

SACRAMENTO, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SACRAMENTO, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Lavvs
Employment
Housing
Public Accommodations

SCORE

STATE
5 5 5 5 5
5 5

(o o	(5 5)	(5 5
00	5 5	
UU	5 5	5 5

CITY

AVAILABLE

AVAILABLE

) (0 0	5 5	5 5
		30	out of 30

CITY

IV. Law Enforcement

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

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

II. Municipality as Employer

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

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

STATE

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 70 + TOTAL BONUS 5 =

BONUS Cities are pro-equality despite restrictive state law









Final Score 75

CANNOT EXCEED 100





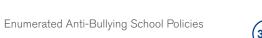
III. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Place to Work





COUNTY







AVAILABLE

SCORE	
BONUS	Enforcement mechanism in Human Rights Commission
BONUS	City provides services to LGBT youth









CITY



+0	+3
+0	+2
+0	+2







hrc.org/mei

- PTS FOR GENDER IDENTITY



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

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hrc.org/mei

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SAINT CLOUD, MINNESOTA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SAINT CLOUD, MINNESOTA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

12

CITY

AVAILABLE

10

AVAILABLE

I. Non-Discrimination Laws

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

Employment Housing Public Accommodations

00

00

CITY

CITY

AVAILABLE

30 out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment

SCORE

SCORE

SCORE

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

BONUS Municipality is a Welcoming Place to Work



AVAILABLE









AVAILABLE

III. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies











BONUS City provides services to LGBT youth

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

Rights Commission

elderly **BONUS** City provides services to people

living with HIV/AIDS

STATE COLINTY



CITY







11 out of 16











IV. Law Enforcement

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

LGBT Police Liaison or Task Force

to the FBI

SCORE

Reported 2013 Hate Crimes Statistics

12 out of 22

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

restrictive state law

SCORE 0 out of 8

municipal leaders **BONUS** Cities are pro-equality despite

TOTAL SCORE 59 + TOTAL BONUS 0 =

Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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SAINT PAUL, MINNESOTA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations **30** out of 30

Place to Work

SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

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

SAINT PAUL, MINNESOTA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



10

12

CITY

AVAILABLE

10

IV. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2013 Hate Crimes Statistics

SCORE 22 out of 22

V. Relationship with the LGBT Community

to the FBI

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law







AVAILABLE







2

TOTAL SCORE 100 + TOTAL BONUS 5 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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SALEM, OREGON 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

30 out of 30

2015 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws

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

n Laws	STATE	COUNTY
Employment	5 5	00
Housing	5 5	00
Public Accommodations	5 5	00

II. Municipality as Employer

SCORE

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

1	
Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	3 3 3
SCORE	18 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

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

SALEM, OREGON 2/2

RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8

TOTAL SCORE 86 + TOTAL BONUS 3 =

Final Score 89

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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SALINAS, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

HUMAN

CITY

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

SCORE

II. Municipality as Employer			AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6	6 6
	SCORE	7 o	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service			STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city of ensure LGBT constituents are included in	Human R	ights Commission			0	5
ity services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ted Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				6 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

SALINAS, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

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

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

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed

municipal leaders

0 out of 8

CITY

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 55 + TOTAL BONUS 0 =



2

Final Score 55

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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SALT LAKE CITY, UTAH 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

20 out of 30

SALT LAKE CITY, UTAH 2/2 RIGHTS 2015 MUNICIPAL EQUALITY INDEX SCORECARD CAMPAIGN

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

SCORE

II. Municipality as Er	nployer	CITY AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	6 6 6 6
awarding contracts to fair-minded businesses, municipalities commit themselves to treating	Transgender-Inclusive Healthcare Benefits	0 6
LGBT employees equally.	City Contractor Non-Discrimination Ordinance	
	SCORE	14 out of 24
	BONUS Municipality is a Welcoming Place to Work	+0 +2

II. Municipal Service	<u> </u>		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			5	(5)
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ted Anti-Bullying School Policies	30	00	00	3 3
	SCORE				13 °	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

