

WACO, TEXAS 1/2

COUNTY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

AVAILABLE



I. Non-Discrimination Laws

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

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

III. Municipal Service

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

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

WACO, TEXAS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY











TOTAL SCORE 23 + TOTAL BONUS 2 =

Final Score 25

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.

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WARREN, MICHIGAN 1/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

WARREN, MICHIGAN 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

IV. Law Enforcement

Fair enforcement of the law includes

thoughtful and respectful way.

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

HUMAN RIGHTS CAMPAIGN

12

CITY

AVAILABLE

10

AVAILABLE

I. Non-Discrimination Laws

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

Employment Housing Public Accommodations

STATE

00

AVAILABLE

SCORE

SCORE

4 out of 30

CITY

II. Municipality as Employer

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

Non-Discrimination in City Employment Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

CITY

AVAILABLE

0 out of 24

BONUS Municipality is a Welcoming Place to Work



AVAILABLE

III. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies







SCORE

BONUS Enforcement mechanism in Human Rights Commission

BONUS City provides services to LGBT youth **BONUS** City provides services to LGBT

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

BONUS City provides services to people living with HIV/AIDS

COLINTY

STATE



CITY





0 out of 16











This category measures the city leadership's

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

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

restrictive state law

LGBT Police Liaison or Task Force

Reported 2013 Hate Crimes Statistics to the FBI

SCORE 12 out of 22

V. Relationship with the LGBT Community

Leadership's Public Position on LGBT Equality

SCORE 0 out of 8

BONUS Cities are pro-equality despite

Final Score 16

CANNOT EXCEED 100

2

TOTAL SCORE 16 + TOTAL BONUS 0 =

PTS FOR SEXUAL ORIENTATION - PTS FOR GENDER IDENTITY



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

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WARWICK, RHODE ISLAND 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

hrc.org/mei

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 00 **30** out of 30 **SCORE**

II. Municipality as Employer

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

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

III. Municipal Service

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

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

WARWICK, RHODE ISLAND 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY



AVAILABLE

6 out of 8



2

Final Score 63 **TOTAL SCORE 60 + TOTAL BONUS 3 =**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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WATERBURY, CONNECTICUT 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY CITY AVAILABLE This category evaluates whether Employment

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.

11 = 0.00				
Employment	5 5	0 0	0 0	5 5
Housing	5 5	00	00	5 5
Public Accommodations	5 5	00	00	5 5
SCORE		_	30 ou	ıt 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.

N	on-Discrimination in City Employment	6 0	6 6
Tr	ansgender-Inclusive Healthcare Benefits	6	6
Ci	ty Contractor Non-Discrimination Ordinance	00	3 3
S	CORE	12 out	of 24
В	ONUS Municipality is a Welcoming Place to Work	+0	+2

III. Municipal Services

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

es	3		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			(5)	(5)
	LGBT Liai	son in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	00	3 3
	SCORE				11 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

WATERBURY, CONNECTICUT 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

0

CITY

0 out of 8

+0

TOTAL SCORE 65 + TOTAL BONUS 5 = Final Score **70**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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WATERLOO, IOWA 1/2

COUNTY

00

2015 MUNICIPAL EQUALITY INDEX SCORECARD

CITY

CITY

HUMAN RIGHTS CAMPAIGN

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

SCORE	
Public Accommodation	ons
Housing	

Place to Work

Employment	
Housing	
Public Accommodations	

5	00



5	5	

AVAILABLE

AVAILABLE

CORE	30 out of 30
------	---------------------

STATE

II. Municipality as Employer

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

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

III. Municipal Service

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

es	5		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			5	5
	LGBT Liai	ison in the Mayor's Office				5
	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			+0	+2

WATERLOO, IOWA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBT Police Liaison or Task Force	0 (1	0)
Reported 2013 Hate Crimes Statistics to the FBI	12	2
SCORE	12 out of 2	22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

municipal leaders

TOTAL SCORE 65+ TOTAL BONUS 3 =

Final Score 68

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION -

hrc.org/mei



- PTS FOR GENDER IDENTITY



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WATERTOWN, SOUTH DAKOTA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

WATERTOWN, SOUTH DAKOTA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

CITY

CITY

I. Non-Discrimination Laws

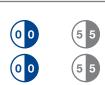
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

Lavvo
Employment
Housing
Public Accommodations

Place to Work

00	
00	(
00	(

STATE



CITY

5 5	
5 5	

AVAILABLE

AVAILABLE

SCORE

0 out of 30

CITY

II. Municipality as Employer

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

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

III. Municipal Service

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

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

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.

