

areas of employment, housing, and

public accommodations.

PALM SPRINGS, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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AVAILABLE

hrc.org/mei

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

Public Accommodations

Place to Work

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.

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	18 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.

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PALM SPRINGS, CALIFORNIA 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

BONUS Openly LGBT elected or appointed

restrictive state law

Leadership's Pro-Equality Legislative or Policy Efforts

municipal leaders

BONUS Cities are pro-equality despite



8 out of 8



2

Final Score 100 **TOTAL SCORE 89 + TOTAL BONUS 16 =**

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.

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PALMDALE, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

1	
Non-Discrimination in City Employment	6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	10 33
SCORE	19 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Services

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

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

PALMDALE, 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.

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

BONUS Cities are pro-equality despite restrictive state law

0

0 out of 8

•

+3



TOTAL SCORE 72 + TOTAL BONUS 0 = Final Score **72**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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AVAILABLE



PARADISE,* NEVADA 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

2015 MUNICIPAL EQUALITY INDEX SCORECARD

PARADISE,* NEVADA 2/2

HUMAN RIGHTS CAMPAIGN

22 out of 22

10

AVAILABLE

I. Non-Discrimination Laws

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

20110	
Employment	
Housing	
Public Accommodations	

Place to Work

STATE	COUNTY	AVAILABLE
5 5 5 5	00	5 5 5 5

COUNTY

STATE

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.

nployer	COUNTY	AVAILABLE
Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	33	3 3
SCORE	1	8 out of 24
BONUS Municipality 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.

Human R	ights Commission		0	(5)
LGBT Lia	ison in the Mayor's Office		5	5
Enumerat	ed Anti-Bullying School Policies	00	3 3	3 3
SCORE				11 out of 16
BONUS	Enforcement mechanism in Human Rights Commission		+0	+3
BONUS	City provides services to LGBT youth		+0	+2
BONUS	City provides services to LGBT homeless		+0	+2
BONUS	City provides services to LGBT elderly		+2	+2
BONUS	City provides services to people living with HIV/AIDS		+2	+2

IV. Law Enforcement COUNTY AVAILABLE LGRT Police Ligison or Task Force

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

SCORE	
Reported 2013 Hate Crimes Statistics to the FBI	12
LGB1 Police Liaison or Task Force	(10)

V. Relationship with	the LGBT Community	COUNTY
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative	

or Policy Efforts

	_	$\overline{}$
SCORE		6 out of 8
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS Cities are pro-equality despite restrictive state law	+0	+4

(1)

Final Score 93 **TOTAL SCORE 87 + TOTAL BONUS 6 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

hrc.org/mei





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AVAILABLE



PARKERSBURG, WEST VIRGINIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws COUNTY

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

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

II. Municipality as Employer

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

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

III. Municipal Service

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

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

PARKERSBURG, WEST VIRGINIA 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	0 (10)
Reported 2013 Hate Crimes Statistics to the FBI	12 (12)
SCORE	12 out of 22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

0 out of 8

CITY

municipal leaders

restrictive state law



2

TOTAL SCORE 18 + TOTAL BONUS 0 =

Final Score 18

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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PASADENA, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

PASADENA, CALIFORNIA 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

STATE
5 5
5 5
5 5



COUNTY



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	6 0 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	12 out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

III. Municipal 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 °	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

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

0

CITY

3 out of 8

+0

TOTAL SCORE 68+ TOTAL BONUS 4 =

Final Score **72**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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PASADENA, TEXAS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

STATE

AVAILABLE

of 30

AVAILABLE

CITY

CITY

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.

Lavvo	
Employment	
Housing	
Public Accommodations	

Place to Work

Employment	
Housing	
Public Accommodations	

SCORE		0 out

II. Municipality as Employer

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

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

PASADENA, TEXAS_{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.