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

SCORE

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

TOTAL SCORE 67 + TOTAL BONUS 8 =	Final Score 75
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CANNOT EXCEED 100

12 out of 22

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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SAN ANTONIO, TEXAS 1/2

COUNTY

COUNTY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

SAN ANTONIO, TEXAS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



(10)

12

CITY

AVAILABLE

10

AVAILABLE

I. Non-Discrimination Laws

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

Laws	
Employment	
Housing	
Public Accommodations	

Place to Work

Laws
Employment
Housing
Public Accommodations

00	
00	

STATE



CITY

CITY

CITY

5 5
5 5

AVAILABLE

ΔVΔII ΔRI F

AVAILABLE

SCORE 20

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6
SCORE	18 out of 24
BONUS Municipality is a Welcoming	

III. Municipal Services

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

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

IV. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2013 Hate Crimes Statistics

to the FBI

SCORE 22 out of 22

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Cities are pro-equality despite

8 out of 8

BONUS Openly LGBT elected or appointed municipal leaders

restrictive state law

2

Final Score 90 **TOTAL SCORE 73 + TOTAL BONUS 17 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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SAN BERNARDINO, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

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

SCORE

II. Municipality as Employer

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

	/ 31		
Non-E	iscrimination in City Employment	60	6 6
Transo	ender-Inclusive Healthcare Benefits	0	6
City C	ontractor Non-Discrimination Ordinance	•	3 3
SCO	RE	6 ou	t of 24
BON	Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

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

SAN BERNARDINO, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

SCORE	12 ou	t of 22
Reported 2013 Hate Crimes Statistics to the FBI	12	12
LGBT Police Liaison or Task Force	0	10
Reported 2013 Hate Crimes Statistics	\sim	\sim

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY









Final Score 62 **TOTAL SCORE 59 + TOTAL BONUS 3**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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SAN DIEGO, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

SAN DIEGO, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



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

	SCORE	30 o	ut of 30
II Municipality on En	an la var		
II. Municipality as Em	ipioyer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	66	6 6
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Transgender-Inclusive Healthcare Benefits	6	6
	City Contractor Non-Discrimination Ordinance		

	SCORE				24 °	ut of 24
	BONUS	Municipality is a Welcoming Place to Work			+2	+2
III. Municipal Service	:S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			(5)	(5)
city services and programs.	LGBT Lia	ison in the Mayor's Office			5	5
	Enumera	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				16 °	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+2	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

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

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

TOTAL SCORE 100 + TOTAL BONUS 14 = Final Score 100
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CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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SAN FRANCISCO, CALIFORNIA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SAN FRANCISCO, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

aws
oloyment
sing
lic Accommodations

yment		
ng		
Accommodations		





CITY

CITY



AVAILABLE

AVAILABLE

30 out of 30 SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employm Transgender-Inclusive Healthcare B		66	6 6
City Contractor Non-Discrimination		(6) (3)	6
SCORE		24 out	t of 24
BONUS Municipality is a Welcom Place to Work	ing	+2	+2

III. Municipal Service

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

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

IV. Law Enforcement

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

Reported 2013 Hate Crimes Statistics to the FBI	12
LGBT Police Liaison or Task Force	10 10

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

8 out of 8

municipal leaders



TOTAL SCORE 100 + TOTAL BONUS 16 =

Final Score 100

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION

hrc.org/mei



- PTS FOR GENDER IDENTITY



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

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hrc.org/mei



SAN JOSE, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

CITY

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

Place to Work

SCORE

II. Municipality as Employer

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

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

III. Municipal Service

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

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

SAN JOSE, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



(10)

12

AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

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

SCORE 22 out of 22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Cities are pro-equality despite

8 out of 8

BONUS Openly LGBT elected or appointed municipal leaders

restrictive state law

TOTAL SCORE 100 + TOTAL BONUS 6

Final Score 100

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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SANTA ANA, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

