

### 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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>18 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>22 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>8 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 89 + TOTAL BONUS 16 = 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](http://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](mailto:mei@hrc.org).

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>19 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 72 + TOTAL BONUS 0 = Final Score 72**  
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	AVAILABLE
Employment			
Housing			
Public Accommodations			
<b>SCORE</b>	<b>30 out of 30</b>		

## 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.

	COUNTY	AVAILABLE
Non-Discrimination in City Employment		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>18 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

## III. Municipal Services

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

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

## 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.

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

## 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.

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

**TOTAL SCORE 87 + TOTAL BONUS 6 = Final Score 93**  
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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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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>0 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 18 + TOTAL BONUS 0 = Final Score 18**  
CANNOT EXCEED 100

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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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>12 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>3 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 68+ TOTAL BONUS 4 = Final Score 72**  
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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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>0 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 18 + TOTAL BONUS 0 = Final Score 18**  
 CANNOT EXCEED 100

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>0 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

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

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

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	STATE	COUNTY	CITY	AVAILABLE
Employment				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>12 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>7 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 67 + TOTAL BONUS 0 = Final Score 67**  
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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>18 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>7 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 78 + TOTAL BONUS 3 = Final Score 81**  
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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>6 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>8 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>22 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 36 + TOTAL BONUS 2 = Final Score 38**  
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	0/0	0/0	5/5	5/5
Housing	0/0	0/0	5/5	5/5
Public Accommodations	0/0	0/0	5/5	5/5
<b>SCORE</b>	<b>30 out of 30</b>			

### 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	6/6	6/6
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	3/3	3/3
<b>SCORE</b>	<b>24 out of 24</b>	
<b>BONUS</b> 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.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			5	5
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	3/0	0/0	3/3	3/3
<b>SCORE</b>	<b>16 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission			+3	+3
<b>BONUS</b> City provides services to LGBT youth			+2	+2
<b>BONUS</b> City provides services to LGBT homeless			+2	+2
<b>BONUS</b> City provides services to LGBT elderly			+2	+2
<b>BONUS</b> 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
<b>SCORE</b>	<b>22 out of 22</b>	

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

**TOTAL SCORE 100 + TOTAL BONUS 16 = 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](http://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](mailto: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				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>30</b> 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>18</b> out of 24	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>				<b>13</b> out of 16
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>22</b> 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>8</b> out of 8	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 91 + TOTAL BONUS 16 = 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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>0 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 12 + TOTAL BONUS 0 = Final Score 12**  
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	0/0	5/5	5/5	5/5
Housing	0/0	5/5	5/5	5/5
Public Accommodations	0/0	5/5	5/5	5/5
<b>SCORE</b>	<b>30 out of 30</b>			

### 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	6/6	6/6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	3/3	3/3
<b>SCORE</b>	<b>18 out of 24</b>	
<b>BONUS</b> 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			5	5
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	3/0	0/0	0/0	3/3
<b>SCORE</b>	<b>13 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission			+3	+3
<b>BONUS</b> City provides services to LGBT youth			+2	+2
<b>BONUS</b> City provides services to LGBT homeless			+2	+2
<b>BONUS</b> City provides services to LGBT elderly			+2	+2
<b>BONUS</b> 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	0	10
Reported 2013 Hate Crimes Statistics to the FBI	12	12
<b>SCORE</b>	<b>12 out of 22</b>	

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

**TOTAL SCORE 81 + TOTAL BONUS 14 = Final Score 95**  
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	0/0	0/0	5/5	5/5
Housing	0/0	0/0	5/5	5/5
Public Accommodations	0/0	0/0	5/5	5/5
<b>SCORE</b>	<b>30 out of 30</b>			

### 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	6/6	6/6
Transgender-Inclusive Healthcare Benefits	0/6	6/6
City Contractor Non-Discrimination Ordinance	3/3	3/3
<b>SCORE</b>	<b>18 out of 24</b>	
<b>BONUS</b> 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.

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

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	5/10	10/10
Reported 2013 Hate Crimes Statistics to the FBI	12/12	12/12
<b>SCORE</b>	<b>17 out of 22</b>	

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

**TOTAL SCORE 75 + TOTAL BONUS 2 = Final Score 77**  
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				
Housing				
Public Accommodations				
<b>SCORE</b>				<b>30 out of 30</b>

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>14 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>				<b>3 out of 16</b>
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>0 out of 22</b>	

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

**TOTAL SCORE 53 + TOTAL BONUS 3 = Final Score 56**  
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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>15 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>0 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**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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### 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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>6 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**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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### 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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>24 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 77 + TOTAL BONUS 0 = Final Score 77**  
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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>0 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>0 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>2 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 14 + TOTAL BONUS 0 = Final Score 14**  
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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>8 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>22 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>7 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 73 + TOTAL BONUS 2 = Final Score 75**  
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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>24 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>22 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>8 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 95 + 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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>24 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

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

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>22 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>8 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 100 + TOTAL BONUS 10 = 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

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	STATE	COUNTY	CITY	AVAILABLE
Employment	5/5	5/0	0/0	5/5
Housing	5/5	5/0	0/0	5/5
Public Accommodations	5/0	0/0	0/0	5/5
<b>SCORE</b>	<b>25 out of 30</b>			

### 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	6/6	6/6
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	3/0	3/3
<b>SCORE</b>	<b>21 out of 24</b>	
<b>BONUS</b> 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			5	5
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	3/3	0/0	3/3	3/3
<b>SCORE</b>	<b>16 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission			+3	+3
<b>BONUS</b> City provides services to LGBT youth			+0	+2
<b>BONUS</b> City provides services to LGBT homeless			+0	+2
<b>BONUS</b> City provides services to LGBT elderly			+2	+2
<b>BONUS</b> 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
<b>SCORE</b>	<b>22 out of 22</b>	

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

**TOTAL SCORE 87 + TOTAL BONUS 10 = 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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>20 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>12 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>3 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>3 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> 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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### 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				
Housing				
Public Accommodations				
<b>SCORE</b>	<b>30 out of 30</b>			

### 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		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
<b>SCORE</b>	<b>6 out of 24</b>	
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### 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				
LGBT Liaison in the Mayor's Office				
Enumerated Anti-Bullying School Policies				
<b>SCORE</b>	<b>11 out of 16</b>			
<b>BONUS</b> Enforcement mechanism in Human Rights Commission				
<b>BONUS</b> City provides services to LGBT youth				
<b>BONUS</b> City provides services to LGBT homeless				
<b>BONUS</b> City provides services to LGBT elderly				
<b>BONUS</b> City provides services to people living with HIV/AIDS				

### 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		
Reported 2013 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>12 out of 22</b>	

### 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		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**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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