





# 2012 Municipal Equality Index

A Nationwide Evaluation of Municipal Law and Policy





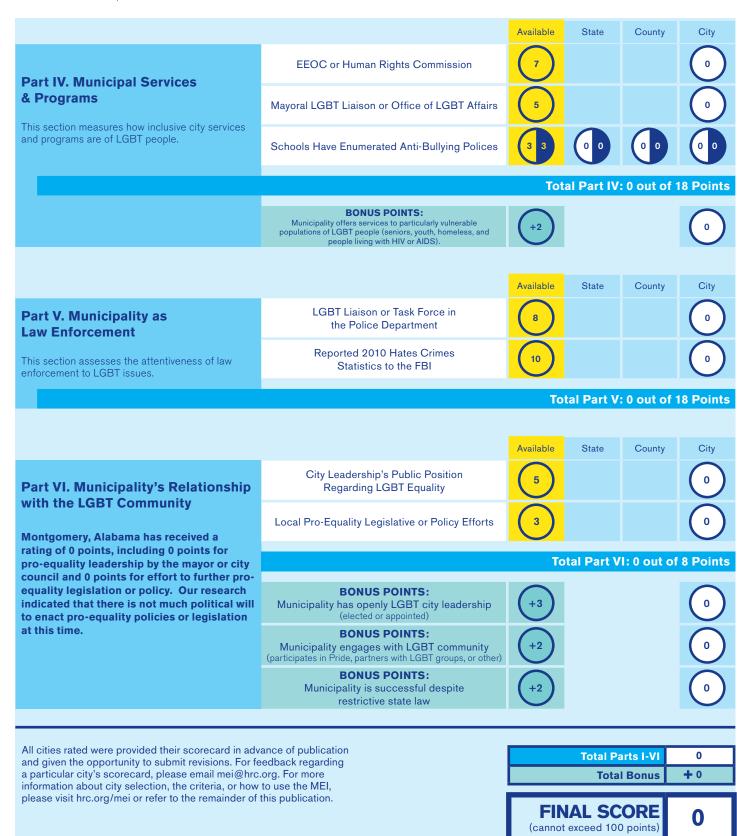
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93	North Druid Hills (unincorporated,		(unincorporated, rated Santa Fe		
	rated DeKalb County), Georgia		County), New Mexico		
	<i>3.7.</i> = 3 = 0 =		<b>3</b> -7		

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	0	0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	00	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	В	ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			
		•				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Montgomery, Alabama





Juneau, Alaska

- 1						
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	00	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	00	0 0
is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	0 0	0 0	0 0
			T	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Е	ONUS POINTS:				
	Municipality had preempt	relationship recognition that was ed by restrictive state law	+2			0
				<b>.</b>		011
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	Partner Health Benefits	4			0
their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III:	0 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			(·)
7-3	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Juneau, Alaska

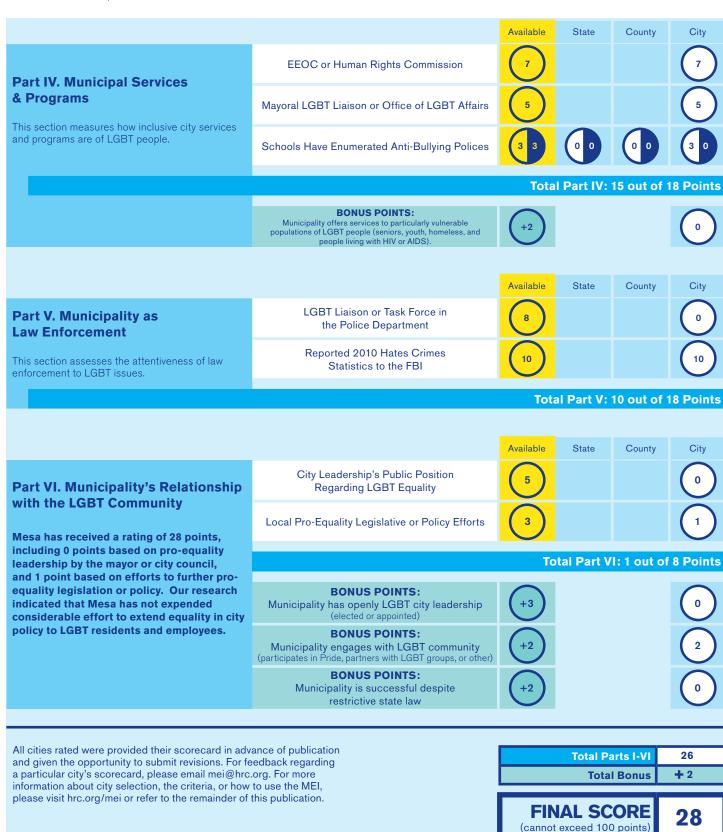




			Available	State	County	City
Don't I Non Discrimination Laws		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing  Public Accommodations  Marriage Equality  State: Civil Unions Domestic Partnerships		3 3	0 0	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
			T	otal Part I	0 out of	8 Points
					o out or	TO T OINTE
			Available	State	County	City
Part II. Relationship Recognition	State:	Civil Unions	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of 1	12 Points
	Municipality had	CONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	1 22 12	,				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of 2	26 Points
December 2011		BONUS POINTS: g Up of Employee Benefits	+3			0
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:  efits are Transgender Inclusive	+4			(0)
Total to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)