SANTA ANA, CALIFORNIA 2/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

AVAILABLE

CITY

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

30 out of 30 **SCORE**

II. Municipality as Employer

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

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

III. Municipal Service

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

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

IV. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2013 Hate Crimes Statistics to the FBI	$ \begin{array}{ccc} \hline 0 & \hline 10 \\ \hline 12 & \hline 12 \end{array} $
SCORE	12 out of 22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

TOTAL SCORE 59 + TOTAL BONUS 0 =

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders

Final Score 59

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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SANTA CLARITA, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SANTA CLARITA, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Place to Work

STATE
5 5 5 5 5
5 5





CITY

CITY







AVAILABLE

AVAILABLE

SCORE

30 out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment	60 66
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	12 out of 24
BONUS Municipality is a Welcoming	+0 +2

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law









TOTAL SCORE 65 + TOTAL BONUS 0 =

Final Score 65

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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SANTA FE, NEW MEXICO 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SANTA FE, NEW MEXICO 2/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Place to Work

(5)
•



COUNTY



CITY

CITY

CITY



AVAILABLE

ΔVΔII ΔRI F

AVAILABLE

30 out of 30 SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6
SCORE	18 out of 24
BONUS Municipality is a Welcoming	

III. Municipal Services

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

<u>ر</u>	<u> </u>					
	Human Ri	ights Commission			0	(5)
	LGBT Liai	ison in the Mayor's Office			(0)	5
	Enumerat	ed Anti-Bullying School Policies	30	00	00	3 3
	SCORE				3 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+2	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

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

or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law









Final Score 76 **TOTAL SCORE 69 + TOTAL BONUS 7 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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

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SANTA ROSA, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

SANTA ROSA, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

AVAILABLE

10

AVAILABLE

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

00 **30** out of 30 **SCORE**

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6 6 6
Transgender-Inclusive Healthcare Benefits	6 6
City Contractor Non-Discrimination Ordinance	11 33
SCORE	20 out of 24
BONUS Municipality is a Welcoming Place to Work	+2 +2

III. Municipal Servic

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

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

IV. Law Enforcement

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

LGBT Police Liaison or Task Force Reported 2013 Hate Crimes Statistics 12 to the FBI

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

BONUS Openly LGBT elected or appointed

restrictive state law

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE

BONUS Cities are pro-equality despite

8 out of 8

municipal leaders



2

TOTAL SCORE 81 + TOTAL BONUS 5 =

Final Score 86

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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SAVANNAH, GEORGIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SAVANNAH, GEORGIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

STATE
00

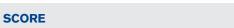


CITY



AVAILABLE

AVAILABLE



0 out of 30

CITY

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

0 (3

1 out of 8

-0 +3

+0



TOTAL SCORE 17 + TOTAL BONUS 2 =

Final Score 19

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -

hrc.org/mei



- PTS FOR GENDER IDENTITY



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

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hrc.org/mei

2



SCOTTSDALE, ARIZONA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SCOTTSDALE, ARIZONA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws	STATE
Employment	0 0
Housing	00
Public Accommodations	00

Housing	
Public Accommodations	



00	5 5
00	5 5

CITY

out of 30

AVAILABLE

CITY

AVAILABLE

II. Municipality as Employer

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

Transgend	imination in City Employment ler-Inclusive Healthcare Benefits actor Non-Discrimination Ordinance	0	6 6 3 3
SCORE		12 out	of 24
BONUS	Municipality is a Welcoming Place to Work	+2	+2

III. Municipal Service

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

es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			(5)	(5)
	LGBT Liai	son in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	00	00	00	3 3
	SCORE				10 or	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law









Final Score 5 **TOTAL SCORE 49 + TOTAL BONUS 2 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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SEATTLE, WASHINGTON 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

30 out of 30

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws	STATE	COUNTY
Employment	5 5	5 5
Housing	5 5	5 5
Public Accommodations	5 5	5 5

