

### LAFAYETTE, LOUISIANA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

#### LAFAYETTE, LOUISIANA 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

## 

ne LGBT Community	CITY AVAILABLE
Leadership's Public Position on LGBT Equality	0 (5)
Leadership's Pro-Equality Legislative or Policy Efforts	0 3
SCORE	<b>0</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	+0 +4
	Leadership's Pro-Equality Legislative or Policy Efforts SCORE BONUS Openly LGBT elected or appointed municipal leaders BONUS Cities are pro-equality despite

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comm	mi	iitn	ner	nt	to	) fi	ull	ly	in	۱C	clι	JC	de	е	t	h	е	L(	GE	3-	Γ												

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

I. Non-Discrimination Laws

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

Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations	0	0	00	55
SCORE			0 0	ut of 30

#### II. Municipality as Empl

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.

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	00	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance		33
SCORE	<b>0</b> o	ut of 24
<b>BONUS</b> 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	ights Commission			0	5
LGBT Liai	ison in the Mayor's Office			0	(5)
Enumerat	ed Anti-Bullying School Policies	00	00		33
SCORE				<b>0</b> 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 living with HIV/AIDS			+0	+2

AVAILABLE

CITY





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

TOTAL SCORE 12 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## LAKE CHARLES, LOUISIANA 1/2

STATE

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

AVAILABLE

AVAILABLE

66

6

33

AVAILABLE

**6** out of 24

CITY

CITY

60

0

00

CITY

#### 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	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations		00	00	55
SCORE			<b>0</b> ou	it of 30

#### LAKE CHARLES, LOUISIA

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

#### IV. Law Enforcement

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

SCORE

### $\mathcal{V}$ Dolot

<u>tionship with t</u>	he LGBT Community	CITY	AVAILABLE
asures the city leadership's illy 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
	<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

<u>V.</u>
This c

tment to full community and to

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

STATE

COUNTY

Non-Discrimination in City Employment

SCORE

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

#### III. Municipal Services

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

VICES	>		UNALE	000111	Unit	AVAILADLE
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	00	00	00	33
	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

PTS FOR SEXUAL ORIENTATION

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NA 2/2	=	HUMAN RIGHTS CAMPAIGN FOUNDATION
	CITY	AVAILABLE
ison or Task Force	0	10

10 Reported 2013 Hate Crimes Statistics 0 12 **0** out of 22

TOTAL SCORE 6 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



### LAKEWOOD, COLORADO 1/2

STATE

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

CITY

AVAILABLE

#### LAKEWOOD, COLORADO 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	5 5	00	00	55
Housing	5 5	00	00	55
Public Accommodations	5 5	00	00	55
SCORE			<b>30</b> ou	It 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	0	6
	City Cont	ractor Non-Discrimination Ordinance		33
	SCORE		12	out of 24
	BONUS	Municipality is a Welcoming Place to Work	+0	+2

#### Reported 2013 Hat thoughtful and respectful way. to the FBI

**IV.** Law Enforcement

Fair enforcement of the law includes

responsible reporting of hate crimes and

engaging with the LGBT community in a

### V. Relatic

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	<b>0</b> out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3 +3
	<b>BONUS</b> 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	
of the city Included in	Human Ri	ghts Commission			0	5	
	LGBT Liai	son in the Mayor's Office			0	5	
	Enumerate	ed Anti-Bullying School Policies	33	00	0	33	
	SCORE				<b>6</b> 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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]	CITY	AVAILABLE
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	

TOTAL SCORE 60 + TOTAL BONUS 3 =



**CANNOT EXCEED 100** 



### LAMBERTVILLE, NEW JERSEY 1/2

STATE

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

CITY

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 0 0 5 5
Housing	5 5 0 0 0 5 5
Public Accommodations	55 00 00 55
SCORE	<b>30</b> 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 treatin LGBT employees equally.