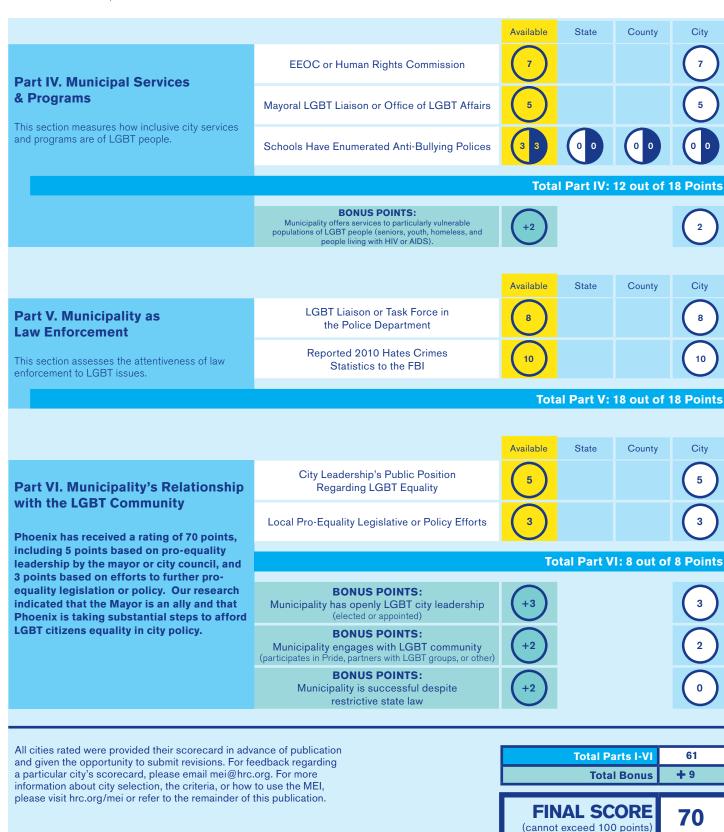
Mesa, Arizona



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
			To	otal Part I	: 0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 0
Part III. Municipality as Employer		nination in City Employment r Non-Discrimination Ordinance	2 2			5 0
Part III. Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality will.	City Contracto					2 0
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	City Contracto City Contrac	r Non-Discrimination Ordinance	2 2			
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	City Contracto City Contracto	r Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2			X
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	City Contracto City Contrac  Domesti Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	2 2			X
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	City Contracto City Contrac  Domesti Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	4 4 2 2	I Part III:	11 out of 2	(a) (b) (c) (d)
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	City Contracto City Contrac  Domesti Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	4 4 2 2	l Part III:	11 out of 2	(a) (b) (c) (d)
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.	City Contracto City Contract  Domesti Lega Equ	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits iivalent Family Leave	2 2 4 4 4 2 2 2 2 Tota	l Part III:	11 out of 2	(a) (a) (b) (c)



Phoenix, Arizona



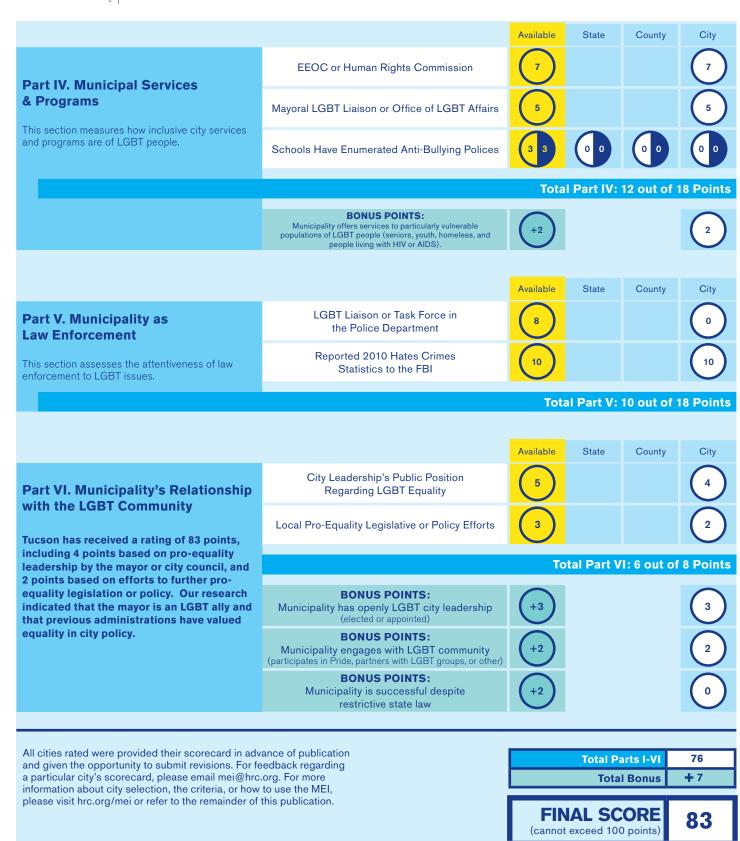


Tucson, Arizona

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing  Public Accommodations		0 0	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	3 3
			To	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tot	al Part II:	12 out of	12 Points
	Municipality had	conus points: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	18 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please		BONUS POINTS: efits are Transgender Inclusive	+4			0
refer to page 11.	Health Bene	onto are transgender meldaive				



