

MADISON, WISCONSIN 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE

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

TI Lavvo				
Employment	(5 0	5 5	5 5	5 5
Housing	5 0	5 5	5 5	5 5
Public Accommodations	5 0	5 0	5 0	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 Employe	ment	6 6	6 6
Transgender-Inclusive Healthcare	Benefits	0	6
City Contractor Non-Discrimination	n Ordinance	33	3 3
SCORE		18 out	of 24
BONUS Municipality is a Welcor Place to Work	ning	+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	ison in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	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

MADISON, WISCONSIN 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 Reported 2013 Hate Crimes Statistics to the FBI

V. Relationship with the LGBT Community

SCORE

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

12 out of 22

Final Score 100 **TOTAL SCORE 84 + TOTAL BONUS 16 =**

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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areas of employment, housing, and

public accommodations.

MANCHESTER, NEW HAMPSHIRE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

00

AVAILABLE

AVAILABLE

CITY

00

CITY

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in

Public Accommodations

SCORE	15	out of 30
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II. Municipality as Employer

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

Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	6 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	ghts Commission				5
	LGBT Liai	son in the Mayor's Office				5
	Enumerat	ed Anti-Bullying School Policies	3 3	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			+2	+2

MANCHESTER, NEW HAMPSHIRE 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative

or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

0 (

CITY



0 out of 8

0



2

TOTAL SCORE 39 + TOTAL BONUS 2 = Final Score **41**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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MANHATTAN, KANSAS 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

MANHATTAN, KANSAS 2/2 HUMAN RIGHTS 2015 MUNICIPAL EQUALITY INDEX SCORECARD CAMPAIGN

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Employment	
Housing	
Public Accommodations	

SCORE

nt		
ommodations		





CITY

CITY



AVAILABLE

AVAILABLE

II. Municipality as Employer

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

Non-Discrimination in City Employment	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.

9	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	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

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

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 Cities are pro-equality despite restrictive state law

0 out of 8

BONUS Openly LGBT elected or appointed municipal leaders



2

AVAILABLE

AVAILABLE

TOTAL SCORE 23 + TOTAL BONUS 3 =

Final Score 26

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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public accommodations.

MAUI COUNTY, HAWAII 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

STATE

AVAILABLE

hrc.org/mei

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

Public Accommodations

30 out of 30 SCORE

II. Municipality as Employer

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

nployer	COUNTY	AVAILABLE
Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	30	3 3
SCORE	1	5 out of 24
BONUS Municipality is a Welcoming Place to Work	+2	+2

III. Municipal Services

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

Human R	lights Commission		0	5
LGBT Lia	aison in the Mayor's Office		0	5
Enumera	ted Anti-Bullying School Policies	3 3	3 3	3 3
SCORE				6 out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+3
BONUS	City provides services to LGBT youth		+0	+2
BONUS	City provides services to LGBT homeless		+0	+2
BONUS	City provides services to LGBT elderly		+0	+2
BONUS	City provides services to people living with HIV/AIDS		+2	+2

MAUI COUNTY, HAWAII 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

5 out of 8 SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

COUNTY

COUNTY

2

TOTAL SCORE 56 + TOTAL BONUS 4 =

Final Score 60

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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MCALLEN, TEXAS 1/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

MCALLEN, TEXAS 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws	
Employment	
Housing	
Public Accommodations	

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nt	
commodations	

00	00	5 5
00	00	5 5

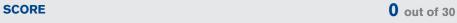
CITY

AVAILABLE

AVAILABLE

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CITY



STATE

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

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 3 3
SCORE	6 out of 24
BONUS Municipality is a Welcoming	

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

TOTAL SCORE 18 + TOTAL BONUS 0 =

BONUS Cities are pro-equality despite restrictive state law







Final Score 18

CANNOT EXCEED 100

2

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

Place to Work





STATE



COUNTY











CITY



AVAILABLE





0	out of 16
0	+3









- PTS FOR GENDER IDENTITY



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

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MCKINNEY, TEXAS 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

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mployment
dousing
ublic Accommodations
imployment dousing

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CITY

CITY

AVAILABLE

AVAILABLE

SCORE

0 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	
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		STATE	COUNTY	CITY	AVAILABLE
Human R	ights Commission			0	5
LGBT Lia	ison in the Mayor's Office				5
Enumerat	ted 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

MCKINNEY, TEXAS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

1 out of 8

municipal leaders



TOTAL SCORE 13 + TOTAL BONUS 0 =

Final Score 13

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -

hrc.org/mei



- PTS FOR GENDER IDENTITY



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hrc.org/mei



MEMPHIS, TENNESSEE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

MEMPHIS, TENNESSEE 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



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



COUNTY



CITY

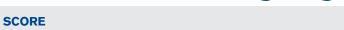
CITY



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.

Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
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	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			0	5
	LGBT Liai	son in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	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			+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.

GBT Police Liaison or Task Force	(10)
Reported 2013 Hate Crimes Statistics o the FBI	12

V. Relationship with the LGBT Community

SCORE

SCORE

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

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

or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 48 + TOTAL BONUS 8 =



22 out of 22









Final Score 56

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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MERIDIAN, IDAHO 1/2

COUNTY

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

00

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	

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mmodations	00	(

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	00 66
City Contractor Non-Discrimination Ordinance	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
	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			+0	+2

MERIDIAN, IDAHO 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

Reported 2013 Hate Crimes Statistics to the FBI	12
0 110 1 21	

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

1 out of 8

TOTAL SCORE 13 + TOTAL BONUS 0 =

Final Score 13

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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MESA, ARIZONA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

MESA, ARIZONA 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.

Lavvs
Employment
Housing
Public Accommodations

Place to Work

dations		



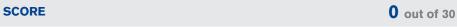
CITY

AVAILABLE

AVAILABLE

00	00	(
00	00	

CITY



STATE

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 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	+0

III. Municipal Service

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

es		STATE	COUNTY	CITY	AVAILABLE
Human R	ights Commission			5	(5)
LGBT Lia	ison in the Mayor's Office			5	5
Enumerat	red Anti-Bullying School Policies	00	00	30	3 3
SCORE				13 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	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

BONUS Cities are pro-equality despite restrictive state law





AVAILABLE









Final Score 50 **TOTAL SCORE 47 + TOTAL BONUS 3 =**

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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MESQUITE, TEXAS 1/2

COUNTY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

00

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.

	Laws
	Employment
ı	Housing
ı	Public Accommodations

Employment	
Housing	
Public Accommodations	

SCORE	
Public Accommodations	
Housing	

Employment	
Housing	
Public Accommodations	

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	0 0	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	3 3
SCORE	0 ou	t of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

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

MESQUITE, TEXAS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

SCORE	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

or Policy Efforts

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

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

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

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8

TOTAL SCORE 0 + TOTAL BONUS 0 =

Final Score 0

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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METAIRIE,* LOUISIANA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

5 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 Em	nployer	COUNTY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 0	6 6 6 3 3
	SCORE		12 out of 24
	BONUS Municipality is a Welcoming	+2	+2

	BONUS	Municipality is a Welcoming Place to Work		+2	+2
III. Municipal Service	es .		STATE	COUNTY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission		0	(5)
city services and programs.	LGBT Lia	ison in the Mayor's Office		0	(5)
	Enumera	ted Anti-Bullying School Policies	00	30	3 3
	SCORE				3 out of 16
	BONUS	Enforcement mechanism in Human Rights Commission		+0	+3
	BONUS	City provides services to LGBT youth		+0	+2
	BONUS	City provides services to LGBT homeless		+0	+2
	BONUS	City provides services to LGBT elderly		+0	+2
	BONUS	City provides services to people living with HIV/AIDS		+2	+2

METAIRIE,* LOUISIANA 2/2

SCORE

2015 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

COUNTY

IV. Law Enforcement

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

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

V. Relationship with	the LGBT Community	COUNTY	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		14

restrictive state law

TOTAL SCORE 22 + TOTAL BONUS 4 =	Final	Score	26

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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MIAMI SHORES, FLORIDA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws COLINITY AVAII ARI E

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

II Laws	SIAIE	COUNTY	CITY	AVAILABLE
Employment	0 0	5 5	00	5 5
Housing	00	5 5	0 0	5 5
Public Accommodations	00	5 5	00	5 5
SCORE			30 °	ut of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	6 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	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	00	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			+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

MIAMI SHORES, FLORIDA 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 Reported 2013 Hate Crimes Statistics

SCORE 22 out of 22

V. Relationship with the LGBT Community

to the FBI

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

12

CITY

5 out of 8

municipal leaders

restrictive state law

2

TOTAL SCORE 79 + TOTAL BONUS 6 =

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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MIAMI, FLORIDA 1/2

COUNTY

2015 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Housing	
Public Accommodations	

Place to Work

SCORE

Laws	STATE
Employment	00
Housing	00
Public Accommodations	00

0 0	5 5
00	5 5



CITY

AVAILABLE

AVAILABLE

30	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	6 0 6 6 0 6 0 0 3 3
SCORE	6 out of 24
BONUS Municipality is a Welcoming	

III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	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			+2	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

MIAMI, FLORIDA 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.

