

OAKLAND PARK, FLORIDA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

CITY

COUNTY

OAKLAND PARK, FLORIDA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Lavvs
Employment
Housing
Public Accommodations

Place to Work

VV 5	
/ment	
g	
Accommodations	

Public Accommodations	SCORE	00
	Public Accommodations	00

rment	00
g	00
Accommodations	00

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	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	

III. Municipal Services

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

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

IV. Law Enforcement

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

SCORE	17 out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 12
LGBT Police Liaison or Task Force	5 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

4 out of 8





TOTAL SCORE 80 + TOTAL BONUS 6 =

Final Score 86

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.

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.



OAKLAND, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

hrc.org/mei

OAKLAND, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD HUMAN RIGHTS CAMPAIGN FOUNDATION

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 5 Housing Public Accommodations

SCORE

II. Municipality as En	nployer	CITY AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 6 3 0 3 3
	SCORE	15 out of 24
	BONUS Municipality is a Welcoming Place to Work	+0 +2

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

LGBT Police Liaison or Task Force

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 municipal leaders

BONUS Cities are pro-equality despite restrictive state law

4

CITY



AVAILABLE

AVAILABLE

10



12 out of 22









2

TOTAL SCORE 68 + TOTAL BONUS 5 =

Final Score **73**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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

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**.



OCEAN GROVE, NEW JERSEY 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

OCEAN GROVE, NEW JERSEY 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws This category evaluates whether

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

Lavvs
Employment
Housing
Public Accommodations

)		
t		
mmodations		

(
0	0
0	0



CITY



CITY



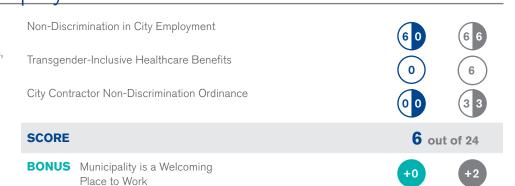
AVAILABLE

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.



III. Municipal Services

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

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

IV. Law Enforcement

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

(12)	12
0	10
	(12)

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

3 out of 8



TOTAL SCORE 62 + TOTAL BONUS 6 =

Final Score 68

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.

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.



OCEANSIDE, CALIFORNIA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

OCEANSIDE, CALIFORNIA 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.

5	
nt	
ommodations	



CITY

CITY

00	0 0	
00	00	

	3 5
0	5 5

AVAILABLE

AVAILABLE

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.

Transgend	imination in City Employment er-Inclusive Healthcare Benefits actor Non-Discrimination Ordinance	6 6 3 0	6 6 6 3 3
SCORE		21 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	ights Commission			0	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+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

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 ou	t 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

TOTAL SCORE 89 + TOTAL BONUS 8 =





AVAILABLE







Final Score 97

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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

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.



OKLAHOMA CITY, OKLAHOMA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

OKLAHOMA CITY, OKLAHOMA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws	
Employment	
Housing	
Public Accommodations	

Place to Work

_avv3
mployment
lousing
Public Accommodations

00	0 0	00
00	0 0	00
00	00	00

00	00	(í
00	00	(į

CITY

CITY

AVAILABLE

AVAILABLE

SCORE	0 out of 30
-------	--------------------

II. Municipality as Employer

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

Non-Discrimination in City Employment	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	10

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
	LGBT Liai	ison in the Mayor's Office				5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				6 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+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	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

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

or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders



3 out of 8

Final Score 29 **TOTAL SCORE 27 + TOTAL BONUS 2 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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

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 hrc.org/mei 2



OLATHE, KANSAS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

OLATHE, KANSAS 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	

Place to Work

STATE	
00	
00	



COUNTY



CITY

00

CITY



AVAILABLE

AVAILABLE



0 out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 0 6 6 0 6
SCORE	0 out of 24
BONUS Municipality is a Welcoming	

III. Municipal Services

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

93	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				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.

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

TOTAL SCORE 5 + TOTAL BONUS 3 =

CITY





AVAILABLE







Final Score 8

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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

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.



OLYMPIA, WASHINGTON 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 prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Laws	
Employment	
Housing	
Public Accommodations	

Public Accommodations

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

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

OLYMPIA, WASHINGTON 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



22 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBT Police Liaison or Task Force	(10)
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

restrictive state law

CITY

8 out of 8

municipal leaders

BONUS Cities are pro-equality despite

2

TOTAL SCORE 100 + TOTAL BONUS 6 =

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.

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.



OMAHA, NEBRASKA 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

CITY

HUMAN RIGHTS 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.

Lavvo
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	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	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	3		STATE	COUNTY	CITY	AVAILABLE
	Human Rights Commission				(5)	(5)
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE	CORE			11 °	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

OMAHA, NEBRASKA 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

TOTAL SCORE 65 + TOTAL BONUS 6 =











Final Score 7

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.

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.



ONTARIO, CALIFORNIA1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

ONTARIO, CALIFORNIA 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.

Laws	
Employment	
Housing	
Public Accommodations	

Place to Work

5 5
5 5
5 5

STATE





CITY

CITY



AVAILABLE

AVAILABLE

SCORE

30 out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 0 6 6 6 0 0 0 3 3
SCORE	12 out of 24
BONUS Municipality is a Welcoming	12

III. Municipal Service

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

<u>e</u> :	S		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 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



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.