Tucson, Arizona





			Available	State	County	City
Daniel Man Biominination Laure		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
			Tr	tal Part I	0 out of	18 Points
					o out or	or onits
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was	+2			0
	preempt	ed by restrictive state law				
	preempt		Available	Ctata	County	City
		ed by restrictive state law	Available	State	County	City
	Non-Discrii	ed by restrictive state law mination in City Employment	5 5	State	County	00
Part III. Municipality as Employer	Non-Discrii	ed by restrictive state law		State	County	City
This section is the most heavily weighted because	Non-Discrii City Contracto	ed by restrictive state law mination in City Employment	5 5	State	County	0 0
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	Non-Discrin City Contracto City Contrac	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	0 0
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	Non-Discrin City Contracto City Contract	ed by restrictive state law  mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance	2 2	State	County	0 0
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	Non-Discrii City Contracto City Contrac  Domesti	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4	State	County	0 0 0
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	Non-Discrii City Contracto City Contrac  Domesti	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  O out of 2	
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	Non-Discrin City Contracto City Contract  Domesti Lega	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 Tot			



Little Rock, Arkansas

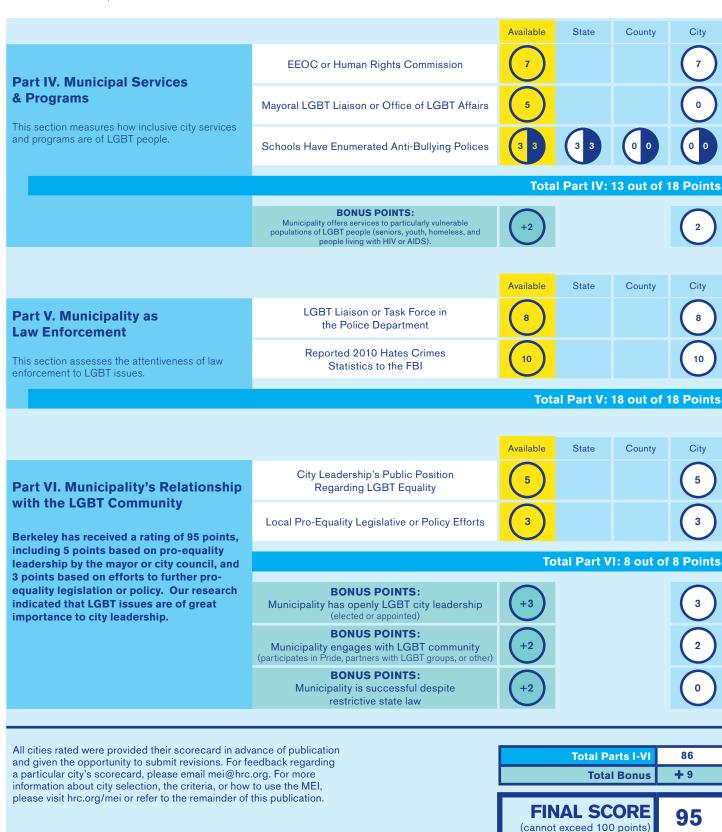




'						
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	3 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing  Public Accommodations  Marriage Equality  State: Civil Unions		3 3	3 3	0 0	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	3 0
			Tot	tal Part I:	18 out of 1	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of 1	12 Points
	Municipality had	ONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	ргеетри	ou by restrictive state law				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domestic	Partner Health Benefits	4			4
their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	17 out of 2	26 Points
Danie Daiste aus augusted from the inchit		BONUS POINTS: g Up of Employee Benefits	+3			0
Bonus Points are awarded for criteria which are						$\sim$
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			



Berkeley, California





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0	00
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ONLIC POINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	11 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
Total to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Brisbane, California





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	3 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	30
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC POINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	20 out o <u>f</u> :	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			0
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:  Efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



