

TACOMA, WASHINGTON 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

TACOMA, WASHINGTON 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

V. Relat

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

community and to

I. Non-Discrimination Laws

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

| n Laws | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|-------|--------|-------------|-----------|
| Employment | 5 5 | 00 | 5 5 | 55 |
| Housing | 5 5 | 00 | 5 5 | 5 5 |
| Public Accommodations | 55 | 00 | 55 | 55 |
| SCORE | | | 30 o | ut of 30 |

II. Municipality as E

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.

| <u>Em</u> | ployer | - | CITY | AVAILABLE |
|-----------|--------------|--|--------------|-----------|
| | Non-Discrim | nination in City Employment | 66 | 66 |
| es, g | Transgende | r-Inclusive Healthcare Benefits | 6 | 6 |
| | City Contrac | tor Non-Discrimination Ordinance | 33 | 33 |
| | SCORE | | 24 ou | t of 24 |
| | | Aunicipality is a Welcoming Place to Work | +0 | +2 |

STATE

COUNTY

CITY

III. Municipal Services

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

| IVICCO | | | • | | 0 | ATAILABLE |
|--------------------|-----------|--|----|----|--------------|-----------|
| he city uded in | Human Ri | ights Commission | | | 5 | 5 |
| | LGBT Liai | ison in the Mayor's Office | | | 0 | (5) |
| | Enumerat | ed Anti-Bullying School Policies | 33 | 00 | 33 | 3 3 |
| | SCORE | | | | 11 or | ut of 16 |
| | BONUS | Enforcement mechanism in Human Rights Commission | | | +3 | +3 |
| | BONUS | City provides services to LGBT youth | | | +2 | +2 |
| | BONUS | City provides services to LGBT homeless | | | +2 | +2 |
| | BONUS | City provides services to LGBT elderly | | | +2 | +2 |
| | BONUS | City provides services to people living with HIV/AIDS | | | +2 | +2 |

PTS FOR SEXUAL ORIENTATION

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.

AVAILABLE





| | CITY | AVAILABLE |
|-----------------------|--------------|-----------|
| on or Task Force | 0 | (10) |
| ate Crimes Statistics | 12 | 12 |
| | 12 or | ut of 22 |

TOTAL SCORE 85 + TOTAL BONUS 14 =



CANNOT EXCEED 100



TALLAHASSEE, FLORIDA 1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

TALLAHASSEE, FLORIDA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

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

| Employment | 00 | 5 5 | 00 | 55 |
|-----------------------|----|-----|-------------|----------|
| Housing | 00 | 5 5 | 00 | 5 5 |
| Public Accommodations | 00 | 55 | 00 | 55 |
| SCORE | | | 30 o | ut of 30 |

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V. Relati

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

II. Municipality as En

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.

| mployer | CITY | AVAILABLE |
|--|-------------|-----------|
| Non-Discrimination in City Employment | 66 | 66 |
| Transgender-Inclusive Healthcare Benefits | | 6 |
| City Contractor Non-Discrimination Ordinance | 00 | 33 |
| SCORE | 12 o | ut of 24 |
| BONUS Municipality is a Welcoming Place to Work | +0 | +2 |

III. Municipal Services

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

| rvices | 5 | | STATE | COUNTY | CITY | AVAILABLE | |
|--------------------|-----------|--|-------|--------|--------------|-----------|--|
| he city uded in | Human Ri | ghts Commission | | | (5) | 5 | |
| | LGBT Liai | ison in the Mayor's Office | | | 5 | 5 | |
| | Enumerat | ed Anti-Bullying School Policies | 00 | 33 | 00 | 33 | |
| | SCORE | | | | 16 οι | ut of 16 | |
| | BONUS | Enforcement mechanism in Human Rights Commission | | | +0 | +3 | |
| | BONUS | City provides services to LGBT youth | | | +2 | +2 | |
| | BONUS | City provides services to LGBT homeless | | | +2 | +2 | |
| | BONUS | City provides services to LGBT elderly | | | +0 | +2 | |
| | BONUS | City provides services to people living with HIV/AIDS | | | +2 | +2 | |

