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

GLENDALE, ARIZONA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

10

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	

:	STATE	
(00	





AVAILABLE



CITY

CITY

CITY

SCORE

0 out of 30

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.

Transgende	nination in City Employment er-Inclusive Healthcare Benefits ctor Non-Discrimination Ordinance	0	6 6 3 3
SCORE		12 out	of 24
	Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

III. Municipal Services

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

Human Ri	ghts Commission			0	(5)
LGBT Liai	son in the Mayor's Office			(0)	5
Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
SCORE				0 ou	t 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			+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 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 restrictive state law

3 out of 8

municipal leaders

TOTAL SCORE 27+ TOTAL BONUS 2 =

Final Score 29

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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GLENDALE, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

GLENDALE, 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

Place to Work

STATE
5 5 5 5 5



COUNTY



CITY

CITY



AVAILABLE

AVAILABLE



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	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	9 out of 24
BONUS 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	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	3 3	3 3
	SCORE				11 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	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

TOTAL SCORE 62 + TOTAL BONUS 0 =











Final Score 62

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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GRAND FORKS, NORTH DAKOTA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

GRAND FORKS, NORTH DAKOTA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

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

SIAIE
00
00
0 0



CITY

5 5
5 5

AVAILABLE

10 out of 30

CITY

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-Discr	imination in City Employment	6 6	6 6
Transgeno	ler-Inclusive Healthcare Benefits	0	6
City Contr	actor Non-Discrimination Ordinance	00	3 3
SCORE		12 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.

<u>e</u> :	es		STATE	COUNTY	CITY	AVAILABLE
	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies				0	5
					5	5
			00	00	00	3 3
	SCORE				5 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

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	22 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

restrictive state law

CITY

8 out of 8

BONUS Cities are pro-equality despite



2

TOTAL SCORE 57 + TOTAL BONUS 2 =

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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GRAND ISLAND, NEBRASKA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

GRAND ISLAND, NEBRASKA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

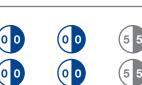
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Laws	
Employment	
Housing	
Public Accommodations	

Place to Work

living with HIV/AIDS

	STATE
าร	00
าร	00



CITY

CITY

CITY

AVAILABLE

AVAILABLE

AVAILABLE





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	6 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	6 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.

_						
	Human Ri	ghts Commission			0	(5)
	LGBT Liai	son in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 ou	t 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			+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.

Reported 2013 Hate Crimes Statistics to the FBI	12 12 12 12 12 12 12 12 12 12 12 12 12 1
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 18 + TOTAL BONUS 0 =

BONUS Cities are pro-equality despite restrictive state law

0 out of 8



Final Score 18

CANNOT EXCEED 100

2



- PTS FOR GENDER IDENTITY



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

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GRAND PRAIRIE, TEXAS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

GRAND PRAIRIE, TEXAS 2/2 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.

Laws
Employment
Housing
Public Accommodations

Place to Work

STATE	
00	
00	
00	



COUNTY



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 Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 0 6 6 0 6 0 0 3 3
SCORE	6 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.

93	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	3 3	3 3
	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 responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

SCORE	0 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





AVAILABLE









TOTAL SCORE 12 + TOTAL BONUS 0 =

Final Score 12

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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2



GRAND RAPIDS, MICHIGAN 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

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.

II Lavis				
Employment	00	00	5 5	5 5
Housing	00	0 0	5 5	5 5
Public Accommodations	00	00	5 5	5 5
SCORE			30 ou	ıt 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	(o) (6)
City Contractor Non-Discrimination Ordinance	33 33
SCORE	18 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		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	00	00	00	3 3
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

GRAND RAPIDS, MICHIGAN 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 (10)
Reported 2013 Hate Crimes Statistics to the FBI	12 (12)
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

municipal leaders

restrictive state law



2

AVAILABLE

TOTAL SCORE 70 + TOTAL BONUS 6 =

Final Score 76

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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GREAT FALLS, MONTANA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

GREAT FALLS, MONTANA 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





COUNTY



CITY





AVAILABLE

AVAILABLE



0 out of 30

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 0 3 3
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.

<u>e</u> :	es			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	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			+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.

Reported 2013 Hate Crimes Statistics to the FBI	12 12 12 12 12 12 12 12 12 12 12 12 12 1
I control of the cont	
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



0 out of 8



Final Score 14

CANNOT EXCEED 100

2

TOTAL SCORE 12 + TOTAL BONUS 2 =

PTS FOR SEXUAL ORIENTATION





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

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GREEN BAY, WISCONSIN 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

00

CITY

AVAILABLE

AVAILABLE

GREEN BAY, WISCONSIN 2/2



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.

SCORE 15	out of 3
----------	----------

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	6 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		STATE	COUNTY	CITY	AVAILABLE	
	Human R	ights Commission			0	5
	LGBT Lia	ison in the Mayor's Office				5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				6 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

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	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

3 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 42 + TOTAL BONUS 0 =

Final Score 42

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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GREENSBORO, NORTH CAROLINA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

I. Non-Discrimination Laws 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.

TILAWS	OIAIL	0001111	0.11	ATAILABLE
Employment	0 0	0 0	0 0	5 5
Housing	0 0	0 0	5 5	5 5
Public Accommodations	00	00	00	5 5
SCORE	_	_	10 °	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	6 3 3
SCORE	12 out of 24
BONUS 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	ghts Commission			(5)	5
	LGBT Liai	son in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	3 3	00	3 3
	SCORE				16 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

GREENSBORO, NORTH CAROLINA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



22 out of 22

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 Reported 2013 Hate Crimes Statistics to the FBI	10	\sim

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

BONUS Cities are pro-equality despite restrictive state law

8 out of 8

municipal leaders

TOTAL SCORE 68 + TOTAL BONUS 17 =

CITY



2

Final Score 85

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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GRESHAM, OREGON 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





CITY

AVAILABLE

AVAILABLE

SCORE

30 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

City Contractor Non-Discrimination Ordinance

SCORE

BONUS Municipality is a Welcoming Place to Work

Transgender-Inclusive Healthcare Benefits

CITY

0 out of 24



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



AVAILABLE





6 out of 16











hrc.org/mei

GRESHAM, OREGON 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

SCORE

Reported 2013 Hate Crimes Statistics to the FBI

0 out of 22

V. Relationship with the LGBT Community

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

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

0 out of 8

TOTAL SCORE 36 + TOTAL BONUS 0 =

Final Score 36

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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GUERNEVIILLE,* CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

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	mployer	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	6 0 6 3 0	6 6 3 3
	SCORE	1	5 out of 24
	BONUS Municipality is a Welcoming	+0	+2

	BONUS	Municipality is a Welcoming Place to Work		+0	+2
III. Municipal Service	S		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	3 3	00	3 3
	SCORE				11 out 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		+0	+2
	BONUS	City provides services to LGBT elderly		+2	+2
	BONUS	City provides services to people living with HIV/AIDS		+2	+2

GUERNEVILLE,* CALIFORNIA 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	(12)

00
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

or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 82 + TOTAL BONUS 9 =

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

COUNTY

COUNTY

(3)



4 out of 8

Final Score 91

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

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GULFPORT, MISSISSIPPI 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

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I. Non-Discrimination Laws

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

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

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

ces	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	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

GULFPORT, MISSISSIPPI 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) (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

CITY





AVAILABLE



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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