









2012 Municipal Equality Index

A Nationwide Evaluation of Municipal Law and Policy









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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Montgomery, Alabama has received a rating of 0 points, including 0 points for pro-equality leadership by the mayor or city council and 0 points for effort to further pro-equality legislation or policy. Our research indicated that there is not much political will to enact pro-equality policies or legislation at this time.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	0
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	0
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 10 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Juneau has received a rating of 14 points, including 2 points based on pro-equality leadership by the mayor, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that the Mayor has come out in support of marriage equality and that the city council has shown support for LGBT equality in the recent past.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 4 out of 8 Points







leadership by the mayor, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that the Mayor has come out in support of marriage equality and that the city council has shown support for LGBT equality in the recent past.	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3	0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2	0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2	0

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Total Parts I-VI	14
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	14
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 15 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Mesa has received a rating of 28 points, including 0 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that Mesa has not expended considerable effort to extend equality in city policy to LGBT residents and employees.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			1

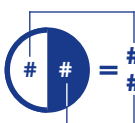
Total Part VI: 1 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	26
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	28
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 11 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 12 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Phoenix has received a rating of 70 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that the Mayor is an ally and that Phoenix is taking substantial steps to afford LGBT citizens equality in city policy.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	61
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	70
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 18 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 12 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Tucson has received a rating of 83 points, including 4 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that the mayor is an LGBT ally and that previous administrations have valued equality in city policy.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 6 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	76
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	83
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Little Rock has received a rating of 17 points, including 1 point based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there have not been substantive efforts to extend equality to LGBT employees and residents of Little Rock, but that the Mayor has shown some concern for the difficulties LGBT people face.	City Leadership's Public Position Regarding LGBT Equality	5			1
	Local Pro-Equality Legislative or Policy Efforts	3			0

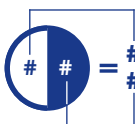
Total Part VI: 1 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	14
Total Bonus	+ 3







FINAL SCORE (cannot exceed 100 points)	17
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 17 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Berkeley has received a rating of 95 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that LGBT issues are of great importance to city leadership.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	86
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	95
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 11 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Brisbane has received a rating of 57 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that issues of importance to the LGBT community have not been on the agenda of city leadership.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	57
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	57
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			4
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 14 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Cathedral City has received a rating of 81 points, including 5 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is interested in LGBT equality but has not taken much legislative action as a result of that interest.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 6 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	76
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	81
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Concord has received a rating of 64 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership seems to have minimal interest in addressing matters of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	59
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	64
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 4 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Fresno has received a rating of 52 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leaders have not been pursuing equality in city laws or policies.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

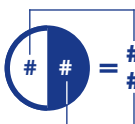
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	50
Total Bonus	+ 2



FINAL SCORE (cannot exceed 100 points)	52
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= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependant Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

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Guerneville (Sonoma County), California

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7		7	
	Mayoral LGBT Liaison or Office of LGBT Affairs	5		0	
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	
Total Part IV: 10 out of 18 Points					

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2		0	
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8		0	
	Reported 2010 Hates Crimes Statistics to the FBI	10		10	
Total Part V: 10 out of 18 Points					

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Guerneville (unincorporated, rated Sonoma County) has received a rating of 68 points, including 2 points based on pro-equality leadership by the county government, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that county government is interested in matters of importance to the LGBT community and engages in pro-equality practices.	City Leadership's Public Position Regarding LGBT Equality	5		2	
	Local Pro-Equality Legislative or Policy Efforts	3		2	
Total Part VI: 4 out of 8 Points					
	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3		3	
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		2	
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0	







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Total Parts I-VI	63
Total Bonus	+ 5


FINAL SCORE (cannot exceed 100 points)	68
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

BONUS POINTS:					
Municipality had relationship recognition that was preempted by restrictive state law					

		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 26 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Long Beach has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that LGBT issues are of great importance to city leadership.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	95
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	100
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Los Angeles has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that LGBT issues are of great importance to city leadership.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	94
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	100
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0
Total Part IV: 13 out of 18 Points					

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10
Total Part V: 10 out of 18 Points					



		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Oakland has received a rating of 80 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership hasn't recently been active in pursuing pro-equality policies.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0
	Total Part VI: 0 out of 8 Points				
	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2



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Total Parts I-VI	73
Total Bonus	+ 7
FINAL SCORE (cannot exceed 100 points)	80

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 13 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Palm Springs has received a rating of 95 points, including 5 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is engaged with matters of LGBT equality but has been less active in introducing pro-equality laws and policies.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 7 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	86
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	95
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				







	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 11 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				







		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0
Total Part IV: 13 out of 18 Points					
	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0
Total Part V: 0 out of 18 Points					
		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Pasadena has received a rating of 56 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership hasn't been active in pursuing pro-equality policies.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0
Total Part VI: 0 out of 8 Points					
	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0
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Total Parts I-VI					54
Total Bonus					+ 2
FINAL SCORE (cannot exceed 100 points)					56

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 15 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 11 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Rancho Mirage has received a rating of 89 points, including 5 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that the city government has been outspoken in favor of equality, but has been less active in introducing pro-equality laws and policies.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 6 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	80
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	89
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Richmond has received a rating of 66 points, including 2 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has shown some interest in LGBT issues but has not been actively pursuing pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 3 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	62
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	66
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 17 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Sacramento has received a rating of 79 points, including 3 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that LGBT issues are important to the city leadership, but had not resulted in much recent pro-equality legislation or policy.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			0