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



1 out of 8

TOTAL SCORE 48 + TOTAL BONUS 4 =

Final Score 52

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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hrc.org/mei



MIDDLETOWN, DELAWARE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

00

CITY

MIDDLETOWN, DELAWARE 2/2



I. Non-Discrimination Laws

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

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

SCORE 30	out of 30
----------	-----------

II. Municipality as Employer

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

Non-Discrimination in City Employment	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.

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

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

SCORE	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

or Policy Efforts

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

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

SCORE **BONUS** Openly LGBT elected or appointed

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

CITY

0 out of 8



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

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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MILWAUKEE, WISCONSIN 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

CITY

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

SCORE

II. Municipality as Employer

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

•	
Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
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	S		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	03	3 3
	SCORE				8 0	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

MILWAUKEE, WISCONSIN 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



12 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	0	(
Reported 2013 Hate Crimes Statistics to the FBI	12	(

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

CITY

5 out of 8

municipal leaders

2

Final Score 82 **TOTAL SCORE 73 + TOTAL BONUS 9 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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MINNEAPOLIS, MINNESOTA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws STATE This category evaluates whether discrimination on the basis of sexual

orientation and gender identity is

Lavvo	
Employment	5 5
Housing	5 5
Public Accommodations	5 5

prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	Housing Public Accommodations	5 5	00	5 5
	SCORE			30 out

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	3 3
SCORE	24 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> :	5		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	00	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			+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

MINNEAPOLIS, MINNESOTA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

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 10 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

TOTAL SCORE 100 + TOTAL BONUS 5 =

BONUS Cities are pro-equality despite restrictive state law

CITY

8 out of 8

Final Score 100

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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MINOT, NORTH DAKOTA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY

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

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	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.

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	5
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				8 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

MINOT, NORTH DAKOTA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBT Police Liaison or Task Force	(O) (1O)
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

Final Score 20 **TOTAL SCORE 20 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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MISSOULA, MONTANA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

CITY

MISSOULA, MONTANA 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.

Lavvo
Employment
Housing
Public Accommodations

Employment	
Housing	
Public Accommodations	

Tublic Accommodations	00	(0
SCORE		

	0 0	00	5 5
	00	00	5 5
nmodations	0 0	0 0	5 5

3 0	out	of 3	30
------------	-----	------	----

STATE

II. Municipality as Employer

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

•	
Non-Discrimination in City Employment	6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	24 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	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	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			+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

BONUS Cities are pro-equality despite restrictive state law

CITY





AVAILABLE







2

TOTAL SCORE 95 + TOTAL BONUS 7 =

Final Score 100

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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MOBILE, ALABAMA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

MOBILE, ALABAMA 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.

Lavvo
Employment
Housing
Public Accommodations

Lavio	
Employment	
Housing	
Public Accommodations	

ployment	(
using	(
blic Accommodations	(

STATE	COUNTY	CITY	AVAILABLE
00	00	0 0	5 5
00	00	00	5 5
00	0 0	0 0	(5 5

0	00	(5
0	00	5

CITY

0 out of 30

AVAILABLE

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	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	
	Human Ri	ights Commission			5	5
	LGBT Liai	ison 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

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 municipal leaders

BONUS Cities are pro-equality despite restrictive state law





AVAILABLE







TOTAL SCORE 17 + TOTAL BONUS 3 =

Final Score 20

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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MODESTO, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

MODESTO, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

CITY

Final Score 59

CANNOT EXCEED 100

AVAILABLE

AVAILABLE

0 out of 8

I. Non-Discrimination Laws

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

Lavvs
Employment
Housing
Public Accommodations

STATE
5 5
5 5



CITY

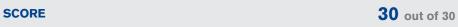
CITY





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.

This category measures the city leadership's

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

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

II. Municipality as Employer

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

city services and programs.

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 0 6 0 6
	3
SCORE	6 out of 2

Non Dischimilation in City Employment	6 0	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	3 3
SCORE	6 ou	t of 24
BONUS Municipality is a Welcoming	+0	+2

III. Municipal Services	STATE	COUNTY	CITY
•			

Place to Work

This section assesses the efforts of the city Human Rights Commission to ensure LGBT constituents are included in LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



SCORE	
BONUS	Enforcement mechanism in Human Rights Commission
BONUS	City provides services to LGBT youth
BONUS	City provides services to LGBT homeless
BONUS	City provides services to LGBT elderly

BONUS City provides services to people living with HIV/AIDS

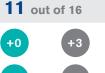




AVAILABLE

















PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

SCORE

or Policy Efforts

SCORE

Leadership's Public Position on LGBT Equality

BONUS Openly LGBT elected or appointed municipal leaders **BONUS** Cities are pro-equality despite restrictive state law