PTS FOR SEXUAL ORIENTATION -

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| | СІТҮ | AVAILABLE |
|-----------------------|--------------|-----------|
| on or Task Force | (10) | (10) |
| ate Crimes Statistics | (12) | 12 |
| | 22 or | ut of 22 |

TOTAL SCORE 82 + TOTAL BONUS 6 =



CANNOT EXCEED 100



TAMPA, FLORIDA 1/2

CITY

AVAILABLE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

TAMPA, FLORIDA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

Reported 2013 Hat to the FBI

SCORE

V. Relati

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

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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| 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.

| Lavis | | | •••• | |
|-----------------------|----|----|-------------|----------|
| Employment | 00 | 00 | 5 5 | 55 |
| Housing | 00 | 00 | 5 5 | 5 5 |
| Public Accommodations | 0 | 0 | 55 | 55 |
| SCORE | | | 30 o | ut of 30 |

STATE

II. Municipality as E

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.

| m | ploye | er | CITY | AVAILABLE |
|----|-----------|--|--------------|-----------|
| | Non-Disc | rimination in City Employment | 66 | 66 |
| s, | Transgen | der-Inclusive Healthcare Benefits | 0 | 6 |
| | City Cont | ractor Non-Discrimination Ordinance | 0 | 33 |
| | SCORE | | 12 or | ut of 24 |
| | BONUS | Municipality is a Welcoming Place to Work | +2 | +2 |

STATE

COUNTY

CITY

III. Municipal Services

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

| VICCO | 2 | | UNALE | | 0 | ATAILABLE |
|---------------|-----------|--|-------|----|--------------|-----------|
| city ed in | Human Ri | ights Commission | | | (5) | 5 |
| | LGBT Liai | ison in the Mayor's Office | | | 5 | 5 |
| | Enumerat | ed Anti-Bullying School Policies | 00 | 33 | 00 | 33 |
| | SCORE | | | | 16 or | ut of 16 |
| | BONUS | Enforcement mechanism in Human Rights Commission | | | +3 | +3 |
| | BONUS | City provides services to LGBT youth | | | +0 | +2 |
| | BONUS | City provides services to LGBT homeless | | | +0 | +2 |
| | BONUS | City provides services to LGBT elderly | | | +2 | +2 |
| | BONUS | City provides services to people living with HIV/AIDS | | | +0 | +2 |

AVAILABLE



| | CITY | AVAILABLE |
|-----------------------|-------------|-----------|
| on or Task Force | (10) | (10) |
| ate Crimes Statistics | (12) | 12 |
| | 22 o | ut of 22 |

TOTAL SCORE 88 + TOTAL BONUS 7 =



CANNOT EXCEED 100



TEMPE, ARIZONA 1/2

CITY

AVAILABLE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

TEMPE, ARIZONA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

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

| Employment | 00 | 00 | 55 | 55 |
|-----------------------|----|----|--------------|----------|
| Housing | 00 | 00 | 55 | 5 5 |
| Public Accommodations | | 00 | 55 | 55 |
| SCORE | | | 30 or | it of 30 |

STATE

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

II. Municipality as

| Em | ploye | er | СІТҮ | AVAILABLE |
|--------------|-----------|--|--------------|-----------|
| | Non-Disc | rimination in City Employment | 66 | 66 |
| sses, ing | Transgen | der-Inclusive Healthcare Benefits | | 6 |
| | City Cont | ractor Non-Discrimination Ordinance | 33 | 33 |
| | SCORE | | 18 or | ut of 24 |
| | BONUS | Municipality is a Welcoming Place to Work | +2 | +2 |