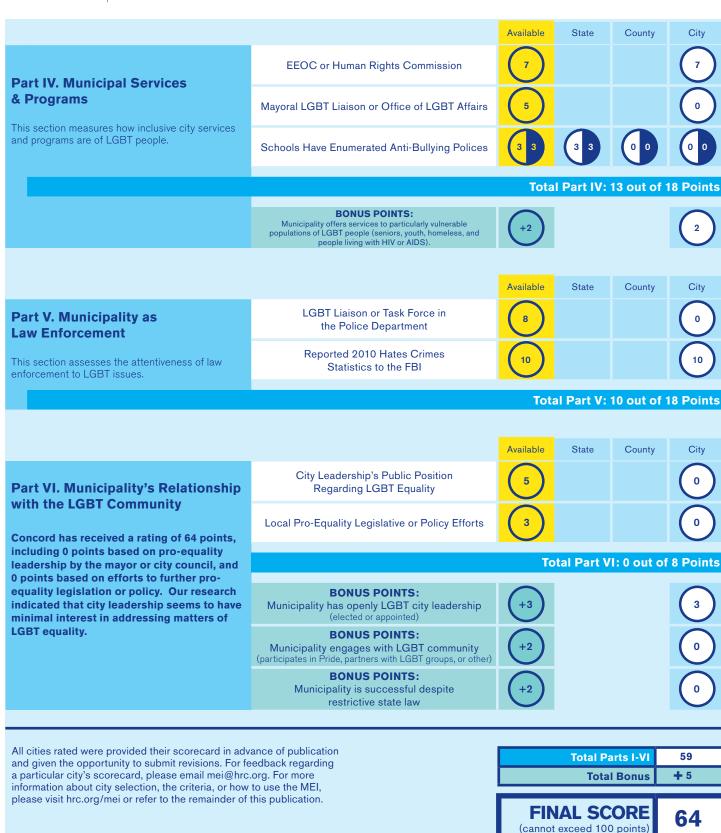
#### Cathedral City, California



Part II. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of replayment, housing.  Public Accommodations  Total Part I: 18 out of 18 Point areas of replayment, housing. Available State County City  Part III. 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 avaried for marriage (or other state relationship recognition) and municipal domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II: 12 out of 12 Point State Partner Registry  Part III. Municipality as Employer  This section is the most heavily weighted because  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance	
Part II. 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.  Public Accommodations  Public Accommodations  Total Part II: 18 out of 18 Point Available  State  County  City  Part III. 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.  County:  Domestic Partner Registry  City:  Domestic Partner Registry  Total Part II: 12 out of 12 Point Municipality as Employer  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance	
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.  Public Accommodations  Public Accommodations  Total Part II: 18 out of 18 Point 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 for other state calcinoship recognition) and municipal domestic partner registries.  City: Domestic Partner Registry  Total Part II: 12 out of 12 Point Sun and Part II: 12 out of 12 Point Sun and Part II: 12 out of 12 Point Sun and Part III: 12 out of 12 Point Sun and Part III: 12 out of 12 Point Sun and Part III: 12 out of 12 Point Sun and Part III: 12 out of 12 Point Sun and Part III: 13 out of 12 Point Part III: 14 Out of 12 Point Part III: 15 Out of 12 Point Part III: 16 Out of 12 Point Part III: 17 Out of 12 Point Part III: 18 Out of 12 Point Pa	Part I Non-Discrimination Laws
Public Accommodations  Public Accommodations  Total Part II: 18 out of 18 Point  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.  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II: 12 out of 12 Point  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance	This category evaluates whether discrimination on the basis of sexual orientation and gender identity
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.  County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II: 12 out of 12 Point BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance	is prohibited in areas of employment, housing, and public accommodations.
Part III. 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.  County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 12 out of 12 Point BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance	
Part III. 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.  County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 12 out of 12 Point BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance	
Part III. 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.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Domestic Partner Registry  Total Part II: 12 out of 12 Point BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Available  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance	
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.  City: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 12 out of 12 Point BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance	Part II. Relationship Recognition
Total Part III: 12 out of 12 Point State State County City  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City: Domestic Partner Registry  Total Part III: 12 out of 12 Point State County City  Available State County City  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City: Domestic Partner Registry  Total Part III: 12 out of 12 Point State County City  City Countractor State III: 12 out of 12 Point State III: 12 out of 12 Point III	not states, and marriage is a state-level policy, this section is weighted so that an equal number
BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Available State County City  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance	relationship recognition) and municipal domestic
Municipality had relationship recognition that was preempted by restrictive state law  Available State County City  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  O  City Contractor Equal Benefits Ordinance	
Municipality had relationship recognition that was preempted by restrictive state law  Available State County City  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  O  City Contractor Equal Benefits Ordinance	
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  Part III. Municipality as Employer  This section is the most heavily weighted because  City Contractor Equal Benefits Ordinance	
Part III. Municipality as Employer  This section is the most heavily weighted because  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance	
Part III. Municipality as Employer  This section is the most heavily weighted because  City Contractor Equal Benefits Ordinance	
This section is the most heavily weighted because  City Contractor Equal Benefits Ordinance	
	Part III. Municipality as Employer
have extensive control and the power to do much good. It measures how cities treat their LGBT  Domestic Partner Health Benefits	This section is the most heavily weighted because
their contractors to do the same.  Legal Dependent Benefits	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
Equivalent Family Leave	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
Total Part III: 6 out of 26 Poin	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
BONUS POINTS:  Grossing Up of Employee Benefits  (43)	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
not accessible to all cities at this time. For more information about the MEI Scoring System, please  BONUS POINTS:  Health Repetits are Transgender Inclusive	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.
BONUS POINTS:  Municipality is a Welcoming Place to Work (Retirement, Training, or Employee Pride Alliance)	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.  Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more