II. Municipality as Employer

SCORE

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

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

III. Municipal Service

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

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

SEATTLE, WASHINGTON 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

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

SCORE 22 out of 22

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

8 out of 8

CITY

municipal leaders

restrictive state law

TOTAL SCORE 100 + TOTAL BONUS 11 =

Final Score 100

2

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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SHREVEPORT, LOUISIANA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

I. Non-Discrimination Laws AVAILABLE STATE COUNTY CITY

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

TI Lavvo				
Employment	00	0 0	5 5	5 5
Housing	00	0 0	5 5	5 5
Public Accommodations	00	00	5 5	5 5
SCORE		_	30 ou	it of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

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

SHREVEPORT, LOUISIANA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

municipal leaders

8 out of 8

TOTAL SCORE 61 + TOTAL BONUS 3 =

Final Score 64

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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

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SIGNAL HILL, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

SIGNAL HILL, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement



AVAILABLE

AVAILABLE

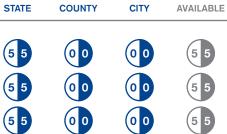
I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

SCORE

)		
nt		
ommodations		



_		
	30 out o	sf 20
	JU out o)I 3U

CITY

AVAILABLE

II. Municipality as Employer

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

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

III. Municipal Service

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

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

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law







TOTAL SCORE 83 + TOTAL BONUS 13 =

Final Score 96

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -

hrc.org/mei



PTS FOR GENDER IDENTITY



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

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SIOUX CITY, IOWA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SIOUX CITY, IOWA 2/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Lavio
Employment
Housing
Public Accommodations

Place to Work

(5
(5
(5

STATE





CITY

CITY





AVAILABLE

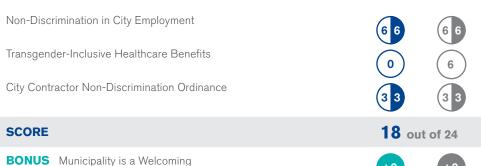
AVAILABLE

SCORE

30 out of 30

II. Municipality as Employer

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



III. Municipal Service

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 75 + TOTAL BONUS 8 =

BONUS Cities are pro-equality despite restrictive state law

4 out of 8

Final Score 83

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -



PTS FOR GENDER IDENTITY



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

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SIOUX FALLS, SOUTH DAKOTA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

00

CITY

I. Non-Discrimination Laws

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

Laws	STATE
Employment	00
Housing	00
Public Accommodations	00

SCO

Place to Work

DRE	0 out	of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

es		STATE	COUNTY	CITY	AVAILABLE
Human R	Rights Commission			5	5
LGBT Lia	aison in the Mayor's Office			0	5
Enumera	ted Anti-Bullying School Policies	00	00	00	3 3
SCORE				5 o	ut of 16
BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
BONUS	City provides services to LGBT youth			+0	+2
BONUS	City provides services to LGBT homeless			+0	+2
BONUS	City provides services to LGBT elderly			+0	+2
BONUS	City provides services to people living with HIV/AIDS			+2	+2

SIOUX FALLS, SOUTH DAKOTA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

SCORE	12 out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 (12)
LGBT Police Liaison or Task Force	0 10
LODED II . L. C. T. L. E.	

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8

TOTAL SCORE 23 + TOTAL BONUS 5 =

Final Score 28

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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

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SITKA, ALASKA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN SITKA, ALASKA 2/2 RIGHTS **2015 MUNICIPAL EQUALITY INDEX SCORECARD** CAMPAIGN

LGBT Police Liaison or Task Force

Reported 2013 Hate Crimes Statistics

Leadership's Public Position on LGBT Equality

BONUS Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 0 + TOTAL BONUS 0 =

Leadership's Pro-Equality Legislative

I. Non-Discrimination Laws

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

Employment Housing Public Accommodations

STATE



COUNTY



CITY

AVAILABLE

SCORE 0 out of 30

II. Municipality as Employer

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

City Contractor Non-Discrimination Ordinance

SCORE BONUS Municipality is a Welcoming

Place to Work

Non-Discrimination in City Employment

CITY



0 out of 24



AVAILABLE

III. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies



STATE







SCORE **BONUS** Enforcement mechanism in Human Rights Commission **BONUS** City provides services to LGBT youth

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

BONUS City provides services to people living with HIV/AIDS

elderly

COLINTY



CITY



0 out of 16











IV. Law Enforcement

Fair enforcement of the law includes

thoughtful and respectful way.

responsible reporting of hate crimes and engaging with the LGBT community in a

This category measures the city leadership's

commitment to fully include the LGBT community and to advocate for full equality.