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

IV. Law Enforcement

Reported 2013 Hat to the FBI

SCORE

V. Relation

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

III. Municipal Services

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

| ervices | 6 | | STATE | COUNTY | CITY | AVAILABLE |
|----------------------------|-----------|--|-------|--------|--------------|-----------|
| of the city included in | Human Ri | ghts Commission | | | 5 | 5 |
| | LGBT Liai | ison in the Mayor's Office | | | 5 | 5 |
| | Enumerat | ed Anti-Bullying School Policies | 00 | 00 | 30 | 33 |
| | SCORE | | | | 13 or | ut of 16 |
| | BONUS | Enforcement mechanism in Human Rights Commission | | | +3 | +3 |
| | BONUS | City provides services to LGBT youth | | | +2 | +2 |
| | BONUS | City provides services to LGBT homeless | | | +2 | +2 |
| | BONUS | City provides services to LGBT elderly | | | +2 | +2 |
| | BONUS | City provides services to people living with HIV/AIDS | | | +2 | +2 |

PTS FOR SEXUAL ORIENTATION

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| | CITY | AVAILABLE |
|-----------------------|-------------|-----------|
| on or Task Force | (10) | (10) |
| ate Crimes Statistics | 12 | 12 |
| | 22 o | ut of 22 |

TOTAL SCORE 91 + TOTAL BONUS 16 =



CANNOT EXCEED 100



public accommodations.

THOUSAND OAKS, CALIFORNIA 1/2

55

2015 MUNICIPAL EQUALITY INDEX SCORECARD

00

00

00

CITY

00

00

00

30 out of 30

AVAILABLE

55

55

55

AVAILABLE

CITY

I. Non-Discrimination Laws STATE COUNTY This category evaluates whether Employment 55 discrimination on the basis of sexual orientation and gender identity is Housing 55 prohibited by the city, county, or state in areas of employment, housing, and

SCORE

Public Accommodations

II. Municipality as Empl

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.

| ployer | CITY | AVAILABLE |
|--|-------------|-----------|
| Non-Discrimination in City Employment | 60 | 66 |
| Transgender-Inclusive Healthcare Benefits | 6 | 6 |
| City Contractor Non-Discrimination Ordinance | 00 | 33 |
| SCORE | 12 o | ut of 24 |
| BONUS Municipality is a Welcoming Place to Work | +0 | +2 |

STATE

COUNTY

III. Municipal Services

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

| | VICCO | | | | • | |
|----------------------|-----------|--|-----|----|------------|----------|
| the city luded in | Human Ri | ights Commission | | | 0 | 5 |
| | LGBT Liai | ison in the Mayor's Office | | | 0 | 5 |
| | Enumerat | ed Anti-Bullying School Policies | 3 3 | 00 | 00 | 33 |
| | SCORE | | | | 6 o | ut of 16 |
| | BONUS | Enforcement mechanism in Human Rights Commission | | | +0 | +3 |
| | BONUS | City provides services to LGBT youth | | | +0 | +2 |
| | BONUS | City provides services to LGBT homeless | | | +0 | +2 |
| | BONUS | City provides services to LGBT elderly | | | +0 | +2 |
| | BONUS | City provides services to people living with HIV/AIDS | | | +0 | +2 |

THOUSAND OAKS, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaisc responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

V. Relati

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

PTS FOR SEXUAL ORIENTATION -

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hrc.org/mei

hrc.org/mei





| | CITY | AVAILABLE |
|-----------------------|------|-----------|
| on or Task Force | 0 | (10) |
| ate Crimes Statistics | 12 | 12 |
| | 0 от | ut of 22 |

TOTAL SCORE 60 + TOTAL BONUS 0 =



CANNOT EXCEED 100



This category evaluates whether

orientation and gender identity is

areas of employment, housing, and

By offering equivalent benefits and

LGBT employees equally.

protections to LGBT employees, and by awarding contracts to fair-minded businesses,

municipalities commit themselves to treating

public accommodations.

discrimination on the basis of sexual

prohibited by the city, county, or state in

I. Non-Discrimination Laws

II. Municipality as Employer

Employment

Public Accommodations

Non-Discrimination in City Employment

BONUS Municipality is a Welcoming Place to Work

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Housing

SCORE

SCORE

TOLEDO, OHIO 1/2

CITY

55

55

55

CITY

66

0

30 out of 30

AVAILABLE

55

55

55

AVAILABLE

66

(6)