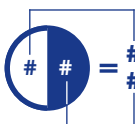
Total Part VI: 3 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	74
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	79
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 26 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community San Diego has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that LGBT issues are of great importance to city leadership.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	95
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	100
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 26 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community San Francisco has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that LGBT issues are of great importance to city leadership.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	95
Total Bonus	+ 13







FINAL SCORE (cannot exceed 100 points)	100
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 22 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community San Jose has received a rating of 75 points, including 1 point based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has a mixed record on LGBT issues.	City Leadership's Public Position Regarding LGBT Equality	5			1
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 3 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	78
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	85
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Santa Rosa has received a rating of 59 points, including 1 point based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has shown some interest in LGBT issues but hasn't pursued pro-equality legislation in recent years.	City Leadership's Public Position Regarding LGBT Equality	5			1
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 2 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	54
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	59
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				







	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 13 out of 26 Points				








Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				







		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0
Total Part IV: 6 out of 18 Points					
		BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).		+2	2
		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			4
	Reported 2010 Hates Crimes Statistics to the FBI	10			10
Total Part V: 14 out of 18 Points					
		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Signal Hill has received a rating of 58 points, including 2 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is interested in issues important to the LGBT community but that it has not been active in pursuing pro-equality laws or policies.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			1
Total Part VI: 3 out of 8 Points					
		BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)		+3	3
		BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)		+2	0
		BONUS POINTS: Municipality is successful despite restrictive state law		+2	0
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		Total Bonus		+ 7	
		FINAL SCORE (cannot exceed 100 points)		73	

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Vallejo has received a rating of 52 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership hasn't been active in pursuing pro-equality policies.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	52
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	52
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 26 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 11 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			4
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 14 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community West Hollywood has received a rating of 98 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is highly engaged on LGBT issues and pursues pro-equality policies and legislation.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	89
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	98
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0
Total Part IV: 13 out of 18 Points					

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0
Total Part V: 0 out of 18 Points					

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Colorado Springs has received a rating of 45 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has not taken an interest in issues affecting the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0
	Total Part VI: 0 out of 8 Points				
	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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

Total Parts I-VI	43
Total Bonus	+ 2
FINAL SCORE (cannot exceed 100 points)	45

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 16 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Denver has received a rating of 97 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is committed to equality.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	90
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	97
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 22 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Hartford has received a rating of 95 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is pro-equality and highly engaged in matters of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	88
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	95
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 5 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Dover has received a rating of 41 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has not recently been engaged on issues of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	39
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	41
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 11 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Rehoboth Beach has received a rating of 53 points, including 4 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is engaged with the LGBT community but has not pursued passage of pro-equality legislation or policy.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 4 out of 8 Points







BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0

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Total Parts I-VI	50
Total Bonus	+ 3







FINAL SCORE (cannot exceed 100 points)	53
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

2012 Municipal Equality Index // Scorecard

Fort Lauderdale, Florida

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Fort Lauderdale has received a rating of 62 points, including 3 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has engaged with the LGBT community but has not been active in introducing or passing LGBT inclusive legislation.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			0

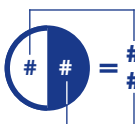
Total Part VI: 3 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	55
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	62
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Points for Sexual Orientation
Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Hollywood has received a rating of 36 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged in matters of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	36
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	36
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 10 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Jacksonville has received a rating of 15 points, including 2 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated a mixed record of support for LGBT equality and that there have been some recent attempts to pass pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			1

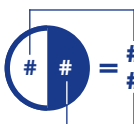
Total Part VI: 3 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	13
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	15
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 4 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Miami Shores has received a rating of 34 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged on matters of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	31
Total Bonus	+ 3







FINAL SCORE (cannot exceed 100 points)	34
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 18 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Miami has received a rating of 72 points, including 3 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has made efforts to be supportive of the LGBT community but has not translated that support into legislation.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 3 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	65
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	72
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Oakland Park has received a rating of 24 points, including 2 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has had some positive engagement with the LGBT community but has not translated that into policy.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 2 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	52
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	54
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 13 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Orlando has received a rating of 77 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has engaged with the LGBT community and actively pursued pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

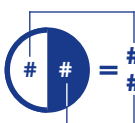
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	74
Total Bonus	+3







FINAL SCORE (cannot exceed 100 points)	77
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 9 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community St. Petersburg has received a rating of 46 points, including 4 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has come to embrace the LGBT community and is working with it to pass pro-equality law.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 7 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	43
Total Bonus	+ 3







FINAL SCORE (cannot exceed 100 points)	46
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 16 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Tallahassee has received a rating of 46 points, including 2 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has made some effort to demonstrate it is pro-equality, but that there has been minimal legislative action on issues of interest to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			0

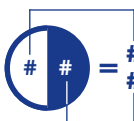
Total Part VI: 2 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	46
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	46
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 11 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Tampa has received a rating of 66 points, including 4 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has made a practice of engaging with the LGBT community but has not been active when it comes to making pro-equality law or policy.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			1

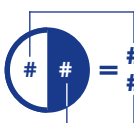
Total Part VI: 5 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	59
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	66
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Points for Sexual Orientation
Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 8 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Wilton Manors has received a rating of 62 points, including 5 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that while city leadership is outspoken on issues of equality, it has not undertaken efforts to make city law or policy more inclusive.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			0

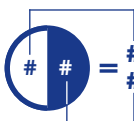
Total Part VI: 5 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	59
Total Bonus	+ 3