- PTS FOR GENDER IDENTITY



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

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Transgender-Inclusive Healthcare Benefits



AVAILABLE

BONUS Cities are pro-equality despite restrictive state law

SCORE

or Policy Efforts

to the FBI

SCORE

V. Relationship with the LGBT Community

Final Score 0

CANNOT EXCEED 100

AVAILABLE

10

AVAILABLE

0 out of 22

0 out of 8

CITY

PTS FOR SEXUAL ORIENTATION

hrc.org/mei

hrc.org/mei

2



SMYRNA, DELAWARE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

00

SMYRNA, DELAWARE 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Employment Housing Public Accommodations

COUNTY CITY AVAILABLE

00

CITY

AVAILABLE

AVAILABLE

30 out of 30 **SCORE**

STATE

II. Municipality as Employer

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

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

This section assesses the efforts of the city to ensure LGBT constituents are included in

III. Municipal Services

city services and programs.

Human Rights Commission LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies

Place to Work



STATE



COLINTY

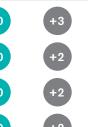


CITY



SCORE	
BONUS	Enforcement mechanism in Human Rights Commission
BONUS	City provides services to LGBT youth
BONUS	City provides services to LGBT homeless

BONUS City provides services to LGBT elderly **BONUS** City provides services to people living with HIV/AIDS



6 out of 16

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

SCORE 0 out of 8

municipal leaders

CITY

TOTAL SCORE 48 + TOTAL BONUS 0 =

Final Score 48

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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

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SOUTH BEND, INDIANA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

SOUTH BEND, INDIANA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



12 out of 22

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

SCORE

II. Municipality as En	CITY AVAILABLE	
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6
	SCORE	14 out of 24
	BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service	es		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city	ights Commission			5	5	
to ensure LGBT constituents are included in city services and programs.	LGBT Lia	LGBT Liaison in the Mayor's Office				5
	Enumera	ted Anti-Bullying School Policies	00	00	3 3	3 3
	SCORE	SCORE			11 °	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2
1						hrc.org/mei

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

SCORE

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

TOTAL SCORE 74 + TOTAL BONUS 6 =	Final Score 80

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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public accommodations.

SOUTH BURLINGTON, VERMONT 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

00

00

CITY

AVAILABLE

AVAILABLE

hrc.org/mei

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

Place to Work

Public Accommodations

SCORE 30 out of 30

II. Municipality as Employer

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

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

III. Municipal Services

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

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

SOUTH BURLINGTON, VERMONT 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

LGBT Police Liaison or Task Force	0
Reported 2013 Hate Crimes Statistics to the FBI	12

V. Relationship with the LGBT Community

SCORE

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

5

AVAILABLE

12 out of 22

CITY

0 3

2 out of 8

+0





2

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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SOUTH PORTLAND, MAINE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

CITY

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 50

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	6 6	6 6
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	00	3 3
SCORE	12 ou	it of 24
BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

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

SOUTH PORTLAND, MAINE 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

TOTAL SCORE 60 + TOTAL BONUS 3 =

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8



CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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SOUTHAVEN, MISSISSIPPI 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY CITY

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

TI Lavis				
Employment	00	00	00	(5 5)
Housing	00	0 0	0 0	5 5
Public Accommodations	00	00	0 0	5 5
SCORE			0 0	ut of 30