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8

TOTAL SCORE 18 + TOTAL BONUS 0 =

Final Score 18

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PATERSON, NEW JERSEY 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

PATERSON, NEW JERSEY 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

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 Em	ployer	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 3 3
	SCORE	0 0	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service	25		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			0	5
city services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ted 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

IV. Law Enforcemen	nt	CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and	LGBT Police Liaison or Task Force	0	(10)
engaging with the LGBT community in a thoughtful and respectful way.	Reported 2013 Hate Crimes Statistics to the FBI	12	12

SCORE

V. Relationship with	the LGBT Community	CITY AVAILABLE
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	0503
	SCORE	0 out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0 +3
	BONUS Cities are pro-equality despite restrictive state law	+0 +4

TOTAL SCORE 48 + TOTAL BONUS 0 =	Final Score 48

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PAWTUCKET, RHODE ISLAND 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

PAWTUCKET, RHODE ISLAND 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



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

SCORE

IV. Law Enforcement Fair enforcement of the law includes LGBT Police Liaison or Task Force 10 responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **12** out of 22

II. Municipality as Em	ployer	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
	SCORE BONUS Municipality is a Welcoming Place to Work	12 o	ut of 24

V. Relationship with	the LGBT Community	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	2	3
	SCORE	7	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

III. Municipal Service	2 5		STATE	COUNTY	CITY	AVAILABL
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
	Enumera	ted Anti-Bullying School Policies	33	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

Final Score 67 **TOTAL SCORE 67 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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PEMBROKE PINES, FLORIDA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

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 **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.

Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	33	3 3
SCORE	18 ou	t of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	(5)
	LGBT Liai	son in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+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

PEMBROKE PINES, FLORIDA 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

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed

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

TOTAL SCORE 78 + TOTAL BONUS 3 =

7 out of 8

CITY



Final Score 81

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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PEORIA, ARIZONA 1/2

COUNTY

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

SCORE

tions	00	0

STATE

0 0	00	00	5
00	00	00	5
00	00	00	5

CITY

CITY

0	out	of	30
_	000	01	0

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	60 66
City Contractor Non-Discrimination Ordinance	0 0 3 3
SCORE	6 out of 24
BONUS Municipality is a Welcoming	

III. Municipal Service

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

5		STATE	COUNTY	CITY	AVAILABLE
Human Ri	ights Commission			0	5
LGBT Liai	ison in the Mayor's Office			5	5
Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
SCORE				8 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
	Enumerat SCORE BONUS BONUS BONUS BONUS	BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT elderly BONUS City provides services to people	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT elderly BONUS City provides services to people	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT elderly BONUS City provides services to people	Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT elderly BONUS City provides services to LGBT elderly

PEORIA, ARIZONA 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	$\overline{}$	
	(10)	(10)
Reported 2013 Hate Crimes Statistics to the FBI	12	12
SCORE	22 out of 22	

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY



0 out of 8



TOTAL SCORE 36 + TOTAL BONUS 2 =

Final Score 38

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PHILADELPHIA, PENNSYLVANIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

30 out of 30

I. Non-Discrimination Laws

SCORE

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.

า Laws	STATE	COUNTY	
Employment	00	0 0	(
Housing	00	00	(
Public Accommodations	00	00	(

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-Discri	mination in City Employment	6 6	6 6
Transgend	er-Inclusive Healthcare Benefits	6	6
City Contra	actor Non-Discrimination Ordinance	33	3 3
SCORE		24 ou	t of 24
	Municipality is a Welcoming Place to Work	+2	+2

III. Municipal Service

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

es	S		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	30	00	3 3	3 3
	SCORE				16 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+2	+2
	BONUS	City provides services to LGBT homeless			+2	+2
	BONUS	City provides services to LGBT elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

PHILADELPHIA, PENNSYLVANIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



10

12

AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

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

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.

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed

municipal leaders

BONUS Cities are pro-equality despite restrictive state law

8 out of 8

TOTAL SCORE 100 + TOTAL BONUS 16 =

Final Score 100

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PHOENIX, ARIZONA 1/2

COUNTY

00

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

CITY



CITY

I. Non-Discrimination Laws

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

Laws	
Employment	
Housing	
Public Accommodations	

Emplo	yment
Housi	ng
Public	Accommodations

Public Accommodations	
Housing	
Linployment	

Employment	0 0
Housing	0 0
Public Accommodations	00

CORE	30 out of 30

STATE

II. Municipality as Employer

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

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

III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				13 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+2	+2
	BONUS	City provides services to LGBT homeless			+2	+2
	BONUS	City provides services to LGBT elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

PHOENIX, ARIZONA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY



AVAILABLE



8 out of 8



TOTAL SCORE 91 + TOTAL BONUS 16 =

Final Score 100

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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PIERRE, SOUTH DAKOTA 1/2

0 out of 30

AVAILABLE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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

