

This category evaluates whether

orientation and gender identity is

discrimination on the basis of sexual

areas of employment, housing, and

By offering equivalent benefits and protections to LGBT employees, and by

public accommodations.

prohibited by the city, county, or state in

NAMPA, IDAHO 1/2

CITY

00

00

00

CITY

CITY

AVAILABLE

55

55

55

AVAILABLE

AVAILABLE

0 out of 30

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

STATE

00

00

00

NAMPA, IDAHO 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. to the FBI

Reported 2013 Hat

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
	municipal leaders BONUS Cities are pro-equality despite		

_	
0	6
00	33
0 ou	t of 24

awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

II. Municipality as Employer

I. Non-Discrimination Laws

Employment

Public Accommodations

Housing

SCORE

Non-Discrimination in City Employment	0066
Transgender-Inclusive Healthcare Benefits	
City Contractor Non-Discrimination Ordinance	
SCORE	0 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

STATE

COUNTY

III. Municipal Services

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

	>		UNALE		0	ATAILABLE
the city uded in	Human R	ights Commission			5	5
	LGBT Lia	ison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	00	33
	SCORE				5 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 ---- PTS FOR GENDER IDENTITY

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



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

TOTAL SCORE 19 + TOTAL BONUS 0 =



CANNOT EXCEED 100



NAPERVILLE, ILLINOIS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

NAPERVILLE, ILLINOIS 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

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

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

STATE

II. Municipality as E

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

Em	ploye	er	СІТҮ		AVAILABLE
	Non-Disc	rimination in City Employment	60		66
ses, ng	Transgen	der-Inclusive Healthcare Benefits	0)	6
	City Cont	ractor Non-Discrimination Ordinance			33
	SCORE		6	ou	t of 24
	BONUS	Municipality is a Welcoming Place to Work	+0		+2

STATE

COUNTY

CITY

AVAILABLE

III. Municipal Services

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

				COUNTY	CIT	AVAILADLE
the city luded in	Human Ri	ights Commission			0	5
	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	33	00	00	33
	SCORE				6 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

IV. Law Enforcement

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

SCORE

V. Relati

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

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.



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

TOTAL SCORE 54 + TOTAL BONUS 0 =



CANNOT EXCEED 100



NASHUA, NEW HAMPSHIRE 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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	50 00	00 (55
Housing	50 00	00 (55
Public Accommodations	50 00	
SCORE		15 out of 30

NASHUA, NEW HAMPSHI

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 Reported 2013 H 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	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

II. Municipality as Emp

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

nployer	CITY	AVAILABLE
Non-Discrimination in City Employment	60	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	33
SCORE	6 o	ut of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

ervices			COUNTY	CITY	AVAILABLE	
Human Ri	ghts Commission			0	5	
LGBT Liai	son in the Mayor's Office			\bigcirc	5	
Enumerat	ed Anti-Bullying School Policies	33	00	00	33	
SCORE				6 οι	ut of 16	
BONUS	Enforcement mechanism in Human Rights Commission			+0	+3	
BONUS	City provides services to LGBT youth			+0	+2	
BONUS	City provides services to LGBT homeless			+0	+2	
BONUS	City provides services to LGBT elderly			+0	+2	
BONUS	City provides services to people living with HIV/AIDS			+2	+2	
	Human Ri LGBT Liai Enumerat SCORE BONUS BONUS BONUS	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT elderly BONUS City provides services to LGBT	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT ciderly BONUS City provides services to LGBT	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies 33 SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT BONUS City provides services to LGBT	Human Rights Commission 0 LGBT Liaison in the Mayor's Office 0 Enumerated Anti-Bullying School Policies 3 0 0 SCORE 3 0 0 0 BONUS Enforcement mechanism in Human Rights Commission 40 40 BONUS City provides services to LGBT youth 40 40 BONUS City provides services to LGBT homeless 40 40 BONUS City provides services to LGBT elderly 40 40 BONUS City provides services to LGBT elderly 40 40	Human Rights Commission05LGBT Liaison in the Mayor's Office05Enumerated Anti-Bullying School Policies3000SCORE0033SCORE6out of 16BONUSEnforcement mechanism in Human Rights Commission+0+3BONUSCity provides services to LGBT youth+0+2BONUSCity provides services to LGBT homeless40+2BONUSCity provides services to LGBT elderly+0+2BONUSCity provides services to people+2+2