Em	ployer	СІТҮ	AVAILABLE
	Non-Discrimination in City Employment	66	66
sses, ing	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	0	33
	SCORE	<b>12</b> ou	it of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

#### LAMBERTVILLE, NEW JERSEY 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. Relati

V. Relationship with	the LGBT Community	СІТҮ	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	3
	SCORE	8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	<b>BONUS</b> 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.

rvices	6		STATE	COUNTY	CITY	AVAILABLE
he city uded 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				<b>11</b> 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			+2	+2

PTS FOR SEXUAL ORIENTATION 

- PTS FOR GENDER IDENTITY

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	CITY	AVAILABLE
on or Task Force	(10)	(10)
ate Crimes Statistics	(12)	12
	<b>22</b> οι	ut of 22

TOTAL SCORE 83+ TOTAL BONUS 5 =



**CANNOT EXCEED 100** 



#### LANCASTER, CALIFORNIA 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.

on Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	55	00	00	55
Housing	5 5	00	00	5 5
Public Accommodations	55	00	00	55
SCORE			<b>30</b> o	ut of 30

#### LANCASTER, CALIFORNIA

**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

V. Relationship with	the LGBT Community	СІТҮ	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	(2)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE	2	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

11.	Munici	pality	/ as	Emp	olo	ver
		· · J				-

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	CITY	AVAILABLE
Non-Discrimination in City Employment	60	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	33	33
SCORE	<b>12</b> 。	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

#### **III.** Municipal Services

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

ervices	5		STATE	COUNTY	CITY	AVAILABLE	
the city cluded in	Human Ri	ghts Commission			(5)	(5)	
	LGBT Liai	son in the Mayor's Office			$\bigcirc$	5	
	Enumerat	ed Anti-Bullying School Policies	33	33	00	33	
	SCORE				<b>11</b> οι	ut of 16	
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3	
	BONUS	City provides services to LGBT youth			+2	+2	
	BONUS	City provides services to LGBT homeless			+0	+2	
	BONUS	City provides services to LGBT elderly			+0	+2	
	BONUS	City provides services to people living with HIV/AIDS			+2	+2	

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

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2	/	2



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

TOTAL SCORE 77 + TOTAL BONUS 7 =



**CANNOT EXCEED 100** 



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

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Housing

SCORE

SCORE

## LANSING, MICHIGAN 1/2

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

CITY

55

55

55

CITY

60

0

00

**30** out of 30

AVAILABLE

55

55

55

AVAILABLE

66

6

33

STATE

00

00

00

#### LANSING, MICHIGAN 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

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

**6** out of 24 **BONUS** Municipality is a Welcoming Place to Work

#### III. Municipal Services

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

Services	5		STATE	COUNTY	CITY	AVAILABLE
of the city included in	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerate	ed Anti-Bullying School Policies	00	00	33	33
	SCORE				<b>11</b> 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

PTS FOR SEXUAL ORIENTATION

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#### 1



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

TOTAL SCORE 62 + TOTAL BONUS 10 =



**CANNOT EXCEED 100** 



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 Place to Work

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Housing

SCORE

SCORE

### LARAMIE, WYOMING 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

55

55

55

CITY

66

**30** out of 30

AVAILABLE

55

55

55

AVAILABLE

66

STATE

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00

00

#### LARAMIE, WYOMING 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

the LGBT Community	СІТҮ	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8	out of 8
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS Cities are pro-equality despite restrictive state law	+0	+4
	Leadership's Pro-Equality Legislative or Policy Efforts SCORE BONUS Openly LGBT elected or appointed municipal leaders BONUS Cities are pro-equality despite	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

# This category meas

0 (6) 00 33 12 out of 24

#### III. Municipal Services

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

ervices	6		STATE	COUNTY	CITY	AVAILABLE
the city cluded in	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	33
	SCORE				0 01	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	$\bigcirc$	(10)
ate Crimes Statistics	•	12
	<b>0</b> or	ut of 22

TOTAL SCORE 50 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



public accommodations.

# LAREDO, TEXAS 1/2

CITY

00

00

00

AVAILABLE

55

55

55

**0** out of 30

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

STATE

00

00

00

#### LAREDO, 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. Relat

the LGBT Community	СІТҮ	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE	0	out of 8
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS Cities are pro-equality despite restrictive state law	+0	+4
	Leadership's Pro-Equality Legislative or Policy Efforts SCORE BONUS Openly LGBT elected or appointed municipal leaders BONUS Cities are pro-equality despite	Leadership's Public Position on LGBT Equality          Leadership's Pro-Equality Legislative or Policy Efforts       Image: Comparison of the second seco