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

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

III. Municipal Service

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

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

PIERRE, SOUTH DAKOTA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

CITY

0 out of 8

municipal leaders

restrictive state law



2

AVAILABLE

Final Score 12 **TOTAL SCORE 12 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PITTSBURGH, PENNSYLVANIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

PITTSBURGH, PENNSYLVANIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

SCORE



12 out of 22

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 Em	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 6
	SCORE	18 o	ut of 24
	BONUS Municipality is a Welcoming		

Place to Work

III. Municipal Service			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			5	5
	Enumerat	ted Anti-Bullying School Policies	30	00	00	3 3
	SCORE				13 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+2	+2
	BONUS	City provides services to LGBT homeless			+2	+2
	BONUS	City provides services to LGBT elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

IV. Law Enforcement			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	0 12	10

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

TOTAL SCORE 81 + TOTAL BONUS 14 =	Final Score 95

CANNOT EXCEED 100

2





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

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PLANO, TEXAS 1/2

30 out of 30

AVAILABLE

CITY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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

Place to Work

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	33 33
SCORE	18 out of 24
BONUS Municipality is a Welcoming	+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				0	(5)
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE				6 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

PLANO, TEXAS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

SCORE	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

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

4 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 75 + TOTAL BONUS 2 =

Final Score 77

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PLEASANT RIDGE, MICHIGAN 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	(o) (6)
City Contractor Non-Discrimination Ordinance	11 33
SCORE	14 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			0	(5)
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				3 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

PLEASANT RIDGE, MICHIGAN 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

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

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

6 out of 8



TOTAL SCORE 53 + TOTAL BONUS 3 =

Final Score 56

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PLYMOUTH, NEW HAMPSHIRE 1/2

15 out of 30

AVAILABLE

CITY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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 00

Place to Work

SCORE

II. Municipality as Employer

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

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

STATE AVAILABLE COLINTY CITY Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE **6** out of 16 **BONUS** Enforcement mechanism in Human Rights Commission **BONUS** City provides services to LGBT youth **BONUS** City provides services to LGBT homeless **BONUS** City provides services to LGBT elderly **BONUS** City provides services to people living with HIV/AIDS

PLYMOUTH, NEW HAMPSHIRE_{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

CITY

0 out of 8

municipal leaders

BONUS Cities are pro-equality despite restrictive state law

2

TOTAL SCORE 33 + TOTAL BONUS 0 =

Final Score 33

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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POCATELLO, IDAHO 1/2

COUNTY

2015 MUNICIPAL EQUALITY INDEX SCORECARD 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

I. Non-Discrimination Laws

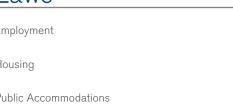
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Laws
Employment
Housing
Public Accommodations

Place to Work

ployment	
using	
blic Accommodations	

sing		
lic Accommodations		



0	0



AVAILABLE

AVAILABLE

CITY

CITY

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

STATE

II. Municipality as Employer

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

Non-Discrimination in City Employment	3 3 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	6 out of 24
BONUS Municipality is a Welcoming	

III. Municipal Services

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

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

POCATELLO, IDAHO 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	(0) (10)
Reported 2013 Hate Crimes Statistics to the FBI	12 12
SCORE	12 out of 22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

0 out of 8



2

AVAILABLE

TOTAL SCORE 59 + TOTAL BONUS 0 =

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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POMONA, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

POMONA, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



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 Em	ployer	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	6 6	6 6
	SCORE	24 or	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services					CITY	AVAILABLE
This section assesses the efforts of the city o 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	ted Anti-Bullying School Policies	33	00	33	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

IV. Law Enforcemen	CITY	AVAILABLE	
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a	LGBT Police Liaison or Task Force Reported 2013 Hate Crimes Statistics	0	10
thoughtful and respectful way.	to the FBI	(12)	(12)
	SCORE	12 o	ut of 22

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

TOTAL SCORE 77 + TOTAL BONUS 0 =	Final Score 77
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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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PORT SAINT LUCIE, FLORIDA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

PORT SAINT LUCIE, FLORIDA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

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

	Employment	00	00	00	5 5
1	Housing	0 0	00	00	5 5
	Public Accommodations	00	00	00	5 5
	SCORE			0 ou	t of 30