Concord, California

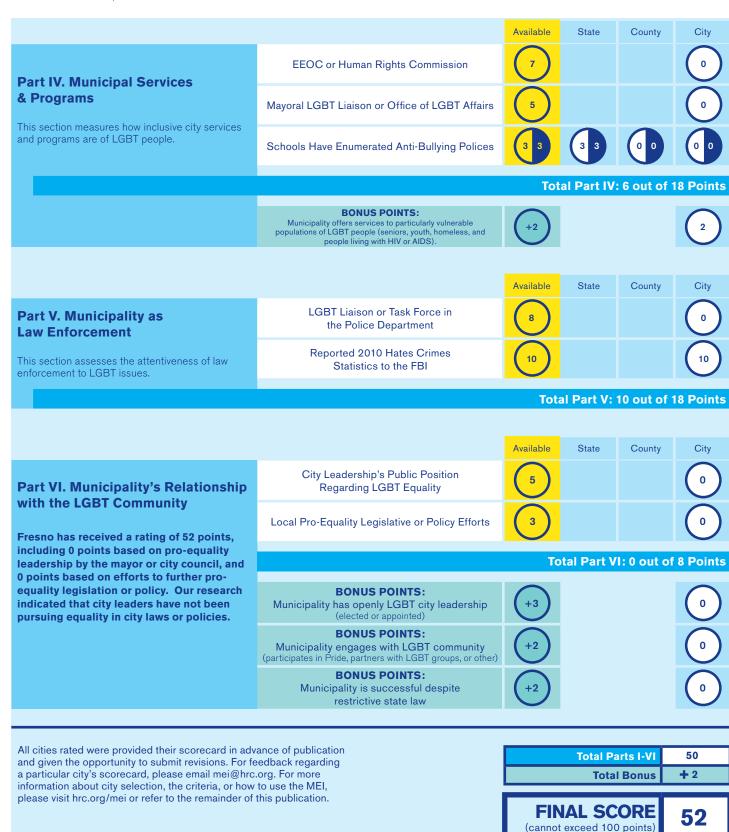




			Available	State	County	City
Daniel New Discrimination Laws		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
			To	tal Part I	18 out of	18 Points
					out or	or omes
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State 12	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		BONUS POINTS: relationship recognition that was	+2			
		ed by restrictive state law				
				Ctata	County	City
	preempt	ed by restrictive state law	Available	State	County	City
	Preempt  Non-Discrir	ed by restrictive state law mination in City Employment	Available 5 5	State	County	00
Part III. Municipality as Employer	Preempt  Non-Discrir	ed by restrictive state law	Available	State	County	City
This section is the most heavily weighted because	Non-Discrin	ed by restrictive state law mination in City Employment	Available 5 5	State	County	00
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	Non-Discrii City Contracto City Contract	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance	Available 5 5	State	County	0 0
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	Non-Discrin City Contracto City Contract Domesti	ed by restrictive state law  mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance	Available  5 5 2 2	State	County	0 0
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	Non-Discrin City Contracto City Contract Domesti	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5  2 2  4	State	County	0 0 0
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	Non-Discrin City Contracto City Contract Domesti	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5 4 4 2 2		County  4 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrin City Contracto City Contract Domesti Lega	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5 4 4 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	Available  5 5  2 2  4  4  Tot			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Fresno, California

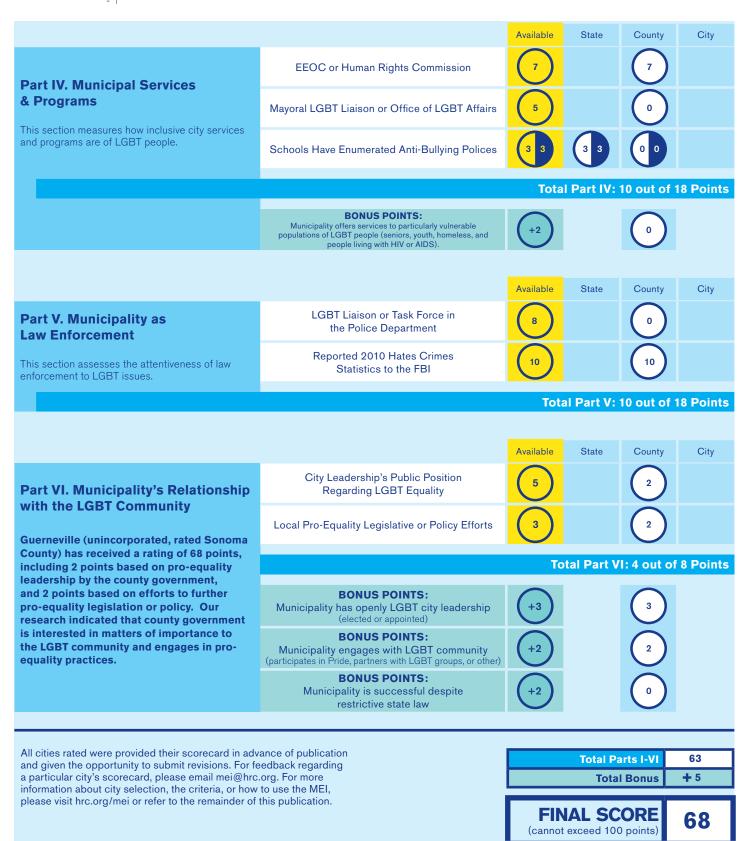




			Available	State	County	City
Part I. Non-Discrimination Laws	Employment		3 3	3 3	00	
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Housing		3 3	3 3	00	
	Public Accommodations		3 3	3 3	0 0	
			Tot	al Part I:	18 out of 1	8 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			
			Tota	al Part II:	12 out of 1	2 Points
	Municipality had relationship recognition that was preempted by restrictive state law		+2		0	
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5		00	
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2		0 0	
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4		0	
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	Domestic Partner Health Benefits		4		4	
their contractors to do the same.	Lega	I Dependant Benefits	2		2	
	Equ	ivalent Family Leave	2		0	
			Tot	al Part III	6 out of 2	6 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3		0	
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: efits are Transgender Inclusive	+4		0	
		BONUS POINTS: is a Welcoming Place to Work	+2			