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

V. Relationship with the LGBT Community

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

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

or Policy Efforts SCORE

BONUS Openly LGBT elected or appointed municipal leaders

0 out of 8

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 18 + TOTAL BONUS 0 =

Final Score 18

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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WEST FARGO, NORTH DAKOTA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

WEST FARGO, NORTH DAKOTA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

CITY

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

Place to Work

STAT
00
0 0
0 0



CITY



AVAILABLE

AVAILABLE



0 out of 30

CITY

II. Municipality as Employer

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

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

III. Municipal Service

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

CITY



0 out of 8



Final Score 12 **TOTAL SCORE 12 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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WEST HOLLYWOOD, CALIFORNIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

CITY

I. Non-Discrimination Laws STATE COUNTY This category evaluates whether

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

11 Lavis				
Employment	5 5	0 0	0 0	5 5
Housing	5 5	0 0	5 5	5 5
Public Accommodations	5 5	00	5 5	5 5
SCORE			30 ou	ıt of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

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

WEST HOLLYWOOD, CALIFORNIA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

LGBT Police Liaison or Task Force	$\overline{}$	
	5	(10)
Reported 2013 Hate Crimes Statistics to the FBI	12	12
SCORE	17 ou	t of 22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

CITY

8 out of 8

municipal leaders

restrictive state law



TOTAL SCORE 95 + TOTAL BONUS 11 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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WEST JORDAN, UTAH 1/2

COUNTY

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE



I. Non-Discrimination Laws

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

Employment Housing Public Accommodations

00

STATE

00

CITY

AVAILABLE

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.

Non-Discrimination in City Employment

SCORE

Place to Work

Transgender-Inclusive Healthcare Benefits City Contractor Non-Discrimination Ordinance

BONUS Municipality is a Welcoming



CITY







AVAILABLE

III. Municipal Services

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

Human Rights Commission

SCORE

LGBT Liaison in the Mayor's Office

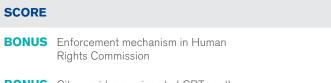
Enumerated Anti-Bullying School Policies

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

STATE COLINTY



CITY







3 out of 16













WEST JORDAN, UTAH 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 35 + TOTAL BONUS 2 =



CITY

12



12 out of 22











CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION

hrc.org/mei



- PTS FOR GENDER IDENTITY



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

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WEST LAFAYETTE, INDIANA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

WEST LAFAYETTE, INDIANA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Laws	STATE
Employment	0 0
Housing	00
Public Accommodations	00

Employment	00
Housing	00
Public Accommodations	00

Tublic Accommodations	00
SCORE	



10			
IU	out c)†	30

CITY

CITY

AVAILABLE

AVAILABLE

II. Municipality as Employer

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

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

III. Municipal Service

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

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

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

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

or Policy Efforts SCORE

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

restrictive state law

0 out of 8

BONUS Openly LGBT elected or appointed



Final Score 36 **TOTAL SCORE 33 + TOTAL BONUS 3 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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public accommodations.

WEST VALLEY CITY, UTAH 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

WEST VALLEY CITY, UTAH 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

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

SCORE

Public Accommodations

STATE	COUNTY
5 5	5 5
5 5	5 5
(0 0	$(\cap \cap$



CITY

3 5
5 5
5.5

AVAILABLE



20 out of 30 **SCORE**

IV. Law Enforcement

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

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

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

BONUS Municipality is a Welcoming Place to Work

City Contractor Non-Discrimination Ordinance



CITY



AVAILABLE















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

6 out of 8

CITY

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 41 + TOTAL BONUS 0 =

Final Score 4

CANNOT EXCEED 100

2

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



CITY





AVAILABLE

Enumerated Anti-Bullying School Policies

LGBT Liaison in the Mayor's Office



COUNTY

STATE





SCORE	
BONUS	Enforcement mechanism in Human Rights Commission



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





+3	
+2	
+2	





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- PTS FOR GENDER IDENTITY



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

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WHEELING, WEST VIRGINIA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

COUNTY

WHEELING, WEST VIRGINIA 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

I. Non-Discrimination Laws

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

Laws
Employment
Housing
Public Accommodations

STA	λTE
0	0
0	0
0	0





AVAILABLE



AVAILABLE



0 out of 30

CITY

CITY

II. Municipality as Employer

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

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

III. Municipal Service

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

es			STATE	COUNTY	CITY	AVAILABLE
Н	luman Ri	ghts Commission			5	5
L	GBT Liai	son in the Mayor's Office			0	5
Е	numerate	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
S	CORE				11 o	ut of 16
В	ONUS	Enforcement mechanism in Human Rights Commission			+3	+3
В	ONUS	City provides services to LGBT youth			+0	+2
В	ONUS	City provides services to LGBT homeless			+0	+2
В	ONUS	City provides services to LGBT elderly			+0	+2
В	ONUS	City provides services to people living with HIV/AIDS			+0	+2

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 11 + TOTAL BONUS 3 =



AVAILABLE



0 out of 8



Final Score 14

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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WICHITA, KANSAS 1/2 **2015 MUNICIPAL EQUALITY INDEX SCORECARD**