FINAL SCORE (cannot exceed 100 points)	62
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 12 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Atlanta has received a rating of 82 points, including 3 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is interested in LGBT equality and engaging on some larger issues, but has not pursued pro-equality law or policies at the local level.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			1

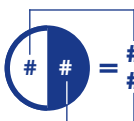
Total Part VI: 4 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	77
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	82
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Avondale Estates has received a rating of 8 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there is no meaningful engagement on pro-equality legislation on the local level.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

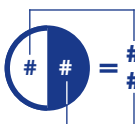
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	6
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	8
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Decatur has received a rating of 27 points, including 2 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there has been some engagement by local officials with LGBT issues.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			0

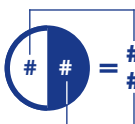
Total Part VI: 2 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	22
Total Bonus	+ 5



FINAL SCORE (cannot exceed 100 points)	27
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= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependant Benefits				
	Equivalent Family Leave				
	Total Part III: 9 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

2012 Municipal Equality Index // Scorecard

North Druid Hills (unincorporated, rated DeKalb County), Georgia

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7		0	
	Mayoral LGBT Liaison or Office of LGBT Affairs	5		0	
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	
Total Part IV: 6 out of 18 Points					

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2		0	
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8		0	
	Reported 2010 Hates Crimes Statistics to the FBI	10		0	
Total Part V: 0 out of 18 Points					

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community North Druid Hills (unincorporated, rated DeKalb County) has received a rating of 15 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there is no recent engagement on pro-equality legislation at the county level.	City Leadership's Public Position Regarding LGBT Equality	5		0	
	Local Pro-Equality Legislative or Policy Efforts	3		0	
Total Part VI: 0 out of 8 Points					







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3		0	
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		0	
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0	

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Total Parts I-VI	15
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	15
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Honolulu has received a rating of 60 points, including 3 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has engaged on LGBT issues, but there has not been recent local legislative pro-equality action.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 3 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	56
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	60
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Boise has received a rating of 26 points, including 4 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is engaged on matters of LGBT equality and has made efforts to make city laws, policies, and services more inclusive.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 6 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	24
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	26
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

BONUS POINTS:					
Municipality had relationship recognition that was preempted by restrictive state law					

		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 16 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Chicago has received a rating of 95 points, including 3 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership was very interested in LGBT issues and introduced cutting-edge pro-equality legislation, but was not always in harmony with the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			3

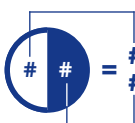
Total Part VI: 6 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	88
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	97
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= # Points for Sexual Orientation
= # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 7 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Springfield has received a rating of 70 points, including 3 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has recently engaged with LGBT issues and considered some pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			2

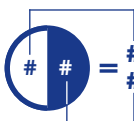
Total Part VI: 5 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	65
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	70
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 18 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Indianapolis has received a rating of 64 points, including 3 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has come down on the side of equality on LGBT issues and that the city government has recently passed pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 6 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	59
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	64
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Des Moines has received a rating of 79 points, including 4 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is outspokenly pro-equality and that there has recently been pro-equality legislation passed.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			3

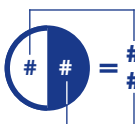
Total Part VI: 7 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	74
Total Bonus	+ 5



FINAL SCORE (cannot exceed 100 points)	79
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

Points for Sexual Orientation
 # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law					
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 5 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Topeka has received a rating of 16 points, including 2 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has shown mixed support for LGBT equality, and that there have been recent pro-equality legislative efforts made at the city level.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			2

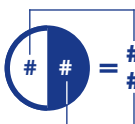
Total Part VI: 4 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	16
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	16
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 3 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Wichita has received a rating of 15 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged on matters of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

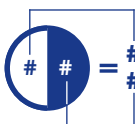
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	13
Total Bonus	+ 2



FINAL SCORE (cannot exceed 100 points)	15
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

= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Frankfort has received a rating of 0 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has not engaged positively in LGBT issues.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

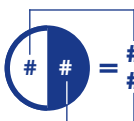
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	0
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	0
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 4 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Louisville has received a rating of 40 points, including 4 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is interested in engaging substantively in issues of interest to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 6 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	35
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	40
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Baton Rouge has received a rating of 2 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged on issues of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	0
Total Bonus	+2







FINAL SCORE (cannot exceed 100 points)	2
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 8 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community New Orleans has received a rating of 79 points, including 3 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has recently been engaged in LGBT issues and plans to move forward with more pro-equality policies.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 4 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	74
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	79
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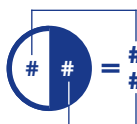
		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 18 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				



Points for Sexual Orientation
Points for Gender Identity

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Augusta has received a rating of 63 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged with issues important to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0

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Total Parts I-VI	64
Total Bonus	+ 3







FINAL SCORE (cannot exceed 100 points)	67
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 13 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Annapolis has received a rating of 66 points, including 4 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has engaged on LGBT issues and has been involved in recent pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			2

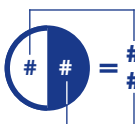
Total Part VI: 6 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	63
Total Bonus	+ 3

FINAL SCORE (cannot exceed 100 points)	66
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= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Baltimore has received a rating of 88 points, including 5 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is very pro-equality, but there has not been recent focus on city-level legislation.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 12 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	79
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	88
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 24 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 15 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Boston has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is committed to LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	95
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	100
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 24 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 15 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Cambridge has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is committed to enacting equality in city law and policy.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			2
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	95
Total Bonus	+ 11