#### **III.** Municipal Services

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

ervices			STATE	COUNTY	CITY	AVAILABLE
the city cluded in	Human Ri	ights Commission			0	5
	LGBT Liai	ison in the Mayor's Office			$\underbrace{\circ}$	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	33
	SCORE				0 01	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

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

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#### 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

I. Non-Discrimination Laws

Public Accommodations

SCORE

II. Municipality as Em	ployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	00	66
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance	00	33
	SCORE	<b>0</b> o	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2



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

TOTAL SCORE 0 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



### LAS CRUCES, NEW MEXICO 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

#### I. Non-Discrimination Laws

This category evaluates whether

Employment	55	00	00	55
Housing	5 5	00	5 5	55
Public Accommodations	55	00	00	55
SCORE			<b>30</b> ou	it of 30

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. 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	CITY	AVAILABLE
	Non-Discrimination in City Employment	66	66
ses, ng	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance	0	33
	SCORE	<b>12</b> ou	t of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

#### LAS CRUCES, NEW MEXIC

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	<b>0</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	+0 +4

#### **III.** Municipal Services

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

ervices	5		STATE	COUNTY	CITY	AVAILABLE	
f the city Icluded 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	30	33	
	SCORE				<b>3</b> or	ut of 16	
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3	
	BONUS	City provides services to LGBT youth			+0	+2	
	BONUS	City provides services to LGBT homeless			+0	+2	
	BONUS	City provides services to LGBT elderly			+0	+2	
	BONUS	City provides services to people living with HIV/AIDS			+0	+2	

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.

:0	2/2



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

TOTAL SCORE 45 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



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

Housing

SCORE

## LAS VEGAS, NEVADA 1/2

STATE

55

55

55

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

CITY

00

00

00

CITY

CITY

**30** out of 30

AVAILABLE

55

55

55

AVAILABLE

66

(6)

AVAILABLE

#### LAS VEGAS, 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 thoughtful and respectful way.

Reported 2013 Hat to the FBI

SCORE

## V. Relat

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

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

#### Non-Discrimination in City Employment 66 Transgender-Inclusive Healthcare Benefits 6

City Contractor Non-Discrimination Ordinance 33 24 out of 24 SCORE **BONUS** Municipality is a Welcoming Place to Work

STATE

COUNTY

### **III.** Municipal Services

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

	5		STATE	COUNTY	CITY	AVAILABLE
the city luded in	Human R	ights Commission			0	(5)
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	33	00	33
	SCORE				<b>11</b> o	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			+2	+2

PTS FOR SEXUAL ORIENTATION

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

TOTAL SCORE 90 + TOTAL BONUS 11 =



**CANNOT EXCEED 100** 



## LAWRENCE, KANSAS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

STATE

CITY

CITY

AVAILABLE

AVAILABLE

#### LAWRENCE, KANSAS 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. Relation

onship with the LGBT Community CITY AVAILABLE								
ures the city leadership's include the LGBT	Leadersh	ip's Public Position on LGBT Equality	5	5				
dvocate for full equality.			2	3				
	s Leadership's Public Position on LGBT Equality           5         5           Leadership's Pro-Equality Legislative         5							
	BONUS		+0	+3				
	BONUS		+0	+4				

# This category measu

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

III. Municipal Services

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

<u> </u>	>		•		•	
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			$\bigcirc$	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	33
	SCORE				<b>5</b> 。	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

#### 1

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	5 5	55
Housing	00	00	55	5 5
Public Accommodations		00	55	55
SCORE			<b>30</b> ou	it of 30

STATE

#### II. Municipality as Employer

I. Non-Discrimination Laws

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	CITY A	AILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	0	33
SCORE	<b>12</b> out o	of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

#### city's scorecard, please email mei@hrc.org.

PTS FOR SEXUAL ORIENTATION



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

TOTAL SCORE 66 + TOTAL BONUS 3=



**CANNOT EXCEED 100** 

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

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



## LAWTON, OKLAHOMA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

#### LAWTON, OKLAHOMA 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

V. Relationship with	the LGBT Community	СІТҮ	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

commitment to fully include the LGBT community and to advocate for full equality.	Leadership or Policy Et
	SCORE
	BONUS (
	BONUS (

# 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.

I LUVIS			-	
Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	00	00	00	55
SCORE			<b>0</b> ou	t 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.