AVAILABLE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

00

00

00

STATE

00

00

00

STATE

COUNTY

TOLEDO, OHIO 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

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

Reported 2013 Hat to the FBI

SCORE

V. Relati

| he LGBT Community | СІТҮ | 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 |
| | | |
| | Leadership's Pro-Equality Legislative or Policy Efforts SCORE BONUS Openly LGBT elected or appointed municipal leaders BONUS Cities are pro-equality despite | Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE BONUS Openly LGBT elected or appointed municipal leaders BONUS Cities are pro-equality despite |

00 33 **12** out of 24

CITY

III. Municipal Services

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

| | 5 | | STATE | COUNTY | CIT | AVAILABLE |
|-------------------------|-----------|--|-------|--------|--------------|-----------|
| f the city cluded in | Human Ri | ights Commission | | | 5 | (5) |
| | LGBT Liai | ison in the Mayor's Office | | | 5 | 5 |
| | Enumerat | ed Anti-Bullying School Policies | 00 | 00 | 00 | 33 |
| | SCORE | | | | 10 or | ut of 16 |
| | BONUS | Enforcement mechanism in Human Rights Commission | | | +3 | +3 |
| | BONUS | City provides services to LGBT youth | | | +0 | +2 |
| | BONUS | City provides services to LGBT homeless | | | +0 | +2 |
| | BONUS | City provides services to LGBT elderly | | | +0 | +2 |
| | BONUS | City provides services to people living with HIV/AIDS | | | +0 | +2 |

| TOTAL SC |
|----------|
| |

PTS FOR SEXUAL ORIENTATION

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| | СІТҮ | AVAILABLE |
|-----------------------|-------------|-----------|
| on or Task Force | (10) | (10) |
| ate Crimes Statistics | 0 | 12 |
| | 10 o | ut of 22 |

ORE 70 + TOTAL BONUS 6 =



CANNOT EXCEED 100



TOPEKA, KANSAS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

COUNTY

CITY

STATE

CITY

AVAILABLE

AVAILABLE

TOPEKA, KANSAS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way.

to the FBI

SCORE

V. Relatio

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

This category measures commitment to fully inc

TOTAL SCORE 24 + TOTAL BONUS 0 =

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 | 00 | 00 | 00 | 55 |
| Housing | 00 | 00 | 00 | 5 5 |
| Public Accommodations | 0 | 00 | 00 | 55 |
| SCORE | | | 0 ou | it of 30 |

STATE

II. Municipality as E

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.

| m | ployer | CITY | AVAILABLE |
|----|--|-------------|-----------|
| | Non-Discrimination in City Employment | 66 | 66 |
| s, | Transgender-Inclusive Healthcare Benefits | 0 | 6 |
| | City Contractor Non-Discrimination Ordinance | 00 | 33 |
| | SCORE | 12 o | ut of 24 |
| | BONUS Municipality is a Welcoming Place to Work | +0 | +2 |

III. Municipal Services

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

| | > | | STATE | COONT | CITI | AVAILADLL |
|-----------------------|----------|--|-------|-------|-------------|-----------|
| the city cluded in | Human R | ights Commission | | | (5) | 5 |
| | LGBT Lia | ison in the Mayor's Office | | | 0 | 5 |
| | Enumerat | ed Anti-Bullying School Policies | 00 | 00 | • | 33 |
| | SCORE | | | | 5 or | ut of 16 |
| | BONUS | Enforcement mechanism in Human Rights Commission | | | +0 | +3 |
| | BONUS | City provides services to LGBT youth | | | +0 | +2 |
| | BONUS | City provides services to LGBT homeless | | | +0 | +2 |
| | BONUS | City provides services to LGBT elderly | | | +0 | +2 |
| | BONUS | City provides services to people living with HIV/AIDS | | | +0 | +2 |