FINAL SCORE (cannot exceed 100 points)	100
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 12 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Northampton has received a rating of 64 points, including 3 points based on pro-equality leadership by the mayor or city council, and 1 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is pro-equality but has not recently engaged with the issues via law or city policy.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			1

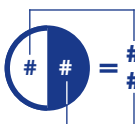
Total Part VI: 4 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	59
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	64
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 15 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 17 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 3 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Provincetown has received a rating of 59 points, including 5 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is very pro-equality, but there have not been recent efforts made to enact pro-equality laws or policy.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			0

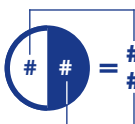
Total Part VI: 5 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	52
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	59
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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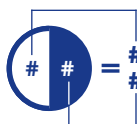
		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				



Points for Sexual Orientation
 # Points for Gender Identity

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Ann Arbor has received a rating of 84 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is committed to LGBT equality and continues to advocate on behalf of its LGBT population.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2



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Total Parts I-VI	75
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	84
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Detroit has received a rating of 72 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership takes LGBT equality seriously and has been actively engaged in making city policy more equal.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	63
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	72
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 3 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Ferndale has received a rating of 38 points, including 1 point based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership appears to be pro-equality, but has not been very engaged with the issues.	City Leadership's Public Position Regarding LGBT Equality	5			1
	Local Pro-Equality Legislative or Policy Efforts	3			1

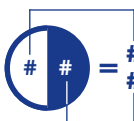
Total Part VI: 2 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	33
Total Bonus	+ 5

FINAL SCORE (cannot exceed 100 points)	38
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

= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law					
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Lansing has received a rating of 55 points, including 3 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is engaging on LGBT issues and is pushing for more equality in city laws and services.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			2

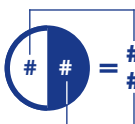
Total Part VI: 5 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	48
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	55
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 3 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Pleasant Ridge has received a rating of 3 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there has been no engagement on LGBT issues by city leadership.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

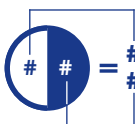
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	3
Total Bonus	+ 0

FINAL SCORE (cannot exceed 100 points)	3
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Points for Sexual Orientation
 # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 18 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 12 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Minneapolis has received a rating of 91 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is committed to LGBT equality and is in active pursuit of pro-equality law and policy.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	78
Total Bonus	+13







FINAL SCORE (cannot exceed 100 points)	91
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Saint Paul has received a rating of 67 points, including 4 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is committed to LGBT equality and there have been important developments in pro-equality law and policy in the recent past.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 6 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	63
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	67
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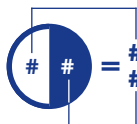
		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				



Points for Sexual Orientation
Points for Gender Identity

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Jackson has received a rating of 8 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has not engaged with LGBT issues.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	6
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	8
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Jefferson City has received a rating of 0 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged with issues of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

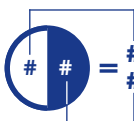
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	0
Total Bonus	+ 0

FINAL SCORE (cannot exceed 100 points)	0
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= # Points for Sexual Orientation
 # = # Points for Gender Identity

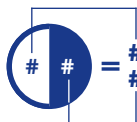
		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 22 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				



Points for Sexual Orientation
Points for Gender Identity

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 12 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Kansas City has received a preliminary rating of 85 points, including 3 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has engaged with the LGBT community, and some effort has been made toward making city law or policy more inclusive of LGBT people.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 4 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	78
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	85
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Saint Louis has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has engaged with issues of importance to the LGBT community and that it has been making an effort to improve the inclusiveness of city law and policy.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			2

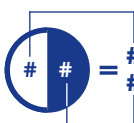
Total Part VI: 7 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	93
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	100
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 3 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Helena has received a rating of 15 points, including 0 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has not been outspoken on matters of LGBT equality, but is currently in the process of considering pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 2 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	15
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	15
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 5 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Lincoln has received a rating of 34 points, including 4 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. These numbers reflect the city leadership's recent engagement with and support of pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			3

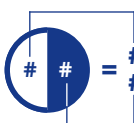
Total Part VI: 7 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	37
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	39
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 12 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 8 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			4
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 14 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Omaha has received a rating of 59 points, including 4 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has recently been actively engaged with LGBT issues and pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 7 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	54
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	59
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Carson City has received a rating of 32 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has not engaged with issues important to LGBT people at this time.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

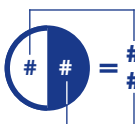
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	30
Total Bonus	+ 2






FINAL SCORE (cannot exceed 100 points)	32
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependant Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7		0	
	Mayoral LGBT Liaison or Office of LGBT Affairs	5		0	
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2		2	
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8		0	
	Reported 2010 Hates Crimes Statistics to the FBI	10		10	

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Enterprise (unincorporated, rated Clark County) has received a rating of 66 points, including 3 points based on pro-equality leadership by the county government, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that county leadership is interested in LGBT issues and is engaged with them on the legislative and policy levels.	City Leadership's Public Position Regarding LGBT Equality	5		3	
	Local Pro-Equality Legislative or Policy Efforts	3		1	

Total Part VI: 4 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3		0	
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		2	
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0	

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Total Parts I-VI	60
Total Bonus	+ 6







FINAL SCORE (cannot exceed 100 points)	66
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 11 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Las Vegas has received a rating of 59 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has not engaged with issues important to LGBT people at this time.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points






	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	57
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	59
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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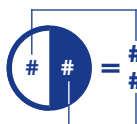
		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependant Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				