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

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

IRE 2/2		HUMAN RIGHTS CAMPAIGN FOUNDATION
	CITY	AVAILABLE
son or Task Force	0	(10)
Hate Crimes Statistics	\bigcirc	(12)

TOTAL SCORE 27 + TOTAL BONUS 2 =



CANNOT EXCEED 100

0 out of 22



NASHVILLE, TENNESSEE 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations		00	00	55
SCORE			0 ou	it of 30

II. Municipality as E

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

Em	ployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	66	66
ses, ng	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	18 ou	t of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

III. Municipal Services

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

				COONTI	onn	AVAILADLL
f the city cluded in	Human Ri	ights Commission			(5)	5
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	33	33
	SCORE				11 or	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			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

NASHVILLE, TENNESSEE 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. 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	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	+0	+4

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.





	CITY	AVAILABLE
on or Task Force	5	(10)
ate Crimes Statistics	12	12
	17 o	ut of 22

TOTAL SCORE 54 + TOTAL BONUS 12 =



CANNOT EXCEED 100



NEW BRITAIN, CONNECTICUT 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	5 5 0 0 0 5 5
Housing	5 0 5 5
Public Accommodations	55 00 00 55
SCORE	30 out of 30

II. Municipality as E

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

Em	ployer	СІТҮ	AVAILABLE
	Non-Discrimination in City Employment	00	66
ses, ng	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance		3 3
	SCORE	0 ou	t of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

CITY

NEW BRITAIN, CONNECTICUT 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. 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	(4)	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	0	3
	SCORE	4	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+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.

700	>		STATE	COUNTI	CITT	AVAILABLE
n	Human Ri	ights Commission			5	5
1	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	33	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

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.

hrc.org/mei





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

TOTAL SCORE 57 + TOTAL BONUS 6 =



CANNOT EXCEED 100



NEW BRUNSWICK, NEW JERSEY 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

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 0 0 0 0	55
Housing	5 5 0 0 0 0	5 5
Public Accommodations	5 0 0	5 5
SCORE	30 out o	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	60	66
sses, ing	Transgender-Inclusive Healthcare Benefits		6
	City Contractor Non-Discrimination Ordinance	33	33
	SCORE	12 ou	t of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

NEW BRUNSWICK, 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. Relatio

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

III. Municipal Services

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

ervices	6		STATE	COUNTY	CITY	AVAILABLE	
the city cluded in	Human Ri	ghts Commission			(5)	(5)	
	LGBT Liai	son in the Mayor's Office			0	5	
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33	
	SCORE				11 or	ut of 16	
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3	
	BONUS	City provides services to LGBT youth			+0	+2	
	BONUS	City provides services to LGBT homeless			+0	+2	
	BONUS	City provides services to LGBT elderly			+0	+2	
	BONUS	City provides services to people living with HIV/AIDS			+0	+2	

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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





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

TOTAL SCORE 65 + TOTAL BONUS 0 =



CANNOT EXCEED 100



NEW HAVEN, CONNECTICUT 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

66

6

33

CITY

CITY

66

0

33

18 out of 24

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

NEW HAVEN, CONNECTIC

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. Rela

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	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 Se

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

ervices	5		STATE	COUNTY	CITY	AVAILABLE
the city cluded in	Human Ri	ghts Commission			(5)	(5)
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				16 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

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

hrc.org/mei

U	Т	2/2



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

TOTAL SCORE 94 + TOTAL BONUS 5 =



CANNOT EXCEED 100



NEW HOPE, PENNSYLVANIA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

66

(6)

33

CITY

CITY

66

0

00

12 out of 24

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	55	55
Housing	00	00	5 5	55
Public Accommodations		00	55	55
SCORE			30 οι	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

NEW HOPE, PENNSYLVAN

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	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	+0	+4

This category meas commitment to fully

III. Municipal Services

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

VICES		STATE	COUNTY	CITY	AVAILABLE	
e city ded in	Human R	ights Commission			(5)	(5)
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	30	00	33	33
	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			+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.