PTS FOR SEXUAL ORIENTATION ----- PTS FOR GENDER IDENTITY

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| | CITY | AVAILABLE |
|-----------------------|------|-----------|
| on or Task Force | 0 | (10) |
| ate Crimes Statistics | 0 | 12 |
| | 0 от | ut of 22 |



CANNOT EXCEED 100



TORRANCE, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

TORRANCE, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

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

| n | Laws | STATE | COUNTY | CITY | AVAILABLE |
|---|-----------------------|-------|--------|--------------|-----------|
| | Employment | 5 5 | 00 | 00 | 55 |
| | Housing | 5 5 | 00 | 00 | 5 5 |
| | Public Accommodations | 55 | | 00 | 55 |
| | SCORE | | | 30 ou | it of 30 |

II. Municipality as

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

| Em | ploye | er | CITY | AVAILABLE |
|--------------|-----------|--|--------------|-----------|
| | Non-Disc | rimination in City Employment | 60 | 66 |
| sses, ing | Transgen | der-Inclusive Healthcare Benefits | 6 | 6 |
| | City Cont | ractor Non-Discrimination Ordinance | | 33 |
| | SCORE | | 12 or | ut of 24 |
| | BONUS | Municipality is a Welcoming Place to Work | +0 | +2 |

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and

thoughtful and respectful way.

engaging with the LGBT community in a Reported 2013 Ha to the FBI

SCORE

V. Relati

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

III. Municipal Services

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

| ervices | | | COUNTY | CITY | AVAILABLE |
|-----------|--|---|---|--|---|
| Human Ri | ghts Commission | | | 5 | 5 |
| LGBT Liai | son in the Mayor's Office | | | \bigcirc | 5 |
| Enumerate | ed Anti-Bullying School Policies | 33 | 00 | 0 | 33 |
| SCORE | | | | 11 οι | ut of 16 |
| BONUS | Enforcement mechanism in Human Rights Commission | | | +0 | +3 |
| BONUS | City provides services to LGBT youth | | | +0 | +2 |
| BONUS | City provides services to LGBT homeless | | | +0 | +2 |
| BONUS | City provides services to LGBT elderly | | | +0 | +2 |
| BONUS | City provides services to people living with HIV/AIDS | | | +0 | +2 |
| | Human Ri LGBT Liai Enumerat SCORE BONUS BONUS BONUS BONUS | Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT homeless BONUS City provides services to LGBT celderly BONUS City provides services to LGBT BONUS City provides services to LGBT | Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT elderly BONUS City provides services to people | Human Rights Commission LGBT Liaison in the Mayor's Office Enumerated Anti-Bullying School Policies 33 SCORE BONUS Enforcement mechanism in Human Rights Commission BONUS City provides services to LGBT youth BONUS City provides services to LGBT homeless BONUS City provides services to LGBT BONUS City provides services to LGBT | Human Rights Commission 5 LGBT Liaison in the Mayor's Office 0 Enumerated Anti-Bullying School Policies 3 0 0 SCORE 3 0 0 0 BONUS Enforcement mechanism in Human Rights Commission +0 +0 BONUS City provides services to LGBT youth +0 +0 BONUS City provides services to LGBT homeless +0 +0 BONUS City provides services to LGBT elderly +0 +0 BONUS City provides services to LGBT elderly +0 +0 |

PTS FOR SEXUAL ORIENTATION

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| | CITY | AVAILABLE |
|-----------------------|--------------|-----------|
| on or Task Force | 0 | (10) |
| ate Crimes Statistics | (12) | 12 |
| | 12 or | ut of 22 |

TOTAL SCORE 65 + TOTAL BONUS 0



CANNOT EXCEED 100



TOWSON,* MARYLAND 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

AVAILABLE

I. Non-Discrimination Laws

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

| Employment | 5 5 5 5 | 55 |
|-----------------------|---------|--------------------|
| Housing | 5 5 5 5 | 5 5 |
| Public Accommodations | 5 5 5 5 | 5 5 |
| SCORE | 3 | 0 out of 30 |