2012 Municipal Equality Index // Scorecard

Paradise (unincorporated, rated Clark County), Nevada

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7		0	
	Mayoral LGBT Liaison or Office of LGBT Affairs	5		0	
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	3 3	
	Total Part IV: 6 out of 18 Points				
	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2		2	
		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8		0	
	Reported 2010 Hates Crimes Statistics to the FBI	10		10	
	Total Part V: 10 out of 18 Points				
		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Paradise (unincorporated, rated Clark County) has received a rating of 66 points, including 3 points based on pro-equality leadership by the county government, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that county leadership is interested in LGBT issues and is engaged with them on the legislative and policy levels.	City Leadership's Public Position Regarding LGBT Equality	5		3	
	Local Pro-Equality Legislative or Policy Efforts	3		1	
	Total Part VI: 4 out of 8 Points				
	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3		0	
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		2	
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0	
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			Total Parts I-VI		60
			Total Bonus		+ 6
			FINAL SCORE (cannot exceed 100 points)		66









		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 16 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Concord has received a rating of 53 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there is no meaningful engagement with LGBT issues by the city leadership at this time.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

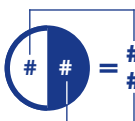
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	53
Total Bonus	+ 0

FINAL SCORE (cannot exceed 100 points)	53
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

= # Points for Sexual Orientation
 # = # Points for Gender Identity

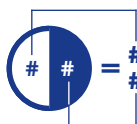
		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 8 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				



= # Points for Sexual Orientation
= # Points for Gender Identity

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Asbury Park has received a preliminary rating of 59 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has not been engaged on issues of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0

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Total Parts I-VI	54
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	59
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				







	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				







		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0
Total Part IV: 13 out of 18 Points					
		BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).		+2	0
		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10
Total Part V: 18 out of 18 Points					
		Available	State	County	City
Part VI. Municipality’s Relationship with the LGBT Community Jersey City has received a rating of 83 points, including 5 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city has engaged with issues of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			2
Total Part VI: 7 out of 8 Points					
		BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)		+3	3
		BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)		+2	2
		BONUS POINTS: Municipality is successful despite restrictive state law		+2	0
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Total Parts I-VI					74
Total Bonus					+ 9
FINAL SCORE (cannot exceed 100 points)					83

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Lambertville has received a rating of 74 points, including 5 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is outspoken in favor of equality but there have not been recent efforts to make city law or policy more inclusive.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 5 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	71
Total Bonus	+ 3







FINAL SCORE (cannot exceed 100 points)	74
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 4 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Ocean Grove has received a rating of 65 points, including 5 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is outspoken in favor of equality but there have not been recent efforts to make city law or policy more inclusive.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 5 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	62
Total Bonus	+3







FINAL SCORE (cannot exceed 100 points)	65
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 5 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			4
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 14 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Trenton has received a rating of 57 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city has not been engaged on issues of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	55
Total Bonus	+ 2







FINAL SCORE (cannot exceed 100 points)	57
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 13 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 10 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Albuquerque has received a rating of 62 points, including 3 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has spoken out in favor of equal policies, although there has not been much recent legislation on matters of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			1

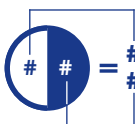
Total Part VI: 4 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	55
Total Bonus	+ 7



FINAL SCORE (cannot exceed 100 points)	62
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= Points for Sexual Orientation
= Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

BONUS POINTS:					
Municipality had relationship recognition that was preempted by restrictive state law					

		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependant Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

2012 Municipal Equality Index // Scorecard

El Dorado at Santa Fe (unincorporated, rated Santa Fe County), New Mexico

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7		0	
	Mayoral LGBT Liaison or Office of LGBT Affairs	5		0	
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	
	Total Part IV: 0 out of 18 Points				

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2		0	
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8		0	
	Reported 2010 Hates Crimes Statistics to the FBI	10		0	
	Total Part V: 0 out of 18 Points				

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community El Dorado at Santa Fe (unincorporated, rated Santa Fe County) has received a rating of 31 points, including 0 points based on pro-equality leadership by the county government, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there is little engagement with the LGBT community by the county government.	City Leadership's Public Position Regarding LGBT Equality	5		0	
	Local Pro-Equality Legislative or Policy Efforts	3		0	
	Total Part VI: 0 out of 8 Points				







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3		3	
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		0	
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0	



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Total Parts I-VI	28
Total Bonus	+ 3







FINAL SCORE (cannot exceed 100 points)	31
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 9 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 8 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Santa Fe has received a rating of 48 points, including 5 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is engaged on matters of LGBT equality and has taken legislative steps to enact equal laws and policies – however, those steps are not very recent.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			1

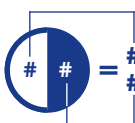
Total Part VI: 6 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	41
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	48
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Albany has received a rating of 95 points, including 5 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is pro-equality and actively engaged with LGBT issues.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			2

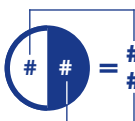
Total Part VI: 7 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	88
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	95
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 22 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community New York City has received a rating of 100 points, including 3 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is outspoken in favor of LGBT equality and there have been recent efforts to make city law and policy more inclusive.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 5 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	93
Total Bonus	+13







FINAL SCORE (cannot exceed 100 points)	100
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 4 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

2012 Municipal Equality Index // Scorecard

Northwest Harbor (Town of East Hampton), New York

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Northwest Harbor (East Hampton) has received a rating of 31 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged with LGBT issues at this time.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0