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

TOTAL SCORE 76 + TOTAL BONUS 8 =



CANNOT EXCEED 100



NEW ORLEANS, LOUISIANA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

AVAILABLE

CITY

CITY

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

NEW ORLEANS, LOUISIAN

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. 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 Leadership's Pro-Ec or Policy Efforts		
	SCORE		
	BONUS	Openly LG municipal	
	BONUS	Cities are restrictive	

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	6666
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	15 out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

STATE

COUNTY

III. Municipal Services

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

<u>ivice</u> :	>		STATE	COUNTY	CITY	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	33	3 3
	SCORE				11 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			+2	+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.

NA 2/2	=	HUMAN RIGHTS CAMPAIGN FOUNDATION
	СІТҮ	AVAILABLE
oon or Task Force	0	(10)
late Crimes Statistics	12	12

CITY AVAILABLE Position on LGBT Equality 5 5 quality Legislative 2 3 7 out of 8 GBT elected or appointed l leaders pro-equality despite state law

TOTAL SCORE 75 + TOTAL BONUS 16 =



CANNOT EXCEED 100

12 out of 22



NEW YORK, NEW YORK 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

CITY

AVAILABLE

AVAILABLE

AVAILABLE

NEW YORK, NEW YORK 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	50	00	55	55
Housing	50	00	5 5	5 5
Public Accommodations	50	00	55	55
SCORE			30 ou	It of 30

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 Reported 2013 Ha 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	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	+0	+4

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	6666666666666
City Contractor Non-Discrimination Ordinance	30 33
SCORE	15 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

STATE

COUNTY

III. Municipal Services

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

VICE	VICES			COONT	CITT	AVAILABLE
e city ded in	Human Ri	ights Commission			(5)	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				16 or	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

hrc.org/mei

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.

1





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

TOTAL SCORE 91 + TOTAL BONUS 14 =



CANNOT EXCEED 100



NEWARK, DELAWARE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

NEWARK, DELAWARE 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

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

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

STATE

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

to the FBI SCORE

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

V. Relatic

V. Relationship with	СІТҮ	AVAILABLE	
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	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	+4	+4

III. Municipal Services

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

ervices			STATE	COUNTY	CITY	AVAILABLE	
f the city icluded in	Human Ri	ghts Commission			0	(5)	
	LGBT Liai	son in the Mayor's Office				5	
	Enumerat	ed Anti-Bullying School Policies	33	00	0	33	
	SCORE				6 οι	ut of 16	
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3	
	BONUS	City provides services to LGBT youth			+0	+2	
	BONUS	City provides services to LGBT homeless			+0	+2	
	BONUS	City provides services to LGBT elderly			+0	+2	
	BONUS	City provides services to people living with HIV/AIDS			+0	+2	

PTS FOR SEXUAL ORIENTATION

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

hrc.org/mei



;	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	(10)
Reported 2013 Hate Crimes Statistics to the FBI	(12)	12
SCORE	12 。	ut of 22

TOTAL SCORE 60 + TOTAL BONUS 4 =



CANNOT EXCEED 100



NEWARK, NEW JERSEY 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

NEWARK, 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 Hat thoughtful and respectful way. 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	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

community and to advocate for full equality.					

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.

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.

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

STATE

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	60 66
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	
SCORE	6 out of 24
BONUS 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.

<u> </u>					
Human R	ights Commission			\bigcirc	(5)
LGBT Lia	ison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	33	00	33	33
SCORE				11 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





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

TOTAL SCORE 67+ TOTAL BONUS 0 =



CANNOT EXCEED 100



NEWPORT NEWS, VIRGINIA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Employment	00	00	00	55
Housing		00	00	55
Public Accommodations		00	00	55
SCORE			0 ou	it of 30

II. Municipality as E

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

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

STATE

COUNTY

CITY

NEWPORT NEWS, VIRGIN

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. 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 cit to ensure LGBT constituents are included city services and programs.