STATE

II. Municipality as Er

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.

| m | ployer | COUNTY | AVAILABLE |
|---|---|--------|-----------|
| | Non-Discrimination in City Employment | 66 | 66 |
| , | Transgender-Inclusive Healthcare Benefits | | 6 |
| | City Contractor Non-Discrimination Ordinance | 30 | 33 |
| | SCORE | 1 | out of 24 |
| | BONUS Municipality is a Welcoming Place to Work | +0 | +2 |

TOWSON,* MARYLAND 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

V. R

| V. Relationship with | the LGBT Community | COUNTY | AVAILABLE |
|--|--|--------|------------|
| This category measures the city leadership's commitment to fully include the LGBT | Leadership's Public Position on LGBT Equality | 0 | 5 |
| community and to advocate for full equality. | Leadership's Pro-Equality Legislative or Policy Efforts | | |
| | SCORE | | 1 out of 8 |
| | BONUS Openly LGBT elected or appointed municipal leaders | +0 | +3 |
| | BONUS Cities are pro-equality despite restrictive state law | +0 | +4 |
| | | | |

III. Municipal Services

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

| vices | | | STATE | COUNTY | AVAILABLE |
|---------------|------------------------------------|--|-------|--------|---------------------|
| city ed in | Human Ri | ghts Commission | | 5 | (5) |
| | LGBT Liaison in the Mayor's Office | | | 5 | 5 |
| | Enumerat | ed Anti-Bullying School Policies | 33 | 33 | 33 |
| | SCORE | | | | 16 out of 16 |
| | BONUS | Enforcement mechanism in Human Rights Commission | | +3 | +3 |
| | BONUS | City provides services to LGBT youth | | +0 | +2 |
| | BONUS | City provides services to LGBT homeless | | +0 | +2 |
| | BONUS | City provides services to LGBT elderly | | +0 | +2 |
| | BONUS | City provides services to people living with HIV/AIDS | | +2 | +2 |

PTS FOR SEXUAL ORIENTATION ---- PTS FOR GENDER IDENTITY

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| | COUNTY | AVAILABLE |
|-----------------------|--------|-------------|
| on or Task Force | (10) | (10) |
| ate Crimes Statistics | (12) | |
| | 22 | 2 out of 22 |

TOTAL SCORE 84 + TOTAL BONUS 5 =



CANNOT EXCEED 100



TRENTON, NEW JERSEY 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

TRENTON, NEW JERSEY 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Ha thoughtful and respectful way. to the FBI

SCORE

V. Relati

| V. Relationship with the LGBT Community | | | | |
|---|--|---|--|--|
| Leadership's Public Position on LGBT Equality | 0 | 5 | | |
| Leadership's Pro-Equality Legislative or Policy Efforts | 0 | 3 | | |
| SCORE | 0 | out of 8 | | |
| BONUS Openly LGBT elected or appointed municipal leaders | +0 | +3 | | |
| BONUS Cities are pro-equality despite restrictive state law | +0 | +4 | | |
| | | | | |
| | Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts SCORE BONUS Openly LGBT elected or appointed municipal leaders BONUS Cities are pro-equality despite | Leadership's Public Position on LGBT Equality Leadership's Pro-Equality Legislative or Policy Efforts Image: Comparison of the second seco | | |

| 5 | | I | 5 | Lead or Po |
|---|--|---|---|---------------|
| | | | | sco |
| | | | | BON |
| | | | | BON |
| | | | | |

AVAILABLE

CITY

PTS FOR SEXUAL ORIENTATION

hrc.org/mei

- PTS FOR GENDER IDENTITY

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

| | - | | | |
|-----------------------|-----|----|--------------|----------|
| Employment | 5 5 | 00 | 00 | 55 |
| Housing | 5 5 | 00 | 00 | 5 5 |
| Public Accommodations | 55 | 00 | • | 55 |
| SCORE | | | 30 οι | it of 30 |

STATE

II. Municipality as E

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.