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Total Parts I-VI	31
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	31
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Rochester has received a rating of 89 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is pro-equality and has demonstrated that in recent legislative efforts.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 18 out of 18 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	82
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	89
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 9 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Charlotte has received a rating of 39 points, including 2 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has spoken up on issues of equality but has not pursued pro-equality local policies or legislation.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			0

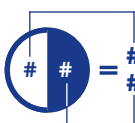
Total Part VI: 2 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	34
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	39
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 11 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Durham has received a rating of 37 points, including 5 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is outspoken in favor of LGBT equality and has made legislative efforts that reflect that opinion.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			2

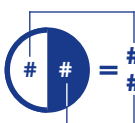
Total Part VI: 7 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	31
Total Bonus	+ 6







FINAL SCORE (cannot exceed 100 points)	37
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 7 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Raleigh has received a rating of 43 points, including 3 points based on pro-equality leadership by the mayor or city council, and 1 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has spoken out in favor of equality, but has made minimal effort to pass pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 4 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	39
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	43
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Bismarck has received a rating of 17 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there is no substantial engagement with LGBT issues by city leadership at this time.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

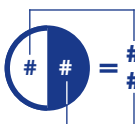
Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	17
Total Bonus	+ 0

FINAL SCORE (cannot exceed 100 points)	17
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= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 16 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 10 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Cincinnati has received a rating of 77 points, including 3 points based on pro-equality leadership by the mayor or city council and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is engaged with the LGBT community and has been active in making city law and policy more inclusive.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			3

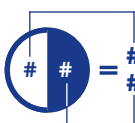
Total Part VI: 6 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	68
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	77
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Cleveland has received a rating of 77 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is highly engaged with the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

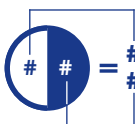
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	75
Total Bonus	+ 2

FINAL SCORE (cannot exceed 100 points)	77
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Points for Sexual Orientation
 # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 15 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 15 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Columbus has received a rating of 83 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is committed to enacting laws and policies that are inclusive of LGBT residents and employees.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

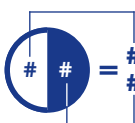
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	78
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	83
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 5 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Oklahoma City has received a rating of 26 points, including 2 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is interested in issues of LGBT equality and has taken some steps to enact pro-equality laws and policies.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 5 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	26
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	26
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 5 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 10 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			4
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 14 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Tulsa has received a rating of 41 points, including 4 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has not been outspoken on matters of LGBT equality but has been engaged with some pro-equality legislation.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			3

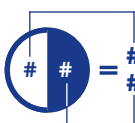
Total Part VI: 7 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	36
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	41
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 18 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Eugene has received a rating of 91 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is interested in and engaged with matters of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

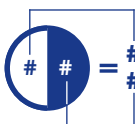
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	87
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	91
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= # Points for Sexual Orientation
 # = # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 26 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0
Total Part IV: 13 out of 18 Points					

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10
Total Part V: 10 out of 18 Points					

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Portland has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is very engaged with LGBT issues and has been continuing to work toward inclusive laws and policies.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3
	Total Part VI: 8 out of 8 Points				
	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	87
Total Bonus	+ 13
FINAL SCORE (cannot exceed 100 points)	100

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 22 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Salem has received a rating of 76 points, including 0 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has had limited engagement with issues of interest to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 1 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	76
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	76
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 22 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Harrisburg has received a rating of 76 points, including 1 point based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has been minimally engaged with LGBT issues.	City Leadership's Public Position Regarding LGBT Equality	5			1
	Local Pro-Equality Legislative or Policy Efforts	3			1

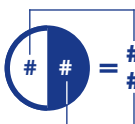
Total Part VI: 2 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	71
Total Bonus	+ 5







FINAL SCORE (cannot exceed 100 points)	76
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Points for Sexual Orientation
 # Points for Gender Identity







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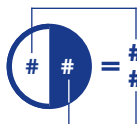
		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				



Points for Sexual Orientation
Points for Gender Identity

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community New Hope has received a rating of 48 points, including 5 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is very pro-equality but has not recently been engaged in passing laws or creating policies that are inclusive of the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			1

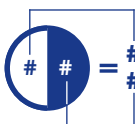
Total Part VI: 5 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	41
Total Bonus	+ 7

FINAL SCORE (cannot exceed 100 points)	48
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= # Points for Sexual Orientation
 # = # Points for Gender Identity

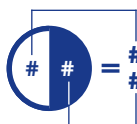
		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 26 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				



Points for Sexual Orientation
Points for Gender Identity

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Philadelphia has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is pro-equality and is highly engaged with issues of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

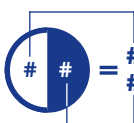
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	100
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	100
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 16 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

2012 Municipal Equality Index // Scorecard

Providence, Rhode Island

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Providence has received a rating of 76 points, including 3 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is pro-equality but has not recently pursued inclusive legislation or policy.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 3 out of 8 Points







BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0



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Total Parts I-VI	72
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	76
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 6 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

2012 Municipal Equality Index // Scorecard

Columbia, South Carolina

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Columbia has received a rating of 40 points, including 5 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is outspokenly pro-equality and there have been efforts to make city law and policy more LGBT-inclusive.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 7 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	33
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	40
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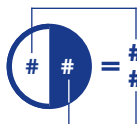
		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				



Points for Sexual Orientation
Points for Gender Identity

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 3 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Pierre has received a rating of 13 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged with issues of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

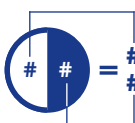
Total Part VI: 0 out of 8 Points

BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		0

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Total Parts I-VI	13
Total Bonus	+ 0