II. Municipality as Employer

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

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

III. Municipal Services

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

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

SOUTHAVEN, MISSISSIPPI 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative

of Folicy Efforts		
SCORE		

BONUS Cities are pro-equality despite restrictive state law

0

CITY

BONUS Openly LGBT elected or appointed municipal leaders



0 out of 8

TOTAL SCORE 0 + TOTAL BONUS 0 = Final Score 0

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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SPARKS, NEVADA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SPARKS, NEVADA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Place to Work

STATE
5 5 5 5 5





CITY





AVAILABLE

AVAILABLE

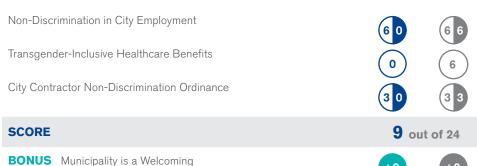
SCORE

30 out of 30

CITY

II. Municipality as Employer

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



III. Municipal Service

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

0 out of 8

municipal leaders

restrictive state law



2

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.

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SPOKANE, WASHINGTON 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SPOKANE, WASHINGTON 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

S	TATE
(5 5 5 5 5





AVAILABLE

AVAILABLE

5 5	5 5
30	out of 30

CITY

CITY

SCORE

II. Municipality as Employer

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

_			
Non-Discr	imination in City Employment	6 0	6 6
Transgeno	er-Inclusive Healthcare Benefits	0	6
City Contr	actor Non-Discrimination Ordinance	10	3 3
SCORE		7 out	t of 24
BONUS	Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

1 out of 8

Final Score 7 **TOTAL SCORE 71 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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

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SPRINGDALE, ARKANSAS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws state county city available

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.

TI Lavis				
Employment	00	00	00	(5 5)
Housing	00	00	00	5 5
Public Accommodations	00	00	00	5 5
SCORE			0 o	ut of 30

II. Municipality as Employer

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

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

III. Municipal Services

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

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

SPRINGDALE, ARKANSAS 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

0 (

CITY

0 out of 8

+0

+0



2

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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SPRINGFIELD, ILLINOIS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

HUMAN RIGHTS CAMPAIGN

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 50 5 5

SCORE

II. Municipality as Employer CITY AVAILABLE By offering equivalent benefits and Non-Discrimination in City Employment protections to LGBT employees, and by awarding contracts to fair-minded businesses, Transgender-Inclusive Healthcare Benefits municipalities commit themselves to treating LGBT employees equally. City Contractor Non-Discrimination Ordinance **9** out of 24 **SCORE BONUS** Municipality is a Welcoming Place to Work

III. Municipal Service						
This section assesses the efforts of the city to ensure LGBT constituents are included in	Human R	ights Commission			(5)	(5)
city services and programs.	LGBT Lia	ison in the Mayor's Office			0	5
	Enumerat	ted Anti-Bullying School Policies	33	00	00	3 3
	SCORE				11 °	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

SPRINGFIELD, ILLINOIS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

3 out of 8

municipal leaders

restrictive state law

TOTAL SCORE 65 + TOTAL BONUS 3 =

CITY

Final Score 68

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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SPRINGFIELD, MASSACHUSETTS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws COUNTY

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

n Laws	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	00	0 0	5 5
Housing	5 5	00	00	5 5
Public Accommodations	5 0	00	00	5 5
SCORE			25 0	ut of 30

II. Municipality as Employer

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

1919 / 01	
Non-Discrimination in City Employment	6 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	6 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

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

SPRINGFIELD, MASSACHUSETTS 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY



TOTAL SCORE 53 + TOTAL BONUS 0 =

Final Score 53

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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AVAILABLE



SPRINGFIELD, MISSOURI 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SPRINGFIELD, MISSOURI 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

SCORE

Employment	
Housing	
Public Accommodations	

U	U
00	0
00	0

STATE



CITY

CITY

AVAILABLE

AVAILABLE

II. Municipality as Employer

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

Non-Discr	imination in City Employment	00	6 6
Transgend	er-Inclusive Healthcare Benefits	0	6
City Contr	actor Non-Discrimination Ordinance	00	3 3
SCORE		0 out	of 24
BONUS	Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

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

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.

