

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 70 + TOTAL BONUS 5 = Final Score 75

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 59 + TOTAL BONUS 0 = Final Score 59

CANNOT EXCEED 100

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 100 + TOTAL BONUS 5 = Final Score 100

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 86 + TOTAL BONUS 3 = Final Score 89
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>1</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	7 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+2</div></div>	

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 55 + TOTAL BONUS 0 = **Final Score 55**
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	20 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>1</div><div>1</div></div>	<div><div>3</div><div>3</div></div>
SCORE	14 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+2</div></div>	<div><div>+2</div><div>+2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

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

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

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

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>	<div><div></div><div>55</div></div>
SCORE	20 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 73 + TOTAL BONUS 17 = Final Score 90
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

00

 PTS FOR GENDER IDENTITY

00

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 59 + TOTAL BONUS 3

Final Score 62

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 100 + TOTAL BONUS 14 = Final Score 100

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 100 + TOTAL BONUS 16 = Final Score 100

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 100 + TOTAL BONUS 6

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY

+

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 59 + TOTAL BONUS 0 = Final Score 59

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 65 + TOTAL BONUS 0 = Final Score 65

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 69 + TOTAL BONUS 7 = Final Score 76
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>6</div></div>	<div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>1</div><div>1</div></div>	<div><div>3</div><div>3</div></div>
SCORE	20 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+2</div></div>	<div><div>+2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 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.

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 17 + TOTAL BONUS 2 = Final Score 19
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div></div></div>	<div><div></div><div></div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div></div></div>	<div><div></div><div></div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
SCORE	10 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS City provides services to LGBT youth			<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div></div></div>	<div><div></div><div></div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div></div></div>	<div><div></div><div></div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 49 + TOTAL BONUS 2 = Final Score 51
CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	5 5	5 5	5 5	5 5
Housing	5 5	5 5	5 5	5 5
Public Accommodations	5 5	5 5	5 5	5 5
SCORE	30 out of 30			

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	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 Place to Work	+0	+2

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
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 100 + TOTAL BONUS 11 = Final Score 100

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 61 + TOTAL BONUS 3 = Final Score 64

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 83 + TOTAL BONUS 13 = Final Score 96

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY

+

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 75 + TOTAL BONUS 8 = Final Score 83
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

1

1

 PTS FOR GENDER IDENTITY

1

1

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 23 + TOTAL BONUS 5 =
Final Score 28

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION
PTS FOR GENDER IDENTITY

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

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I. Non-Discrimination Laws

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

Employment



Housing



Public Accommodations



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.

Non-Discrimination in City Employment



Transgender-Inclusive Healthcare Benefits



City Contractor Non-Discrimination Ordinance



SCORE

0 out of 24

BONUS Municipality is a Welcoming Place to Work



III. Municipal Services

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

Human Rights Commission



LGBT Liaison in the Mayor's Office



Enumerated Anti-Bullying School Policies



SCORE

0 out of 16

BONUS Enforcement mechanism in Human Rights Commission



BONUS City provides services to LGBT youth



BONUS City provides services to LGBT homeless



BONUS City provides services to LGBT elderly



BONUS City provides services to people living with HIV/AIDS



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

0 out of 22

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality



Leadership's Pro-Equality Legislative or Policy Efforts



SCORE

0 out of 8

BONUS Openly LGBT elected or appointed municipal leaders



BONUS Cities are pro-equality despite restrictive state law



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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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

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

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>0</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>11</div></div>	<div><div></div><div>33</div></div>
SCORE	14 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div></div><div>2</div></div>	<div><div></div><div>3</div></div>
SCORE	7 out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS Cities are pro-equality despite restrictive state law	<div><div></div><div>+0</div></div>	<div><div></div><div>+4</div></div>

TOTAL SCORE 74 + TOTAL BONUS 6 = **Final Score 80**
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 62 + TOTAL BONUS 0 = Final Score **62**
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 60 + TOTAL BONUS 3 =

Final Score 63

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 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.

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>3</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	9 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 45 + TOTAL BONUS 0 = Final Score 45

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>1</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	7 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 71 + TOTAL BONUS 0 = Final Score 71

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 18 + TOTAL BONUS 0 = Final Score 18

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>3</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	9 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>0</div></div>	<div><div>+2</div><div>2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 65 + TOTAL BONUS 3 = Final Score 68
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

1

1

 PTS FOR GENDER IDENTITY

+

0

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 53 + TOTAL BONUS 0 = Final Score 53
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

0

 PTS FOR GENDER IDENTITY

0

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 23 + TOTAL BONUS 5 = Final Score 28

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 91 + TOTAL BONUS 14 = Final Score 100

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div></div><div>66</div></div>	<div><div></div><div>66</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div></div><div>6</div></div>	<div><div></div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>
SCORE	18 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div></div><div>+2</div></div>	<div><div></div><div>+2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 94 + TOTAL BONUS 16 = Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

00

 PTS FOR GENDER IDENTITY

00

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>5</div><div>5</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div><div>0</div></div>	<div><div>6</div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	10 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div>+0</div></div>	<div><div>+2</div><div>+2</div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 86 + TOTAL BONUS 5 = Final Score 91

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 4 + TOTAL BONUS 0 = Final Score 4
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

0

 PTS FOR GENDER IDENTITY

0

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			<div><div></div><div>5</div></div>	<div><div></div><div>5</div></div>
LGBT Liaison in the Mayor's Office			<div><div></div><div>0</div></div>	<div><div></div><div>5</div></div>
Enumerated Anti-Bullying School Policies	<div><div></div><div>30</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>33</div></div>	<div><div></div><div>33</div></div>
SCORE	11 out of 16			
BONUS Enforcement mechanism in Human Rights Commission			<div><div></div><div>+3</div></div>	<div><div></div><div>+3</div></div>
BONUS City provides services to LGBT youth			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT homeless			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to LGBT elderly			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>
BONUS City provides services to people living with HIV/AIDS			<div><div></div><div>+0</div></div>	<div><div></div><div>+2</div></div>

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 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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I. Non-Discrimination Laws

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

	STATE	COUNTY	CITY	AVAILABLE
Employment	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Housing	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
Public Accommodations	<div><div></div><div>00</div></div>	<div><div></div><div>22</div></div>	<div><div></div><div>00</div></div>	<div><div></div><div>55</div></div>
SCORE	4 out of 30			

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 28 + TOTAL BONUS 0 = Final Score 28

CANNOT EXCEED 100

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

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 12 + TOTAL BONUS 0 =

Final Score 12

CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 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.

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

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 54 + TOTAL BONUS 0 = Final Score 54
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

	CITY	AVAILABLE
Non-Discrimination in City Employment	<div><div>6</div><div>6</div></div>	<div><div>6</div><div>6</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>6</div><div></div></div>	<div><div>6</div><div></div></div>
City Contractor Non-Discrimination Ordinance	<div><div>1</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
SCORE	19 out of 24	
BONUS Municipality is a Welcoming Place to Work	<div><div>+0</div><div></div></div>	<div><div>+2</div><div></div></div>

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 73 + TOTAL BONUS 0 = Final Score 73
CANNOT EXCEED 100

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

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I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

TOTAL SCORE 82 + TOTAL BONUS 10 = Final Score 92
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION

5

5

 PTS FOR GENDER IDENTITY

5

5

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

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