COUNTY

WICHITA, KANSAS 2/2 2015 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws

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

Employment Housing Public Accommodations

CITY

AVAILABLE

00 00

SCORE 0 out of 30

STATE

IV. Law Enforcement

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

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

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

BONUS Municipality is a Welcoming Place to Work



CITY





AVAILABLE



AVAILABLE

III. Municipal Services

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

Human Rights Commission

LGBT Liaison in the Mayor's Office

Enumerated Anti-Bullying School Policies



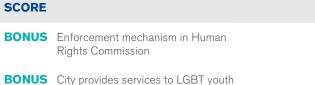
STATE











BONUS City provides services to LGBT homeless

BONUS City provides services to LGBT elderly

BONUS City provides services to people living with HIV/AIDS





CITY

















V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

CITY

municipal leaders

2

0 out of 8

TOTAL SCORE 21 + TOTAL BONUS 0 =

Final Score 21

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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WILMINGTON, DELAWARE 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

30 out of 30

AVAILABLE

hrc.org/mei

CITY

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

SCORE

in ividinopant, as Employer		. N	lunici	pality	v as	Emp	olo	ver
-----------------------------	--	-----	--------	--------	------	-----	-----	-----

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.

19.07.0.	
Non-Discrimination in City Employment	6 0 6 6
Transgender-Inclusive Healthcare Benefits	0 6
City Contractor Non-Discrimination Ordinance	00 33
SCORE	6 out of 24
BONUS Municipality is a Welcoming Place to Work	+0 +2

III. Municipal Service

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

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

WILMINGTON, DELAWARE 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

0 out of 8

CITY

municipal leaders

Final Score 59 **TOTAL SCORE 59 + TOTAL BONUS 0 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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WILTON MANORS, FLORIDA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws STATE COUNTY AVAILABLE CITY This category evaluates whether Employment discrimination on the basis of sexual orientation and gender identity is Housing prohibited by the city, county, or state in areas of employment, housing, and public accommodations. Public Accommodations 00 **30** out of 30 **SCORE**

Place to Work

II. Municipality as Employer

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

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

III. Municipal Service

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

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ghts Commission			(5)	(5)
	LGBT Liai	son in the Mayor's Office			5	(5)
	Enumerat	ed Anti-Bullying School Policies	00	3 3	00	3 3
	SCORE				16 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

WILTON MANORS, FLORIDA 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

AVAILABLE

IV. Law Enforcement

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

SCORE	17 out of 22
Reported 2013 Hate Crimes Statistics to the FBI	12 12
LGBT Police Liaison or Task Force	5 10

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite restrictive state law

municipal leaders

2

8 out of 8

TOTAL SCORE 89 + TOTAL BONUS 16 =

Final Score 100

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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WINSTON-SALEM, NORTH CAROLINA 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

I. Non-Discrimination Laws

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

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

II. Municipality as Employer

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

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

III. Municipal Services

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

es	6		STATE	COUNTY	CITY	AVAILABLE
	Human Ri	ights Commission			(5)	(5)
	LGBT Liai	ison in the Mayor's Office			0	5
	Enumerat	ed Anti-Bullying School Policies	3 3	00	3 3	3 3
	SCORE				11 o	ut of 16
	BONUS	Enforcement mechanism in Human Rights Commission			+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

WINSTON-SALEM, NORTH CAROLINA 2/2

SCORE

SCORE

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

IV. Law Enforcement

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

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

V. Relationship with the LGBT Community

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

Leadership's Public Position on LGBT Equality

Leadership's Pro-Equality Legislative or Policy Efforts

BONUS Openly LGBT elected or appointed municipal leaders

BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 33 + TOTAL BONUS 0 =

3

CITY



AVAILABLE



12 out of 22









Final Score **33**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



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

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WORCESTER, MASSACHUSETTS 1/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD

AVAILABLE

AVAILABLE

I. Non-Discrimination Laws This category evaluates whether

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

n Laws	STATE	COUNTY	CITY	AVAILAB
Employment	5 5	0 0	5 5	5 5
Housing	5 5	0 0	5 5	5 5
Public Accommodations	50	00	5 5	5 5
SCORE			30 o	ut of 30

II. Municipality as Employer

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

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

III. Municipal Service

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

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

WORCESTER, MASSACHUSETTS 2/2

2015 MUNICIPAL EQUALITY INDEX SCORECARD



AVAILABLE

10

AVAILABLE

IV. Law Enforcement

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

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

SCORE 22 out of 22

V. Relationship with the LGBT Community

SCORE

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

Leadership's Public Position on LGBT Equality

or Policy Efforts

BONUS Openly LGBT elected or appointed

BONUS Cities are pro-equality despite

Leadership's Pro-Equality Legislative

municipal leaders

restrictive state law

5 out of 8

CITY

Final Score 100 **TOTAL SCORE 97 + TOTAL BONUS 13 =**

CANNOT EXCEED 100

2

PTS FOR SEXUAL ORIENTATION



- PTS FOR GENDER IDENTITY



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

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