II. Municipality as En	СІТҮ	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 3 3
	SCORE	0 0	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service	5		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
	Enumera	ted Anti-Bullying School Policies	00	00	00	3 3
	SCORE				0 0	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

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 SCORE **12** out of 22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

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

CITY

AVAILABLE



Final Score 14 **TOTAL SCORE 14 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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PORTLAND, MAINE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

PORTLAND, MAINE 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

SIAII
5 5
5 5
5 5





CITY

CITY



AVAILABLE

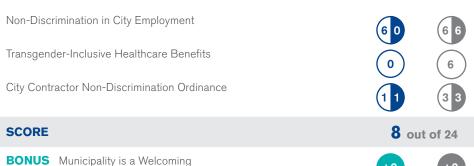
AVAILABLE

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.



III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			0	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				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	22 out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 12
LGBT Police Liaison or Task Force	10 10

V. Relationship with the LGBT Community

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

7 out of 8

TOTAL SCORE 73 + TOTAL BONUS 2 =

Final Score 75

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PORTLAND, OREGON 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

CITY



I. Non-Discrimination Laws

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

Lavvs
Employment
Housing
Public Accommodations

mployment	5 5
lousing	5 5
Public Accommodations	5 5

	OUNTY C	ITY AVAILA	4BLE
5 5 (5 5 (5	5 (5	5
5 5	0 0 (5	5 (5	5
	5 5 (5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	5 5 5 5 5 5 5 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.

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

III. Municipal Service

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

98	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+2	+2
	BONUS	City provides services to LGBT elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

PORTLAND, OREGON 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



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	22 out o	
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 95 + TOTAL BONUS 6 =





AVAILABLE







Final Score 100

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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PROVIDENCE, RHODE ISLAND 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

PROVIDENCE, RHODE ISLAND 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



22 out of 22

AVAILABLE

10

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

IV. Law Enforcement Fair enforcement of the law includes LGBT Police Liaison or Task Force responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hate Crimes Statistics thoughtful and respectful way. to the FBI SCORE **30** out of 30

II. Municipality as Employer			AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	6 6	6 6
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Transgender-Inclusive Healthcare Benefits	6	6
	City Contractor Non-Discrimination Ordinance	33	3 3
	SCORE	24 °	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+2	+2

V. Relationship with t	CITY	AVAILABLE	
This category measures the city leadership's commitment to fully include the LGBT	Leadership's Public Position on LGBT Equality	(5)	(5)
community and to advocate for full equality.	Leadership's Pro-Equality Legislative or Policy Efforts	3	3
	SCORE	8	out of 8
	BONUS Openly LGBT elected or appointed municipal leaders	+3	+3
	BONUS Cities are pro-equality despite restrictive state law	+0	+4

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			(5)	(5)
	LGBT Lia	ison 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			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

Final Score 100 **TOTAL SCORE 100 + TOTAL BONUS 10 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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public accommodations.

PROVINCETOWN, MASSACHUSETTS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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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

Place to Work

25 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.

/	
Non-Discrimination in City Employment	6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	30 33
SCORE	21 out of 24
BONUS Municipality is a Welcoming	

III. Municipal Service

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

es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(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				16 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

PROVINCETOWN, MASSACHUSETTS 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



(10)

12

CITY

AVAILABLE

10

AVAILABLE

3 out of 8

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 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

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 87 + TOTAL BONUS 10 =

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Cities are pro-equality despite restrictive state law

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.

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PROVO, UTAH 1/2

CITY

20 out of 30

AVAILABLE

AVAILABLE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

PROVO, UTAH 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

CITY

I. Non-Discrimination Laws

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

Laws	STATE
Employment	5 5
Housing	5 5
Public Accommodations	00

11.	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.

1010/01	
Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	12 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

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

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.

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

V. Relationship with the LGBT Community

or Policy Efforts

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

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

SCORE 3 out of 8 **BONUS** Openly LGBT elected or appointed

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

TOTAL SCORE 50 + TOTAL BONUS 0 =

Final Score 50

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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PULLMAN, WASHINGTON 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

PULLMAN, WASHINGTON 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

SIAI	
5 5	
5 5	
5 5	





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.



III. Municipal Service

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

es	es			COUNTY	CITY	AVAILABLE
	Human Ri	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			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders

TOTAL SCORE 59 + TOTAL BONUS 0 =

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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hrc.org/mei hrc.org/mei 2