Guerneville (Sonoma County), California



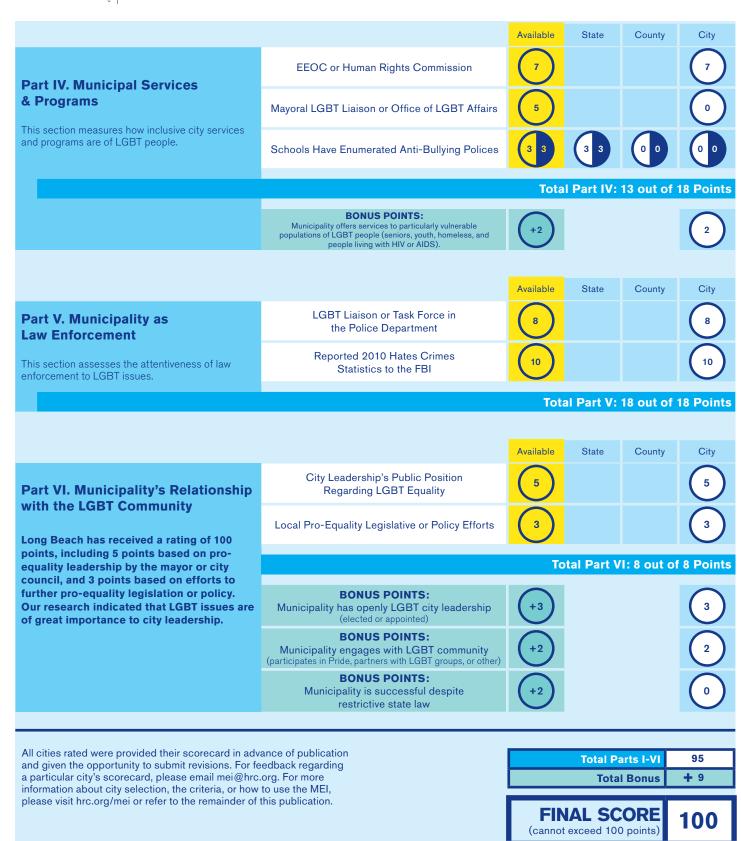


# **2012 Municipal Equality Index // Scorecard** Long Beach, California

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	3 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Housing		3 3	3 3	00	0 0
	Public Accommodations		3 3	3 3	00	0 0
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ONUS POINTS:				
	Municipality had relationship recognition that was preempted by restrictive state law		+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domestic Partner Health Benefits		4			4
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	Part III:	26 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			0
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		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2



Long Beach, California

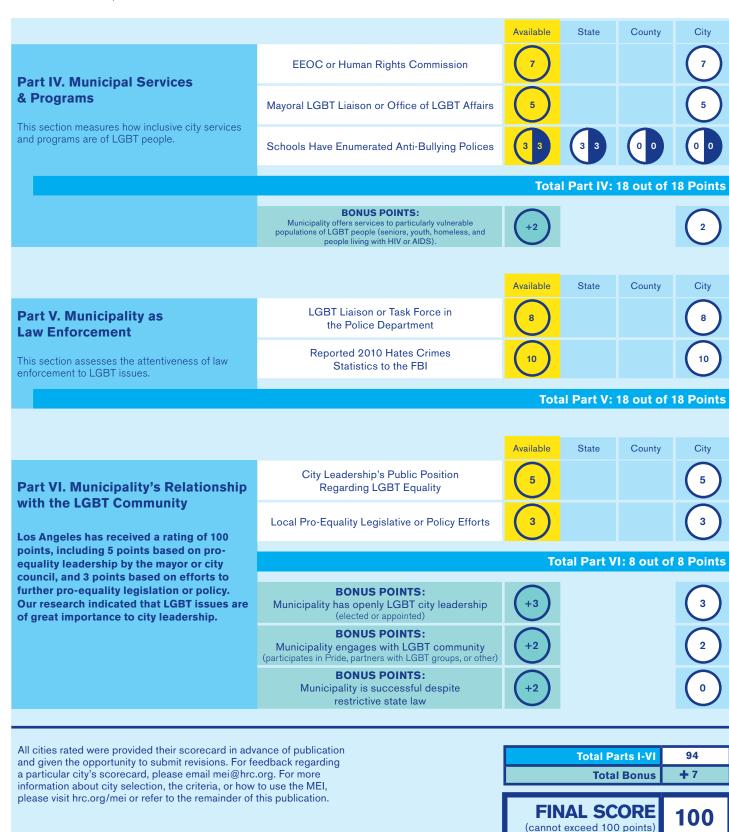




			Available	State	County	City
Part I. Non-Discrimination Laws	Employment		3 3	3 3	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	3 3	0	3 3
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS				
	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law		+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	20 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Los Angeles, California





			Available	State	County	City
Part I. Non-Discrimination Laws	Employment		3 3	3 3	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	3 3	0 0	3 3
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law				0
			Available	State	County	City
						,
	Non-Discrii	nination in City Employment	5 5			5 5
Part III. Municipality as Employer		nination in City Employment  Non-Discrimination Ordinance	5 5			5 5
Part III. Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality will	City Contracto		X			5 5
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	City Contracto City Contrac	Non-Discrimination Ordinance	2 2			5 5
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	City Contracto City Contracto	Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2			5 5 0 0 0
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	City Contracto City Contrac  Domesti Lega	Non-Discrimination Ordinance tor Equal Benefits Ordinance C Partner Health Benefits	2 2			4
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	City Contracto City Contrac  Domesti Lega	Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	4 4 2 2	l Part III:	20 out of 2	4 4 2 0 0
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	City Contracto City Contrac  Domesti Lega Equ	Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	4 4 2 2	Part III:		4 4 2 0 0
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.	City Contracto City Contract  Domesti Lega Equ	Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits ivalent Family Leave	2 2 4 4 4 2 2 2 Tota	l Part III:		5 5 0 0 0 4 4 4 2 2 0 0 0 0 0 0 0 0 0 0 0 0