TOTAL SCORE 59 + TOTAL BONUS 0 =

Leadership's Pro-Equality Legislative

V. Relationship with the LGBT Community



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

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MONTCLAIR, NEW JERSEY_{1/2}

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws state county city available

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

II Laws	SIAIE	COUNTY	CITT	AVAILABLE
Employment	5 5	00	00	(5 5
Housing	5 5	0 0	00	5 5
Public Accommodations	5 5	00	00	5 5
SCORE			30 °	ut of 30

II. Municipality as Employer

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

Non-Discrimina	tion in City Employment	60	6 6
Transgender-Ind	clusive Healthcare Benefits	0	6
City Contractor	Non-Discrimination Ordinance	00	3 3
SCORE		6 ou	it of 24
	icipality is a Welcoming e 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 cou				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

MONTCLAIR, NEW JERSEY 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

0 (3

0 out of 8

0 +

0



2

TOTAL SCORE 59 + TOTAL BONUS 3 =

Final Score **62**

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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AVAILABLE



MONTGOMERY, ALABAMA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

MONTGOMERY, ALABAMA 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.

Employment Housing Public Accommodations

STATE



00

COUNTY



CITY





AVAILABLE

SCORE

0 out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment

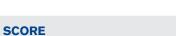




CITY

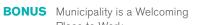


AVAILABLE



Place to Work

City Contractor Non-Discrimination Ordinance





CITY



AVAILABLE

6 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

SCORE

LGBT Liaison in the Mayor's Office





STATE











BONUS Enforcement mechanism in Human Rights Commission

BONUS City provides services to LGBT youth

BONUS City provides services to LGBT homeless **BONUS** City provides services to LGBT

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

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.

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

LGBT Police Liaison or Task Force

Reported 2013 Hate Crimes Statistics

BONUS Cities are pro-equality despite

Leadership's Pro-Equality Legislative

BONUS Openly LGBT elected or appointed municipal leaders

restrictive state law

0 out of 8

12

CITY

12 out of 22



TOTAL SCORE 21 + TOTAL BONUS 0 =

Final Score 21

CANNOT EXCEED 100

hrc.org/mei

hrc.org/mei

2



MONTPELIER, VERMONT 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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	JIAIL	0001111	0111	AVAILABLE
Employment	5 5	00	0 0	5 5
Housing	5 5	0 0	00	5 5
Public Accommodations	5 5	00	00	5 5
SCORE			30 •	ut of 30

II. Municipality as Employer

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

/	
Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	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	es			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	33	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

MONTPELIER, VERMONT 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

SCORE	
Reported 2013 Hate Crimes Statistics to the FBI	12 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

municipal leaders

restrictive state law



2

TOTAL SCORE 59 + TOTAL BONUS 0 =

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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AVAILABLE



MORENO VALLEY, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

MORENO VALLEY, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

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
5 5 5 5 5





CITY

CITY

CITY



AVAILABLE

ΔVΔII ΔRI F

AVAILABLE



30 out of 30

II. Municipality as Employer

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

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	3 3	3 3	00	3 3
	SCORE				6 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

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 restrictive state law

CITY

0 out of 8

municipal leaders

2

AVAILABLE

TOTAL SCORE 60 + TOTAL BONUS 0 =

Final Score 60

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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MORGANTOWN, WEST VIRGINIA 1/2

CITY

AVAILABLE

0 out of 30

AVAILABLE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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

II. Municipality as Employer

SCORE

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

 (Single 1)	
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	S		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			(5)	5
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	3 3	00	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			+2	+2

MORGANTOWN, WEST VIRGINIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



12 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.

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

CITY

8 out of 8



Final Score 42 **TOTAL SCORE 37 + 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.

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MOUNT PLEASANT, SOUTH CAROLINA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws

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

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

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.

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(0)	5
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	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

MOUNT PLEASANT, SOUTH CAROLINA 2/2

SCORE

SCORE

2015 MUNICIPAL EQUALITY INDEX SCORECARD



12 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	(12)	\sim

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8

municipal leaders



2

TOTAL SCORE 18 + TOTAL BONUS 0 =

Final Score 18

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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MURFREESBORO, TENNESSEE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

0 out of 30

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.

ı Laws	STATE	COUNTY
Employment	00	0 0
Housing	00	0 0
Public Accommodations	00	0 0

II. Municipality as Employer

SCORE

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

/	
Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	0 0 3 3
SCORE	0 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	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	00	3 3
	SCORE	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

MURFREESBORO, TENNESSEE 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2013 Hate Crimes Statistics	0 10
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 municipal leaders

TOTAL SCORE 12 + TOTAL BONUS 0 =

BONUS Cities are pro-equality despite restrictive state law

0 3

CITY

0 out of 8

+3



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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