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









TOTAL SCORE 60 + TOTAL BONUS 0 =

Final Score 60

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -

hrc.org/mei



- PTS FOR GENDER IDENTITY



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

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

2



ORANGE, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

HUMAN RIGHTS CAMPAIGN

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 00 00

SCORE

II. Municipality as Employer CITY AVAILABLE By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Transgender-Inclusive Healthcare Benefits municipalities commit themselves to treating LGBT employees equally. City Contractor Non-Discrimination Ordinance **SCORE 18** out of 24 **BONUS** Municipality is a Welcoming

Place to Work

III. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			5	(5)
city services and programs.	LGBT Lia	ison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				11 °	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

ORANGE, CALIFORNIA 2/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders

CITY

Final Score 7

CANNOT EXCEED 100

2

TOTAL SCORE 71 + TOTAL BONUS 0 =

PTS FOR SEXUAL ORIENTATION

PTS FOR GENDER IDENTITY



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

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

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.



OREM, UTAH 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

2015 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination I

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

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	00	00	(5 5)
Housing	5 5	00	00	5 5
Public Accommodations	00	00	00	5 5
SCORE			20 °	ut of 30

II. Municipality as Employer

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

<u> </u>	
Non-Discrimination in City Employment	0 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	0 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

es	3		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	30	00	00	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

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.

OREM, UTAH 2/2

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





Final Score 40 **TOTAL SCORE 40 + 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.

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.



ORLANDO, FLORIDA 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

ORLANDO, FLORIDA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS 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.

STATE Employment Housing Public Accommodations

CITY

CITY

AVAILABLE

30 out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance

BONUS Municipality is a Welcoming Place to Work

SCORE

SCORE



AVAILABLE

12 out of 24





III. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

CITY



AVAILABLE

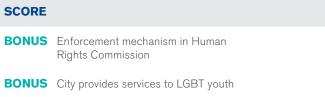












BONUS City provides services to LGBT homeless **BONUS** City provides services to LGBT

BONUS City provides services to people living with HIV/AIDS

elderly

COLINTY

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 Reported 2013 Hate Crimes Statistics

SCORE

to the FBI

AVAILABLE

(10) 10 12

22 out of 22

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative

SCORE

municipal leaders

or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

8 out of 8

CITY



2

AVAILABLE

TOTAL SCORE 88 + TOTAL BONUS 12 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

hrc.org/mei



- PTS FOR GENDER IDENTITY



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

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.



ORONO, MAINE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

30 out of 30



I. Non-Discrimination Laws

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

Laws	STATE	COUNTY	CITY
Employment	5 5	0 0	(5 (
Housing	5 5	00	(5 (
Public Accommodations	5 5	00	(5 (
			•

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.

 σ , σ	71			
Non-Discr	rimination in City Employment	(0 0	6 6
Transgeno	der-Inclusive Healthcare Benefits	(0	6
City Contr	actor Non-Discrimination Ordinance	(00	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.

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

ORONO, MAINE 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	0 (10)

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

CITY

0 out of 8

municipal leaders

restrictive state law

2

TOTAL SCORE 48 + TOTAL BONUS 0 =

Final Score 48

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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

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.



OVERLAND PARK, KANSAS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

OVERLAND PARK, KANSAS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Place to Work

living with HIV/AIDS

STA	STATE	
0		



COLINTY

COUNTY



CITY



AVAILABLE

AVAILABLE

AVAILABLE



0 out of 30

CITY

CITY

II. Municipality as Employer

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

Transgender-I	nation in City Employment nclusive Healthcare Benefits or Non-Discrimination Ordinance	0	6 6 3 3
SCORE		0 out	of 24
BONUS Mu	nicipality is a Welcoming		12

III. Municipal Services

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

7)		SIAIE	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 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			+0	+2

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8



2

Final Score 8 **TOTAL SCORE 5 + TOTAL BONUS 3 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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.



OWENSBORO, KENTUCKY 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

OWENSBORO, KENTUCKY 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

I. Non-Discrimination Laws

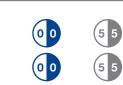
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Lavvs
Employment
Housing
Public Accommodations

Place to Work

_aws
mployment
lousing
Public Accommodations

00
00
00



CITY

CITY

5 5
5 5

AVAILABLE

AVAILABLE



0 out of 30

II. Municipality as Employer

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

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

25	es		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			(o)	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			+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 Enforcemen	CITY	AVAILABLE	
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.	LGBT Police Liaison or Task Force Reported 2013 Hate Crimes Statistics to the FBI	(12)	10
	SCORE	12 。	ut of 22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

3 out of 8

municipal leaders



2

TOTAL SCORE 20 + TOTAL BONUS 0 =

Final Score 20

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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

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.



OXFORD, MISSISSIPPI 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

0 out of 30

HUMAN

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

SCORE

II. Municipality as Employer		
Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 0 6 6 0 6	
SCORE BONUS Municipality is a Welcoming	0 out of 24	
	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance SCORE	

III. Municipal Service			STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			0	5
	LGBT Lia	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

OXFORD, MISSISSIPPI 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

IV. Law Enforcer	ment
Fair enforcement of the law includes	LGRT Police Liaison or Task Force

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

BONUS Cities are pro-equality despite

municipal leaders

restrictive state law

CITY

2

TOTAL SCORE 6 + TOTAL BONUS 0 =

Final Score 6

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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

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.



OXNARD, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

HUMAN RIGHTS CAMPAIGN

12

CITY

AVAILABLE

10

AVAILABLE

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

SCORE

II. Municipality as En	CITY AVAILABLE	
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	0 6 6 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 Human Rights Commission			STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human K	ignts Commission			(5)	(5)
	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	33	3 3	00	3 3
	SCORE				11 °	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

OXNARD, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

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

SCORE **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

0 out of 8

restrictive state law



2

Final Score 56 **TOTAL SCORE 53 + TOTAL BONUS 3 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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.