Oakland, California



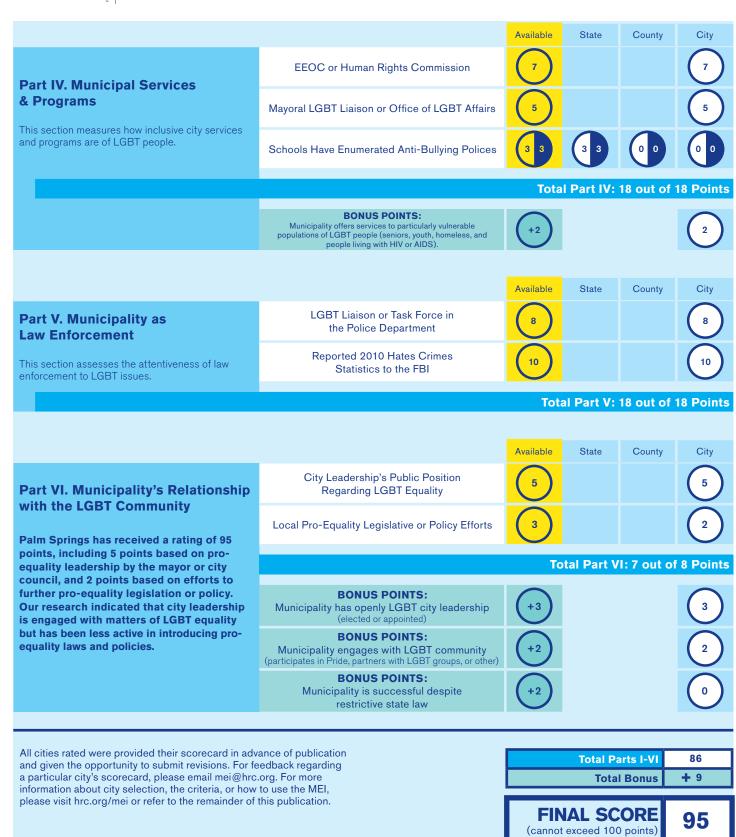


# **2012 Municipal Equality Index // Scorecard** Palm Springs, California

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	3 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	3 3	0 0	3 0
is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	3 3	00	3 0
			Tot	al Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law		+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tot	al Part III	13 out of	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			0
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:  fits are Transgender Inclusive	+4			(°)
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2



Palm Springs, California

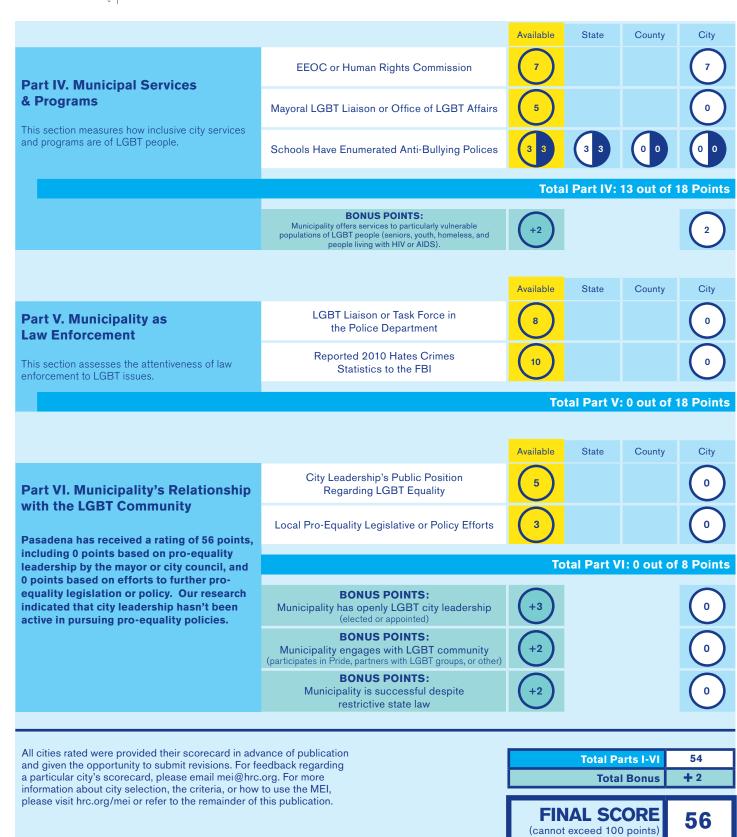




## **2012 Municipal Equality Index // Scorecard** Pasadena, California

,						
			Available	State	County	City
	Employment		3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on	Housing		3 3	3 3	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	3 3	0 0	0 0
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tot	al Part II:	12 out of	12 Points
	Municipality had preempt	+2			0	
	ртостр					
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor Non-Discrimination Ordinance		2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contractor Equal Benefits Ordinance		4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Lega	2			0	
	Equivalent Family Leave					2
			Tota	I Part III:	11 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality (Retirement, Tra	+2			0	