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law









Final Score 28 **TOTAL SCORE 23 + TOTAL BONUS 5 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

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ST. LOUIS, MISSOURI 1/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

AVAILABLE

CITY

CITY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

ST. LOUIS, MISSOURI 2/2

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Laws
Employment
Housing
Public Accommodations

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

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

STATE

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits	66 66
City Contractor Non-Discrimination Ordinance	3 3 3 3
SCORE	18 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human R	ights Commission			5	5
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	00	00	30	3 3
	SCORE				13 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+2	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

8 out of 8

municipal leaders

2

TOTAL SCORE 91 + TOTAL BONUS 14 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

hrc.org/mei



- PTS FOR GENDER IDENTITY



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

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hrc.org/mei



ST. PETERSBURG, FLORIDA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

ST. PETERSBURG, FLORIDA 2/2



I. Non-Discrimination Laws

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

Lavvs
Employment
Housing
Public Accommodations

Place to Work

STATE
00
00





CITY

CITY

CITY





AVAILABLE

AVAILABLE

AVAILABLE

SCORE

30 out of 30

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 6 6
SCORE	18 out of 24
BONUS Municipality is a Welcoming	

III. Municipal Services

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

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

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

GBT Police Liaison or Task Force	
Reported 2013 Hate Crimes Statistics o the FBI	

V. Relationship with the LGBT Community

SCORE

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

restrictive state law

CITY

10

12

22 out of 22

8 out of 8

BONUS Cities are pro-equality despite

2

TOTAL SCORE 94 + TOTAL BONUS 16 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY

hrc.org/mei





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

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hrc.org/mei



STAMFORD, CONNECTICUT 1/2

30 out of 30

AVAILABLE

CITY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

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

Place to Work

SCORE

II. Municipality as Employer

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

Non-Discrimination in City Employment	5 5 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	10 out of 24
BONUS Municipality is a Welcoming	+0 +2

III. Municipal Service

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

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBT Liai	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	30	3 3
	SCORE				16 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+2	+2

STAMFORD, CONNECTICUT 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



22 out of 22

AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

LGBT Police Liaison or Task Force 10 Reported 2013 Hate Crimes Statistics 12 to the FBI

V. Relationship with the LGBT Community

SCORE

SCORE

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

Leadership's Pro-Equality Legislative

8 out of 8

municipal leaders

CITY



2

Final Score 91 **TOTAL SCORE 86 + TOTAL BONUS 5 =**

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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STARKVILLE, MISSISSIPPI 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

00

AVAILABLE

AVAILABLE

00

CITY

I. Non-Discrimination Laws STATE COUNTY CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is

Housing

Public Accommodations

Place to Work

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.

prohibited by the city, county, or state in

areas of employment, housing, and

public accommodations.

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

III. Municipal Services

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

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

STARKVILLE, MISSISSIPPI 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



0 out of 22

AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts

SCORE **BONUS** Openly LGBT elected or appointed municipal leaders **BONUS** Cities are pro-equality despite

restrictive state law

4 out of 8

Final Score 4 **TOTAL SCORE 4 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

2



PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY



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

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STATE COLLEGE, PENNSYLVANIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			5	5
	LGBT Liai	son in the Mayor's Office			0	(5)
	Enumerat	ed Anti-Bullying School Policies	30	00	3 3	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+3	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

STATE COLLEGE, PENNSYLVANIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

4

CITY

5 out of 8

+3



2

TOTAL SCORE 70 + TOTAL BONUS 3 =

Final Score **73**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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STERLING HEIGHTS, MICHIGAN 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

00

4 out of 30

AVAILABLE

HUMAN RIGHTS CAMPAIGN

I. Non-Discrimination Laws

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

Laws	STATE
Employment	00
Housing	00
Public Accommodations	00

SCORE

II. Municipality as Em	ployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by	Non-Discrimination in City Employment	00	6 6
awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Transgender-Inclusive Healthcare Benefits	(0)	6
EdD1 employees equally.	City Contractor Non-Discrimination Ordinance	00	3 3
	SCORE	0 0	ut of 24
	BONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