ICES	LES			COUNTY	CITT	AVAILADLE
tity in	Human Ri	ghts Commission			5	5
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	33
	SCORE				8 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 -

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.

IA 2/2	=	HUMAN RIGHTS CAMPAIGN
	CITY	AVAILABLE
on or Task Force	0	(10)
late Crimes Statistics	(12)	12
	12	out of 22

TOTAL SCORE 20 + TOTAL BONUS 3 =



CANNOT EXCEED 100



NORFOLK, VIRGINIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

NORFOLK, VIRGINIA 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			0 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	30	33
	SCORE		9 o	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	5	5
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts		3
	SCORE	6	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite restrictive state law	+4	+4

III. Municipal Services

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

ervices		STATE	COUNTY	CITY	AVAILABLE		
f the city ocluded in	Human Ri	ghts Commission			0	5	
	LGBT Liai	son in the Mayor's Office			0	5	
	Enumerate	ed Anti-Bullying School Policies	00	00	33	33	
	SCORE				6 or	ut of 16	
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3	
	BONUS	City provides services to LGBT youth			+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

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.



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

TOTAL SCORE 43 + TOTAL BONUS 14 =



CANNOT EXCEED 100



NORMAN, OKLAHOMA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI.

PTS FOR SEXUAL ORIENTATION

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

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	00	00	00	55
Housing	00	00	00	55
Public Accommodations	00	0	00	55
SCORE			0 o	ut of 30

II. Municipality as En

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
,	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance		33
	SCORE	12 οι	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 city to ensure LGBT constituents are included in city services and programs.

,					
Human Ri	ights Commission			5	5
LGBT Liai	ison in the Mayor's Office			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	00	00	30	33
SCORE				8 ou	t of 16
BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
BONUS	City provides services to LGBT youth			+0	+2
BONUS	City provides services to LGBT homeless			+0	+2
BONUS	City provides services to LGBT elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+0	+2

AVAILABLE

hrc.org/mei



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

TOTAL SCORE 37 + TOTAL BONUS 6 =



CANNOT EXCEED 100

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

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular



NORTH CHARLESTON, SOUTH CAROLINA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discriminatio	on 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.	Employment Housing Public Accommodations			0 0 5 5 0 0	55 55 55
	SCORE			10 o	ut of 30

II. Municipality as E

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

Em	ploye	er	СІТҮ	AVAILABLE
	Non-Discr	imination in City Employment	60	66
ses, ng	Transgend	der-Inclusive Healthcare Benefits		6
	City Contr	actor Non-Discrimination Ordinance	•	33
	SCORE		6 ou	t of 24
	BONUS	Municipality is a Welcoming Place to Work	+2	+2

NORTH CHARLESTON, SOUTH CAROLINA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

SCORE

V. Relatio

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

III. Municipal Services

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

vices	5		STATE	COUNTY	CITY	AVAILABLE
city ed in	Human Ri	ghts Commission			0	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	33	33
	SCORE				11 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

PTS FOR SEXUAL ORIENTATION +

- PTS FOR GENDER IDENTITY

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





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

TOTAL SCORE 41 + TOTAL BONUS 4 =



CANNOT EXCEED 100



NORTH DRUID HILLS,* GEORGIA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COLINITY

CTATE

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
Housing		5 5
Public Accommodations	•	55
SCORE		0 out of 30

II. Municipality as Em

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	60	66
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance		33
SCORE		6 out of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

NORTH DRUID HILLS,* GEORGIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

SCORE

V. R

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

III. Municipal Services

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

vices	5		STATE	COUNTY	AVAILABLE
e city ed in	Human Ri	ghts Commission		0	(5)
	LGBT Liai	son in the Mayor's Office		0	5
	Enumerat	ed Anti-Bullying School Policies	00	33	33
	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		+0	+2

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

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





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

TOTAL SCORE 12+ TOTAL BONUS 0 =



CANNOT EXCEED 100



NORTH LAS VEGAS, NEVADA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

CITY

AVAILABLE

AVAILABLE

6 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

protections to LGBT employees, and by

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

NORTH 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 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	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