| Em | ployer | | СІТҮ | AVAILABLE |
|----------|----------------------------|-----------------------------|--------------|-----------|
| | Non-Discrimination | in City Employment | 60 | 66 |
| es, g | Transgender-Inclusi | ve Healthcare Benefits | 0 | 6 |
| | City Contractor Non | -Discrimination Ordinance | 33 | 33 |
| | SCORE | | 12 ou | t of 24 |
| | BONUS Municipa Place to | lity is a Welcoming Work | +0 | +2 |

STATE

COUNTY

III. Municipal Services

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

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

1





| | CITY | AVAILABLE |
|-----------------------|--------------|-----------|
| on or Task Force | 0 | (10) |
| ate Crimes Statistics | 12 | 12 |
| | 12 or | ut of 22 |

TOTAL SCORE 65 + TOTAL BONUS 5 =



CANNOT EXCEED 100



TUCSON, ARIZONA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

TUCSON, ARIZONA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

| Fair enforcement of the law includes | LGBT Police Liaison |
|---|----------------------------------|
| responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way. | Reported 2013 Hate to the FBI |

SCORE

V. Relat

| BLE |
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| community and to advocate for full equality. | Le |
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| | В |
| | В |

PTS FOR SEXUAL ORIENTATION -

hrc.org/mei

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

| n Laws | STATE | COUNTY | CITY | AVAILABLE |
|-----------------------|-------|--------|-------------|-----------|
| Employment | 00 | 00 | 5 5 | 55 |
| Housing | 00 | 00 | 55 | 55 |
| Public Accommodations | 0 | 00 | 55 | 55 |
| SCORE | | | 30 o | ut of 30 |

II. Municipality as E

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.

| <u>Em</u> | ployer | CITY | AVAILABLE | |
|-----------|--|--------------|-----------|--|
| | Non-Discrimination in City Employment | 66 | 66 | |
| es, g | Transgender-Inclusive Healthcare Benefits | 0 | 6 | |
| | City Contractor Non-Discrimination Ordinance | 33 | 33 | |
| | SCORE | 18 or | ut of 24 | |
| | BONUS Municipality is a Welcoming Place to Work | +0 | +2 | |

STATE

COUNTY

III. Municipal Services

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

| , , | | | | | |
|-----------|--|----|----|--------------|---------|
| Human Ri | ights Commission | | | 5 | 5 |
| LGBT Liai | ison in the Mayor's Office | | | 5 | 5 |
| Enumerat | ed Anti-Bullying School Policies | 00 | 00 | 33 | 3 3 |
| SCORE | | | | 16 ou | t of 16 |
| BONUS | Enforcement mechanism in Human Rights Commission | | | +3 | +3 |
| BONUS | City provides services to LGBT youth | | | +2 | +2 |
| BONUS | City provides services to LGBT homeless | | | +2 | +2 |
| BONUS | City provides services to LGBT elderly | | | +2 | +2 |
| BONUS | City provides services to people living with HIV/AIDS | | | +2 | +2 |

AVAILABLE

CITY

1



| | CITY | AVAILABLE |
|-----------------------|-------------|-----------|
| on or Task Force | (10) | (10) |
| ate Crimes Statistics | 12 | 12 |
| | 22 o | ut of 22 |

TOTAL SCORE 94 + TOTAL BONUS 14 =



CANNOT EXCEED 100



TULSA, OKLAHOMA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

AVAILABLE

TULSA, OKLAHOMA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

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

| Employment | 00 | 00 | 00 | 55 |
|-----------------------|----|----|-------------|----------|
| Housing | 00 | 00 | 5 5 | 5 5 |
| Public Accommodations | | 00 | 0 | 55 |
| SCORE | | | 10 o | ut of 30 |

STATE

II. Municipality as E

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

| Em | ploye | СІТҮ | AVAILABLE | |
|------|------------|--|-------------|----------|
| | Non-Disc | rimination in City Employment | 60 | 66 |
| ies, | Transgeno | der-Inclusive Healthcare Benefits | | 6 |
| | City Contr | ractor Non-Discrimination Ordinance | 00 | 33 |
| | SCORE | | 6 οι | ıt of 24 |
| | BONUS | Municipality is a Welcoming Place to Work | +0 | +2 |