Em	ploye	er	CITY	AVAILABLE
	Non-Disci	rimination in City Employment	00	66
es, ]	Transgeno	der-Inclusive Healthcare Benefits		6
	City Contr	ractor Non-Discrimination Ordinance	•	33
	SCORE		<b>0</b> ou	ıt 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.

				COONTI	CITI	AVAILABLE
he city uded 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				<b>5</b> or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

PTS FOR SEXUAL ORIENTATION -

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

TOTAL SCORE 17 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## **LEWISTON, MAINE 1/2**

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

CITY

STATE

#### **LEWISTON, MAINE 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 thoughtful and respectful way.

Reported 2013 Hat to the FBI

SCORE

## V. Relat

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		
	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 -

hrc.org/mei

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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	5 5	00	00	55
Housing	5 5	00	00	55
Public Accommodations	55	00	00	55
SCORE			<b>30</b> o	ut of 30

#### 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	ploye	er	CITY	AVAILABLE
	Non-Disc	rimination in City Employment	60	66
s,	Transgen	der-Inclusive Healthcare Benefits	0	6
	City Cont	ractor Non-Discrimination Ordinance	00	33
	SCORE		<b>6</b> ou	it 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 city services and programs.

	)				-	
ty in	Human Ri	ights Commission			0	5
	LGBT Liai	ison in the Mayor's Office			$\underbrace{\bigcirc}{0}$	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				<b>6</b> 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 living with HIV/AIDS			+0	+2

AVAILABLE

1



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

TOTAL SCORE 54 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



## LEXINGTON, KENTUCKY 1/2

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

55

55

55

CITY

55

55

55

**30** out of 30

AVAILABLE

55

55

55

AVAILABLE

#### LEXINGTON, KENTUCKY 2/2

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

#### STATE COUNTY

00

00

00

#### 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. Relati

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	(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	2	3
	SCORE	6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

# This category meas

	SCORE
public accommodations.	Public Accommodations
discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and	Housing

Employment

#### II. Municipality as Emp

I. Non-Discrimination Laws

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	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	•	33
SCORE	<b>12</b> o	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 the to ensure LGBT constituents are include city services and programs.

vicc.	<u> </u>					
city ed 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	0	33
	SCORE				<b>5</b> ou	t of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

PTS FOR SEXUAL ORIENTATION

hrc.org/mei

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

TOTAL SCORE 65 + TOTAL BONUS 8 =



**CANNOT EXCEED 100** 



## LINCOLN, NEBRASKA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

#### LINCOLN, NEBRASKA 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	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations		00	00	55
SCORE			<b>0</b> ou	t 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	CITY	AVAILABLE
	Non-Disc	rimination in City Employment	60	66
ses, ng	Transgen	der-Inclusive Healthcare Benefits	0	6
	City Cont	ractor Non-Discrimination Ordinance	00	33
	SCORE		<b>6</b> or	ut of 24
	BONUS	Municipality is a Welcoming Place to Work	+2	+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	(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	2	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

#### **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
of the city ncluded in	Human Ri	ghts Commission			5	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	33
	SCORE				<b>13</b> 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	n in the Mayor's Office 5 Anti-Bullying School Policies 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	+0	+2		
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

PTS FOR SEXUAL ORIENTATION

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

TOTAL SCORE 47 + TOTAL BONUS 7 =



**CANNOT EXCEED 100** 



## LITTLE ROCK, ARKANSAS 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

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	00	55
Housing	00	00	00	5 5
Public Accommodations		00	00	55
SCORE			<b>0</b> ou	it 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	ployer	СІТҮ	AVAILABLE
	Non-Discrimination in City Employment	66	66
ses, ng	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	<b>18</b> ou	t of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

#### LITTLE ROCK, ARKANSAS 2

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

#### **IV.** Law Enforcement

Fair enforcement of the law includes LGBT Police Liaison or responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hate Crimes Statistics thoughtful and respectful way. to the FBI

SCORE

#### V. Relation

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	3	3
	SCORE	8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS Cities are pro-equality despite restrictive state law	+4	+4

#### **III.** Municipal Services

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

ervices	6		STATE	COUNTY	CITY	AVAILABLE
f the city cluded in	Human Ri	ights Commission			0	(5)
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	33	00	00	33
	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			+2	+2