	SEXIIAI	ORIENTATION		
FISTOR	JLAUAL	ORIENTATION	ブ	

- PTS FOR GENDER IDENTITY

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

awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance			• •	6 33
	SCORE			6 o	ut of 24
	BONUS Municipality is a Welcoming Place to Work			+0	+2
III. Municipal Services	5	STATE	COUNTY	СІТҮ	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human Rights Commission			0	5
city services and programs.	LGBT Liaison in the Mayor's Office			$\overline{\mathbf{O}}$	\sim

Non-Discrimination in City Employment

III. Municipal S

-					
Human R	ights Commission			0	(5)
LGBT Lia	ison in the Mayor's Office			\bigcirc	5
Enumerat	ed Anti-Bullying School Policies	00	33	0	33
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			+2	+2





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

TOTAL SCORE 54 + TOTAL BONUS 2 =



CANNOT EXCEED 100



NORTH LITTLE ROCK, ARKANSAS 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

CITY

I. Non-Discrimination Laws

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

Employment	00	00	00	55
Housing	00	00	00	55
Public Accommodations	•	00	00	55
SCORE			0 ou	it of 30

II. Municipality as E

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

Ξm	ployer	CITY	AVAILABLE
	Non-Discrimination in City Employment	00	66
ses, Ig	Transgender-Inclusive Healthcare Benefits	0	6
	City Contractor Non-Discrimination Ordinance	0	33
	SCORE	0 ou	t of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

STATE

COUNTY

NORTH LITTLE ROCK, ARKANSAS 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

SCORE

V. 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 cit to ensure LGBT constituents are included city services and programs.

ILES	>		STATE	COUNTY	CIT	AVAILADLE
city d in	Human Ri	ghts Commission			0	(5)
	LGBT Liai	ison in the Mayor's Office			\bigcirc	5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				6 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

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.





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

TOTAL SCORE 18 + TOTAL BONUS 0 =



CANNOT EXCEED 100



NORTHAMPTON, MASSACHUSETTS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

66

6

33

6 out of 24

CITY

CITY

60

0

00

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	55	55
Housing	5 5	00	5 5	5 5
Public Accommodations	50	00	55	55
SCORE			30 ou	it of 30

Non-Discrimination in City Employment

BONUS Municipality is a Welcoming Place to Work

SCORE

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

STATE

NORTHAMPTON, MASSACHUSETTS 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

SCORE

V. Relatio

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

III. Municipal Services

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

city d in LGBT Liaison in the Mayor's Office		STATE	COUNTY	CITY	AVAILABLE	
5	Human Ri	ghts Commission			(5)	5
	LGBT Liaison in the Mayor's Office					5
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33
	SCORE				11 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			+0	+2
	BONUS	City provides services to LGBT elderly			+2	+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.





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

TOTAL SCORE 75+ TOTAL BONUS 10 =



CANNOT EXCEED 100



NORTHWEST HARBOR, NEW YORK 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

66

6

33

6 out of 24

CITY

CITY

00

0

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	50	5 5	00	55
Housing	50	5 5	00	5 5
Public Accommodations	50	55	00	55
SCORE			30 ou	it of 30

Non-Discrimination in City Employment

BONUS Municipality is a Welcoming Place to Work

SCORE

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

NORTHWEST HARBOR, NEW YORK 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. Rela

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

III. Municipal Serv <u>___</u>

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

rvices			STATE	COUNTY	CITY	AVAILABLE	
he city uded in	Human Ri	ights Commission			5	5	
	LGBT Liai	ison in the Mayor's Office				5	
	Enumerat	ed Anti-Bullying School Policies	33	00	33	33	
	SCORE				11 out of 16		
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3	
	BONUS	City provides services to LGBT youth			+0	+2	
	BONUS	City provides services to LGBT homeless			+0	+2	
	BONUS	City provides services to LGBT elderly			+0	+2	
	BONUS	City provides services to people living with HIV/AIDS			+0	+2	

PTS FOR SEXUAL ORIENTATION

- PTS FOR GENDER IDENTITY

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

hrc.org/mei





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

TOTAL SCORE 59 + TOTAL BONUS 3 =



CANNOT EXCEED 100