FINAL SCORE (cannot exceed 100 points)	13
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= # Points for Sexual Orientation
= # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Memphis has received a rating of 22 points, including 0 points based on pro-equality leadership by the mayor or city council, and 2 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has, in the recent past, engaged in passing pro-equality legislation. However, there does not appear to have been much recent activity on issues of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			2

Total Part VI: 2 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	18
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	22
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Nashville has received a rating of 50 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has been actively engaged with issues of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

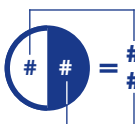
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	41
Total Bonus	+ 9

FINAL SCORE (cannot exceed 100 points)	50
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

= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 5 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Arlington has received a rating of 16 points, including 1 point based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that there is minimal engagement by city leadership with issues of importance to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			1
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 1 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	16
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	16
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 24 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 10 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Austin has received a rating of 91 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is outspoken in favor of equality and continues to actively work toward extending equality to its LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	82
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	91
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 11 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Dallas has received a rating of 76 points, including 2 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership has a mixed record on matters of LGBT equality, and there has been little recent progress in city law or policy.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 2 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	69
Total Bonus	+7







FINAL SCORE (cannot exceed 100 points)	76
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 6 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law					
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community El Paso has received a rating of 49 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that despite fierce opposition, the city leadership of El Paso has been courageous and outspoken in favor of equality.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2



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Total Parts I-VI	45
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	49
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Fort Worth has received a rating of 89 points, including 3 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has a mixed record on matters of equality, but that there has been recent pro-equality legislation enacted.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 6 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	80
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	89
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 1 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 10 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Houston has received a rating of 52 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that the city leadership is dedicated to LGBT equality and continues to enact pro-equality laws and policies.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2



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Total Parts I-VI	43
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	52
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 6 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 10 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community San Antonio has received a rating of 48 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has been outspoken in favor of LGBT equality and supportive of pro-equality laws and policies.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

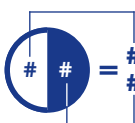
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	42
Total Bonus	+ 6







FINAL SCORE (cannot exceed 100 points)	48
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 12 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Salt Lake City has received a rating of 87 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is engaged in matters of LGBT equality and is actively working to extend pro-equality laws and policies.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

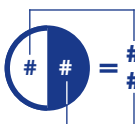
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	80
Total Bonus	+ 7







FINAL SCORE (cannot exceed 100 points)	87
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 18 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Montpelier has received a preliminary rating of 68 points, including 4 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is pro-equality, but there have not been recent substantive attempts made to extend the protections of city law or policy to the city's LGBT population.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			0

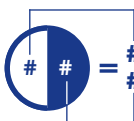
Total Part VI: 4 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	68
Total Bonus	+ 0

FINAL SCORE (cannot exceed 100 points)	68
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

= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law					
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 7 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 0

Total Part IV: 15 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Alexandria has received a rating of 68 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is pro-equality but has limited legislative options available due to restrictive state law.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

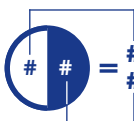
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	57
Total Bonus	+ 11







FINAL SCORE (cannot exceed 100 points)	68
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Points for Sexual Orientation
 # Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 9 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Arlington has received a rating of 74 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that leadership is dedicated to extending equality to its LGBT population, and has pushed the confines of restrictive state law to do so. Leadership is dedicated, innovative, and outspoken in favor of equality.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

Total Part VI: 8 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	63
Total Bonus	+ 11







FINAL SCORE (cannot exceed 100 points)	74
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Richmond has received a rating of 15 points, including 1 point based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has been minimally engaged on issues of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			1
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 1 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0



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Total Parts I-VI	11
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	15
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 7 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Virginia Beach has received a rating of 17 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership has not been engaged on issues of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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Total Parts I-VI	17
Total Bonus	+ 0







FINAL SCORE (cannot exceed 100 points)	17
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 10 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 6 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 10 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Olympia has received a rating of 64 points, including 3 points based on pro-equality leadership by the mayor or city council, and 1 point based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is pro-equality, but has not recently been active in introducing pro-equality laws or policies.	City Leadership's Public Position Regarding LGBT Equality	5			3
	Local Pro-Equality Legislative or Policy Efforts	3			1

Total Part VI: 4 out of 8 Points







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	60
Total Bonus	+ 4







FINAL SCORE (cannot exceed 100 points)	64
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 22 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			5
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 18 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Seattle has received a rating of 100 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is outspoken in favor of LGBT equality and that it has been innovative and committed to making its government more responsive and inclusive to its LGBT population.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

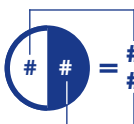
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	96
Total Bonus	+ 15



FINAL SCORE (cannot exceed 100 points)	100
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= # Points for Sexual Orientation
 # = # Points for Gender Identity

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependant Benefits				
	Equivalent Family Leave				
	Total Part III: 17 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

2012 Municipal Equality Index // Scorecard

Vashon (unincorporated, rated King County), Washington

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7		7	
	Mayoral LGBT Liaison or Office of LGBT Affairs	5		0	
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	
Total Part IV: 13 out of 18 Points					

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2		2	
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8		0	
	Reported 2010 Hates Crimes Statistics to the FBI	10		10	
Total Part V: 10 out of 18 Points					

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Vashon (unincorporated, rated King County) has received a rating of 87 points, including 5 points based on pro-equality leadership by the county government, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that King County is actively engaged in matters of LGBT equality.	City Leadership's Public Position Regarding LGBT Equality	5		5	
	Local Pro-Equality Legislative or Policy Efforts	3		2	
Total Part VI: 8 out of 8 Points					