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

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2/2	=	HUMAN RIGHTS CAMPAIGN FOURDATION
	СІТҮ	AVAILABLE
or Task Force	5	(10)
Crimes Statistics	•	(12)

TOTAL SCORE 37 + TOTAL BONUS 9 =



**5** out of 22

**CANNOT EXCEED 100** 



# LOGAN, UTAH 1/2

CITY

55

55

AVAILABLE

(5 5

55

AVAILABLE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

(0 0

00

STATE

55

#### LOGAN, UTAH 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 thoughtful and respectful way.

Reported 2013 Hat to the FBI

SCORE

V. Relationship with	the LGBT Community	СІТҮ	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
	<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+4

# V. Relati

0	6
00	33
<b>0</b> ou	it of 24

#### **III.** Municipal Services

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

Rights Commission				5
aison in the Mayor's Office			$\bigcirc$	(5)
ated Anti-Bullying School Policies	30	00	00	33
:			3 。	ut of 16
Enforcement mechanism in Human Rights Commission			+0	+3
City provides services to LGBT youth			+0	+2
City provides services to LGBT homeless			+0	+2
City provides services to LGBT elderly			+0	+2
City provides services to people living with HIV/AIDS			+0	+2
	<ul> <li>City provides services to LGBT youth</li> <li>City provides services to LGBT homeless</li> <li>City provides services to LGBT elderly</li> <li>City provides services to people</li> </ul>	<ul> <li>aiaison in the Mayor's Office</li> <li>ated Anti-Bullying School Policies</li> <li>Enforcement mechanism in Human Rights Commission</li> <li>City provides services to LGBT youth</li> <li>City provides services to LGBT homeless</li> <li>City provides services to LGBT</li> </ul>	<ul> <li>aiaison in the Mayor's Office</li> <li>ated Anti-Bullying School Policies</li> <li>ated Anti-Bullying School Policies</li> <li>Enforcement mechanism in Human Rights Commission</li> <li>City provides services to LGBT youth</li> <li>City provides services to LGBT homeless</li> <li>City provides services to LGBT</li> </ul>	<ul> <li>aiaison in the Mayor's Office</li> <li>aiaison in the Mayor's Office</li> <li>aiated Anti-Bullying School Policies</li> <li>ated Anti-Bullying Sc</li></ul>

STATE

COUNTY

CITY

#### PTS FOR SEXUAL ORIENTATION

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## I. Non-Discrimination Laws

Employment

Public Accommodations

Housing

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.

LGBT employees equally.

		00	00	$\bigcirc \bigcirc$	55
	SCORE			<b>20</b> οι	ut of 30
II. Municipality as Err	nployer			CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment			00	66
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Transgender-Inclusive Healthcare Benefits			$\bigcirc$	6

City Contractor Non-Discrimination Ordinance SCORE **BONUS** Municipality is a Welcoming +2 +0Place to Work



	CITY	AVAILABLE
on or Task Force	0	(10)
ate Crimes Statistics	0	12
	0 01	ut of 22

TOTAL SCORE 23 + TOTAL BONUS 0 =



**CANNOT EXCEED 100** 



### LONG BEACH, CALIFORNIA 1/2

STATE

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

AVAILABLE

AVAILABLE

66

6

33

24 out of 24

CITY

CITY

66

6

#### 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	5 5	00	50	55
Housing	5 5	00	00	55
Public Accommodations	5 5	00	00	55
SCORE		_	<b>30</b> 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

#### LONG BEACH, CALIFORNI

**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. Relati

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

# This category meas

III. Municipal Services

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

ices	5		STATE	COUNTY	CITY	AVAILABLE
ty in	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	33	33	00	33
	SCORE				<b>16</b> o	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			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

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.

A 2/2	=	HUMAN RIGHTS CAMPAIGN FOUNDATION			
	CITY	AVAILABLE			
on or Task Force	(10)	(10)			
ate Crimes Statistics	12	12			
	22	out of 22			

TOTAL SCORE 100 + TOTAL BONUS 7 =



**CANNOT EXCEED 100** 



### LOS ANGELES, CALIFORNIA 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	55	00	50	55
Housing	5 5	00	50	55
Public Accommodations	5 5	00	50	55
SCORE		-	<b>30</b> ou	it of 30

#### LOS ANGELES, CALIFORN

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. 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	3	3
	SCORE	<b>8</b> c	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

# 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	ployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	66	66
s,	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	<b>18</b> o	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.