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

STERLING HEIGHTS, MICHIGAN 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

AVAILABLE

6 out of 8

TOTAL SCORE 28 + TOTAL BONUS 0 =

Final Score 28

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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STILLWATER, OKLAHOMA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws COUNTY AVAILABLE CITY

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

II Laws	JIAIL	0001111	0111	AVAILABLE
Employment	0 0	00	00	5 5
Housing	0 0	0 0	00	5 5
Public Accommodations	00	00	00	5 5
SCORE			0 o	ut of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

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

STILLWATER, OKLAHOMA

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

Reported 2013 Hate Crimes Statistics to the FBI	12 12 12 12 12 12 12 12 12 12 12 12 12 1
	(12) (12)
LGBT Police Liaison or Task Force	(0) (10)

2/2

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

0 out of 8

municipal leaders

2

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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STOCKTON, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

STOCKTON, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



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

SCORE

II. Municipality as Em	ployer	CITY	AVAILABLE
By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.	Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance	6 6	6 6
	SCORE	18 or	ut of 24
	BONUS Municipality is a Welcoming	+2	+2

Place to Work

III. Municipal Service	S		STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.	Human R	ights Commission			0	5
	LGBT Lia	ison in the Mayor's Office			5	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+0	+3
	BONUS	City provides services to LGBT youth			+0	+2
	BONUS	City provides services to LGBT homeless			+0	+2
	BONUS	City provides services to LGBT elderly			+0	+2
	BONUS	City provides services to people living with HIV/AIDS			+0	+2

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

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

TOTAL SCORE 81 + TOTAL BONUS 2 =	Final Score 83
	CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY





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

2

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STORRS (MANSFIELD), CONNECTICUT 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws

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

n Law	S	STATE	COUNTY	CITY	AVAILABLE
Employme	ent	5 5	0 0	0 0	5 5
Housing		5 5	0 0	00	5 5
Public Acc	commodations	5 5	00	00	5 5
SCORE				30 o	ut of 30

II. Municipality as Employer

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

1 / -	
Non-Discrimination in City Employment	6 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	6 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Serv

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

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

STORRS (MANSFIELD), CONNECTICUT 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

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

CITY



TOTAL SCORE 54 + TOTAL BONUS 0 =

Final Score 54

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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SUNNYVALE, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SUNNYVALE, CALIFORNIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Lavvs
Employment
Housing
Public Accommodations

5	TATE
odations (E	

00	0 0	(5 5
00	(o o	5 5
~	~	_

CITY

AVAILABLE

AVAILABLE

00	00	5 5
00	00	5 5
	30 ou	t of 30

CITY

SCORE

II. Municipality as Employer

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

Non-Disc	rimination in City Employment	6 6	6 6
Transgen	der-Inclusive Healthcare Benefits	6	6
City Contr	ractor Non-Discrimination Ordinance	10	3 3
SCORE		19 out	of 24
BONUS	Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Service

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

CITY

1 out of 8

municipal leaders

restrictive state law

2

TOTAL SCORE 73 + TOTAL BONUS 0 =

Final Score 73

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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SYRACUSE, NEW YORK 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

SYRACUSE, NEW YORK 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

S1	STATE	
	0	





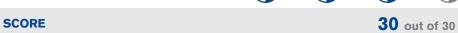
CITY

CITY



AVAILABLE

AVAILABLE



II. Municipality as Employer

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

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

III. Municipal Service

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

(5)	
(5)	
3 3	
16 out of 16	
+3	
+2	
+2	
+2	
+2	

IV. Law Enforcement

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

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

AVAILABLE

V. Relationship with the LGBT Community

SCORE

SCORE

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

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

or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY

AVAILABLE

10 out of 22

8 out of 8



TOTAL SCORE 82 + TOTAL BONUS 10 =

Final Score 92

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION -



- PTS FOR GENDER IDENTITY



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