

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	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div></div><div>5</div></div>	<div><div></div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	17 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.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div>3</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	4 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 80 + TOTAL BONUS 6 =

Final Score 86

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

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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	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>3</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	15 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div>+0</div></div>	<div><div>+3</div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>0</div><div>0</div></div>	<div><div>10</div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div>4</div><div>4</div></div>	<div><div>5</div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>1</div><div>1</div></div>	<div><div>3</div><div>3</div></div>
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div>+3</div><div>+3</div></div>	<div><div>+3</div><div>+3</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div>+0</div></div>	<div><div>+4</div><div>+4</div></div>

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.

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	6 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+3</div><div>3</div></div>	<div><div>+3</div><div>3</div></div>
BONUS City provides services to LGBT youth			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS City provides services to LGBT homeless			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS City provides services to LGBT elderly			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>0</div><div>0</div></div>	<div><div>10</div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 62 + TOTAL BONUS 6 = Final Score 68
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	55	00	00	55
Housing	55	00	00	55
Public Accommodations	55	00	00	55
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	66	66
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	30	33
SCORE	21 out of 24	
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	5
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	33	00	33	33
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			+0	+3
BONUS City provides services to LGBT youth			+2	+2
BONUS City provides services to LGBT homeless			+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.

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

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	4	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
SCORE	5 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS Cities are pro-equality despite restrictive state law	+0	+4

TOTAL SCORE 89 + TOTAL BONUS 8 = Final Score 97

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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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	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div></div><div>0</div></div>	<div><div></div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div>2</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	3 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 27 + TOTAL BONUS 2 =

Final Score 29

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

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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	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	5 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div></div><div>0</div></div>	<div><div></div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div></div><div>0</div></div>	<div><div></div><div>12</div></div>
SCORE	0 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 5 + TOTAL BONUS 3 = Final Score 8
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

 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.

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	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>6</div><div></div></div>	<div><div>6</div><div></div></div>
City Contractor Non-Discrimination Ordinance	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	24 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
LGBT Liaison in the Mayor's Office			<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div></div></div>	<div><div>+3</div><div></div></div>
BONUS City provides services to LGBT youth			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBT homeless			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBT elderly			<div><div>+2</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>10</div><div></div></div>	<div><div>10</div><div></div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div></div></div>	<div><div>12</div><div></div></div>
SCORE	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.

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

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.

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
SCORE	20 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div></div><div>0</div></div>	<div><div></div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 65 + TOTAL BONUS 6 = Final Score 71
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

00

 PTS FOR GENDER IDENTITY

00

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>6</div><div></div></div>	<div><div>6</div><div></div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
LGBT Liaison in the Mayor's Office			<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div></div></div>	<div><div>+3</div><div></div></div>
BONUS City provides services to LGBT youth			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBT homeless			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBT elderly			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>0</div><div></div></div>	<div><div>10</div><div></div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div></div></div>	<div><div>12</div><div></div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 60 + TOTAL BONUS 0 = Final Score 60
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

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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	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>6</div><div></div></div>	<div><div>6</div><div></div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
LGBT Liaison in the Mayor's Office			<div><div>0</div><div></div></div>	<div><div>5</div><div></div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div></div></div>	<div><div>+3</div><div></div></div>
BONUS City provides services to LGBT youth			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBT homeless			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to LGBT elderly			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>0</div><div></div></div>	<div><div>10</div><div></div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div></div></div>	<div><div>12</div><div></div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 71 + TOTAL BONUS 0 = Final Score 71
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

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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	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	20 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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+2</div></div>	

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	8 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div>+3</div></div>	
BONUS City provides services to LGBT youth			<div><div>+0</div><div>+2</div></div>	
BONUS City provides services to LGBT homeless			<div><div>+0</div><div>+2</div></div>	
BONUS City provides services to LGBT elderly			<div><div>+0</div><div>+2</div></div>	
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div>+2</div></div>	

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>0</div><div>0</div></div>	<div><div>10</div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 40 + TOTAL BONUS 0 = Final Score 40

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

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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	COUNTY	CITY	AVAILABLE
Employment	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	16 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+3</div><div>+3</div></div>	<div><div>+3</div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+2</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>10</div><div>10</div></div>	<div><div>10</div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	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.

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

TOTAL SCORE 88 + TOTAL BONUS 12 = 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.

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	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>
SCORE	6 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+0</div><div>+0</div></div>	<div><div>+3</div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>0</div><div>0</div></div>	<div><div>10</div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 48 + TOTAL BONUS 0 = Final Score 48
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	5 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div></div><div>0</div></div>	<div><div></div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div></div><div>0</div></div>	<div><div></div><div>12</div></div>
SCORE	0 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 5 + TOTAL BONUS 3 =

Final Score 8

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>00</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	5 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div></div><div>0</div></div>	<div><div></div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div></div><div>12</div></div>	<div><div></div><div>12</div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div>2</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>1</div></div>	<div><div></div><div>3</div></div>
SCORE	3 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 20 + TOTAL BONUS 0 = Final Score 20

CANNOT EXCEED 100

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	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Housing	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Public Accommodations	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div></div></div>	<div><div></div><div></div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div></div></div>	<div><div></div><div></div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div></div></div>	<div><div></div><div></div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div></div></div>	<div><div></div><div></div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	0 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS City provides services to LGBT youth			<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div></div></div>	<div><div></div><div></div></div>

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	0 out of 22	

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	6 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div></div></div>	<div><div></div><div></div></div>

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.

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
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.

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	0 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+2</div></div>	

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div>3</div><div>3</div></div>	<div><div>3</div><div>3</div></div>	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div>+3</div><div>+3</div></div>	
BONUS City provides services to LGBT youth			<div><div>+0</div><div>+2</div></div>	
BONUS City provides services to LGBT homeless			<div><div>+0</div><div>+2</div></div>	
BONUS City provides services to LGBT elderly			<div><div>+0</div><div>+2</div></div>	
BONUS City provides services to people living with HIV/AIDS			<div><div>+0</div><div>+2</div></div>	

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.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	<div><div>0</div><div>0</div></div>	<div><div>10</div><div>10</div></div>
Reported 2013 Hate Crimes Statistics to the FBI	<div><div>12</div><div>12</div></div>	<div><div>12</div><div>12</div></div>
SCORE	12 out of 22	

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 53 + TOTAL BONUS 3 = Final Score 56
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

 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.