

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	15 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 38 + TOTAL BONUS 3 = Final Score 41
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	0 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div>4</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>2</div></div>	<div><div></div><div>3</div></div>
SCORE	6 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+4</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 52 + TOTAL BONUS 8 =

Final Score 60

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 54 + TOTAL BONUS 0 = Final Score 54

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 82 + TOTAL BONUS 11 = Final Score 93
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	0 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 17 + TOTAL BONUS 5 =

Final Score 22

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>30</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	13 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 55 + TOTAL BONUS 3 = Final Score 58
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 62 + TOTAL BONUS 3 = Final Score 65

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>6</div><div></div></div>	<div><div>6</div><div></div></div>
City Contractor Non-Discrimination Ordinance	<div><div>3</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	21 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div>5</div><div></div></div>	<div><div>5</div><div></div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>1</div><div></div></div>	<div><div>3</div><div></div></div>
SCORE	6 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div>+0</div><div></div></div>	<div><div>+3</div><div></div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div>+0</div><div></div></div>	<div><div>+4</div><div></div></div>

TOTAL SCORE 75 + TOTAL BONUS 0 = 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	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 72 + TOTAL BONUS 6 =

Final Score 78

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	0 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	12 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 48 + TOTAL BONUS 4 =

Final Score 52

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 45 + TOTAL BONUS 0 = Final Score 45

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 65 + TOTAL BONUS 0 = Final Score 65

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 69 + TOTAL BONUS 0 = Final Score 69
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>50</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>50</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>50</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	15 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 39 + TOTAL BONUS 0 = Final Score 39
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 95 + TOTAL BONUS 5 = Final Score 100

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	0 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 17 + TOTAL BONUS 0 =

Final Score 17

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

00

 PTS FOR GENDER IDENTITY

00

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

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

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	0 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>30</div></div>	<div><div></div><div>33</div></div>
SCORE	3 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+0</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 3 + TOTAL BONUS 0 = Final Score 3
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 62 + TOTAL BONUS 0 = Final Score 62

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 57 + TOTAL BONUS 3 = Final Score 60
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

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

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 50 + TOTAL BONUS 0 = Final Score 50
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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