STATE

COUNTY

CITY

III. Municipal Services

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

| | | | | COUNTY | CIT | AVAILADLE |
|----------------------|-----------|--|----|--------|-----|-----------|
| the city luded in | Human Ri | ights Commission | | | 5 | 5 |
| | LGBT Liai | ison in the Mayor's Office | | | 0 | 5 |
| | Enumerat | ed Anti-Bullying School Policies | 00 | 00 | 30 | 3 3 |
| | SCORE | | | | 8 0 | ut of 16 |
| | BONUS | Enforcement mechanism in Human Rights Commission | | | +3 | +3 |
| | BONUS | City provides services to LGBT youth | | | +0 | +2 |
| | BONUS | City provides services to LGBT homeless | | | +0 | +2 |
| | BONUS | City provides services to LGBT elderly | | | +0 | +2 |
| | BONUS | City provides services to people living with HIV/AIDS | | | +0 | +2 |

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V. Relatio

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

PTS FOR SEXUAL ORIENTATION

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| | CITY | AVAILABLE |
|-----------------------|------|-----------|
| on or Task Force | 0 | (10) |
| ate Crimes Statistics | • | 12 |
| | 0 от | ut of 22 |

TOTAL SCORE 32 + TOTAL BONUS 3 =



CANNOT EXCEED 100



TUSCALOOSA, ALABAMA1/2

STATE

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

CITY

AVAILABLE

TUSCALOOSA, ALABAMA

2015 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

This category evaluates whether

| | - | | - | |
|-----------------------|----|----|-------------|----------|
| Employment | 00 | 00 | 00 | 55 |
| Housing | 00 | 00 | 00 | 5 5 |
| Public Accommodations | | 00 | 00 | 55 |
| SCORE | | | 0 ou | it of 30 |

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

II. Municipality as E

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.

| m | ploye | er | CITY | AVAILABLE |
|----------|------------|--|-------------|-----------|
| | Non-Disci | rimination in City Employment | 00 | 66 |
| es,] | Transgend | der-Inclusive Healthcare Benefits | 0 | 6 |
| | City Contr | actor Non-Discrimination Ordinance | 00 | 33 |
| | SCORE | | 0 ou | t of 24 |
| | BONUS | Municipality is a Welcoming Place to Work | +0 | +2 |

| III. Municipal Service | S | STATE | COUNTY | CITY | AVAILABLE |
|---|--|-------|--------|------------|-----------|
| This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs. | Human Rights Commission | | | 0 | 5 |
| | LGBT Liaison in the Mayor's Office | | | \bigcirc | 5 |
| | Enumerated Anti-Bullying School Policies | 00 | 00 | 33 | 33 |
| | SCORE | | | 6 o | ut of 16 |
| | BONUS Enforcement mechanism in Huma Rights Commission | n | | +0 | +3 |
| | BONUS City provides services to LGBT you | uth | | +0 | +2 |
| | BONUS City provides services to LGBT homeless | | | +0 | +2 |
| | BONUS City provides services to LGBT elderly | | | +0 | +2 |
| | BONUS City provides services to people living with HIV/AIDS | | | +0 | +2 |

IV. Law Enforcement

Fair enforcement of the law includes LGBT Police Liaiso responsible reporting of hate crimes and engaging with the LGBT community in a Reported 2013 Hat thoughtful and respectful way. to the FBI

SCORE

V. Relation

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

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hrc.org/mei

| 2 | /2 |
|---|----|
| | |



| | СІТҮ | AVAILABLE |
|-----------------------|--------------|-----------|
| on or Task Force | 0 | (10) |
| ate Crimes Statistics | (12) | 12 |
| | 12 or | ut of 22 |

TOTAL SCORE 18 + TOTAL BONUS 0 =



CANNOT EXCEED 100