	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3		3	
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2		2	
	BONUS POINTS: Municipality is successful despite restrictive state law	+2		2	



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Total Parts I-VI	78
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	87
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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				







	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 14 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				







		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	3 3	0 0	0 0
Total Part IV: 13 out of 18 Points					
		BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).		+2	0
		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			10
Total Part V: 10 out of 18 Points					
		Available	State	County	City
Part VI. Municipality’s Relationship with the LGBT Community Charleston has received a rating of 62 points, including 2 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is in favor of LGBT equality but that there has not been much movement in law or policy in the last few years.	City Leadership's Public Position Regarding LGBT Equality	5			2
	Local Pro-Equality Legislative or Policy Efforts	3			3
Total Part VI: 5 out of 8 Points					
		BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)		+3	0
		BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)		+2	0
		BONUS POINTS: Municipality is successful despite restrictive state law		+2	2
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Total Parts I-VI					60
Total Bonus					+ 2
FINAL SCORE (cannot exceed 100 points)					62

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 18 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 17 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	3 3

Total Part IV: 13 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			2
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10

Total Part V: 18 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Madison has received a rating of 95 points, including 5 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is outspoken in favor of LGBT equality and continues to engage with issues important to the LGBT community.	City Leadership's Public Position Regarding LGBT Equality	5			5
	Local Pro-Equality Legislative or Policy Efforts	3			3

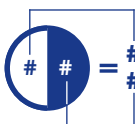
Total Part VI: 8 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			3
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			2
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			2

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Total Parts I-VI	86
Total Bonus	+ 9







FINAL SCORE (cannot exceed 100 points)	95
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Points for Sexual Orientation
Points for Gender Identity







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		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 15 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 12 out of 12 Points				







	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 20 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				







		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			7
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0
Total Part IV: 7 out of 18 Points					
		BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).		+2	2
		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			8
	Reported 2010 Hates Crimes Statistics to the FBI	10			10
Total Part V: 18 out of 18 Points					
		Available	State	County	City
Part VI. Municipality’s Relationship with the LGBT Community Milwaukee has received a rating of 85 points, including 4 points based on pro-equality leadership by the mayor or city council, and 3 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is actively engaged in LGBT issues and takes LGBT equality seriously.	City Leadership's Public Position Regarding LGBT Equality	5			4
	Local Pro-Equality Legislative or Policy Efforts	3			3
Total Part VI: 7 out of 8 Points					
		BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)		+3	0
		BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)		+2	2
		BONUS POINTS: Municipality is successful despite restrictive state law		+2	2
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Total Parts I-VI				79	
Total Bonus				+ 6	
FINAL SCORE (cannot exceed 100 points)				85	

		Available	State	County	City
Part I. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Employment				
	Housing				
	Public Accommodations				
	Total Part I: 0 out of 18 Points				

		Available	State	County	City
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	State: Marriage Equality Civil Unions Domestic Partnerships				
	County: Domestic Partner Registry				
	City: Domestic Partner Registry				
	Total Part II: 0 out of 12 Points				

	BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law				
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		Available	State	County	City
Part III. Municipality as Employer This section is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do much good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Non-Discrimination in City Employment				
	City Contractor Non-Discrimination Ordinance				
	City Contractor Equal Benefits Ordinance				
	Domestic Partner Health Benefits				
	Legal Dependent Benefits				
	Equivalent Family Leave				
	Total Part III: 0 out of 26 Points				

Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Grossing Up of Employee Benefits				
	BONUS POINTS: Health Benefits are Transgender Inclusive				
	BONUS POINTS: Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)				

		Available	State	County	City
Part IV. Municipal Services & Programs This section measures how inclusive city services and programs are of LGBT people.	EEOC or Human Rights Commission	7			0
	Mayoral LGBT Liaison or Office of LGBT Affairs	5			0
	Schools Have Enumerated Anti-Bullying Policies	3 3	0 0	0 0	0 0

Total Part IV: 0 out of 18 Points

	BONUS POINTS: Municipality offers services to particularly vulnerable populations of LGBT people (seniors, youth, homeless, and people living with HIV or AIDS).	+2			0
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		Available	State	County	City
Part V. Municipality as Law Enforcement This section assesses the attentiveness of law enforcement to LGBT issues.	LGBT Liaison or Task Force in the Police Department	8			0
	Reported 2010 Hates Crimes Statistics to the FBI	10			0

Total Part V: 0 out of 18 Points

		Available	State	County	City
Part VI. Municipality's Relationship with the LGBT Community Cheyenne has received a rating of 2 points, including 0 points based on pro-equality leadership by the mayor or city council, and 0 points based on efforts to further pro-equality legislation or policy. Our research indicated that city leadership is not engaged on matters of LGBT equality or inclusiveness.	City Leadership's Public Position Regarding LGBT Equality	5			0
	Local Pro-Equality Legislative or Policy Efforts	3			0

Total Part VI: 0 out of 8 Points

	BONUS POINTS: Municipality has openly LGBT city leadership (elected or appointed)	+3			0
	BONUS POINTS: Municipality engages with LGBT community (participates in Pride, partners with LGBT groups, or other)	+2			0
	BONUS POINTS: Municipality is successful despite restrictive state law	+2			0

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. For more information about city selection, the criteria, or how to use the MEI, please visit hrc.org/mei or refer to the remainder of this publication.

Total Parts I-VI	0
Total Bonus	+ 2

FINAL SCORE (cannot exceed 100 points)	2
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