				COONT	GITT	AVAILADLL
the city luded in	Human R	ights Commission			5	5
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	33	33	00	33
	SCORE				<b>16</b> 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			+2	+2

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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NIA 2/2	HUMAN RIGHTS CAMPAIGN FOUNDATION
	CITY AVAILABLE
on or Task Force	(10) (10)
late Crimes Statistics	<b>12 1</b> 2
	<b>22</b> out of 22

TOTAL SCORE 94 + TOTAL BONUS 8 =



**CANNOT EXCEED 100** 



orientation and gender identity is

areas of employment, housing, and

public accommodations.

discrimination on the basis of sexual

prohibited by the city, county, or state in

## LOUISVILLE, KENTUCKY 1/2

STATE

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**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

00

00

00

CITY

55

55

55

**30** out of 30

AVAILABLE

55

55

55

AVAILABLE

#### LOUISVILLE, KENTUCKY 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. Relat

V. Relationship with	the LGBT Community	СІТҮ	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	3
	SCORE	8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

I. Non-Discrimination Laws

Employment

Public Accommodations

Housing

SCORE

II. Municipality as En	nployer	СІТҮ	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
	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	<b>18</b> o	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+2	+2

STATE

COUNTY

CITY

#### III. Municipal Services

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

	111003		OIAIL		0	ATAILABLE
the city cluded in	Human R	ights Commission			5	5
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	33
	SCORE				10 0	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

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

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

TOTAL SCORE 88 + TOTAL BONUS 13 =



**CANNOT EXCEED 100** 



LGBT employees equally.

### LOWELL, MASSACHUSETTS 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

66

6

33

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.

Employment	5 5 0 0 0 5 5
Housing	5 5 0 0 0 5 5
Public Accommodations	50 00 00 55
SCORE	<b>25</b> out of 30

#### LOWELL, MASSACHUSET

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

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PTS FOR SEXUAL ORIENTATION - PTS FOR GENDER IDENTITY \_ \_

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II. Municipality as Employer CITY By offering equivalent benefits and Non-Discrimination in City Employment 00 protections to LGBT employees, and by awarding contracts to fair-minded businesses, Transgender-Inclusive Healthcare Benefits 0 municipalities commit themselves to treating City Contractor Non-Discrimination Ordinance 00 SCORE **0** out of 24

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

#### III. Municipal Services

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

_	-					
	Human Ri	ghts Commission			0	5
	LGBT Liai	son in the Mayor's Office			$\bigcirc$	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				<b>6</b> 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 living with HIV/AIDS			+2	+2

STATE

COUNTY

CITY

٢S	2/2
<b>IS</b>	2/2



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

TOTAL SCORE 43 + TOTAL BONUS 2 =



**CANNOT EXCEED 100** 



# LUBBOCK, TEXAS 1/2

AVAILABLE

AVAILABLE

66

6

33

**0** out of 24

CITY

CITY

00

0

00

**2015 MUNICIPAL EQUALITY INDEX SCORECARD** 

COUNTY

#### LUBBOCK, TEXAS 2/2 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	00	00	00	55
Housing	00	00	00	5 5
Public Accommodations		00	00	55
SCORE			<b>0</b> 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

STATE

#### **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 thoughtful and respectful way.

Reported 2013 Hat 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 the city to ensure LGBT constituents are included in city services and programs.

ces			STATE	COUNTY	CITY	AVAILABLE
/ n	Human Ri	ghts Commission			0	5
	LGBT Liai	son in the Mayor's Office			$\underbrace{}_{0}$	5
	Enumerat	ed Anti-Bullying School Policies	00	00	00	33
	SCORE				<b>0</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			+0	+2

PTS FOR SEXUAL ORIENTATION -

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	CITY	AVAILABLE	
on or Task Force	0	(10)	
ate Crimes Statistics	0	12	
	0 01	<b>0</b> out of 22	

TOTAL SCORE 0 + TOTAL BONUS 0 =



**CANNOT EXCEED 100**