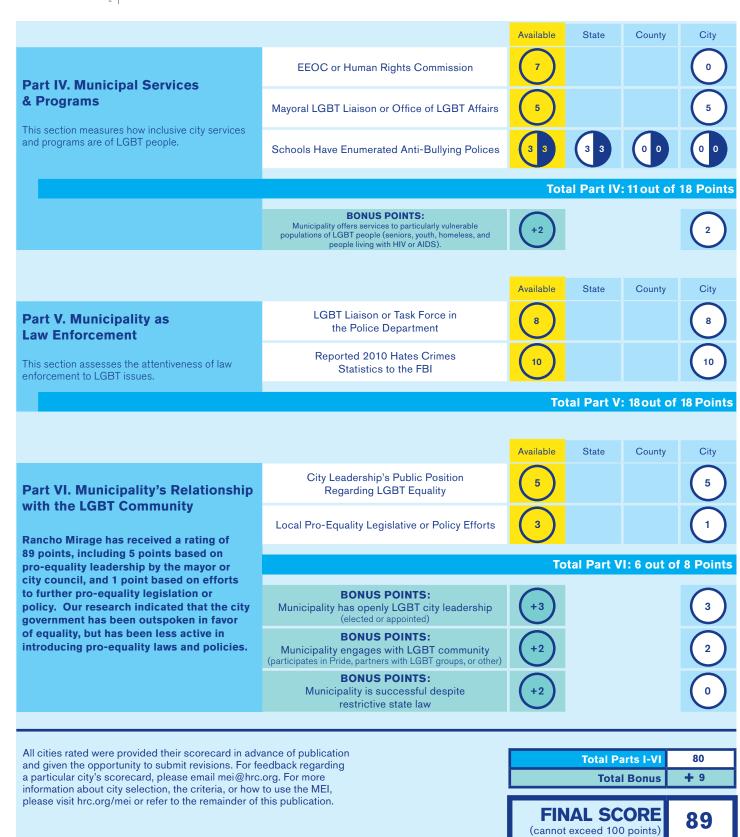
Pasadena, California



# **2012 Municipal Equality Index // Scorecard** Rancho Mirage, California

			Available	State	County	City
Deat I New Disconnication Laws		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	00
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	Municipality had	conus points: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tot	al Part III	: 15 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2

# Rancho Mirage, California

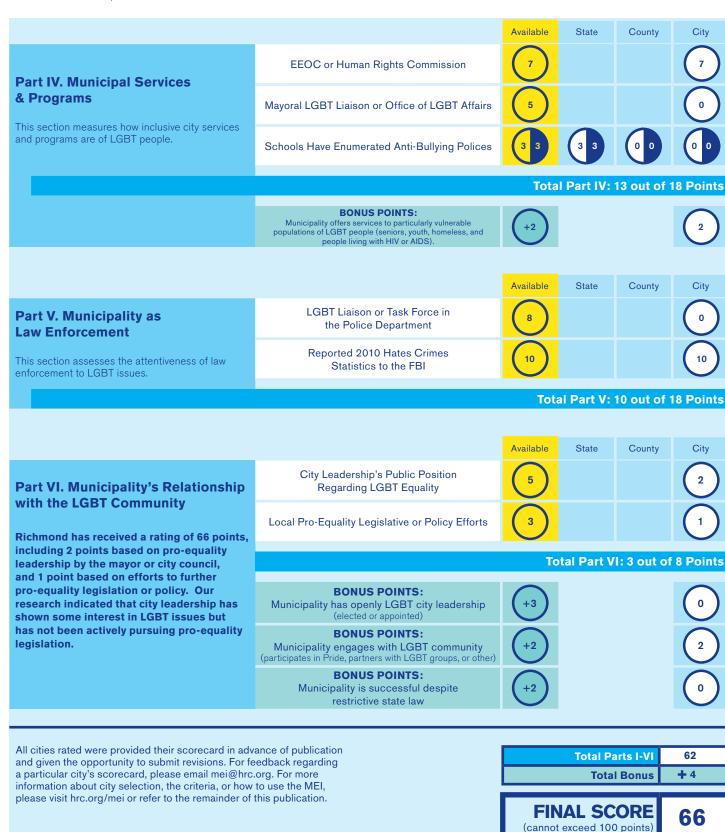




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0 0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	3 3
			To	tal Part I:	18 out of	8 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III:	6 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)



Richmond, California





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0 0	3 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	3 0
			Tot	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State 12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	preempt	ed by restrictive state law				
	proompt	ed by restrictive state law	Available	State	County	City
		mination in City Employment	Available 5 5	State	County	City 5 0
Part III Municipality as Employer	Non-Discrir			State	County	City 5 0
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrir City Contractor	nination in City Employment	5 5	State	County	5 0
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	Non-Discrin City Contractor City Contract	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 0
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	Non-Discrir City Contractor City Contractor	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2	State	County	5 0 2 0
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2 4	State	County	5 0 2 0 4
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  17 out of 2	5 0 2 0 4 4 2
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			5 0 2 0 4 4 2
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-Discrir City Contractor City Contractor Domestic Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 Tota			5 0 2 0 4 4 2



Sacramento, California

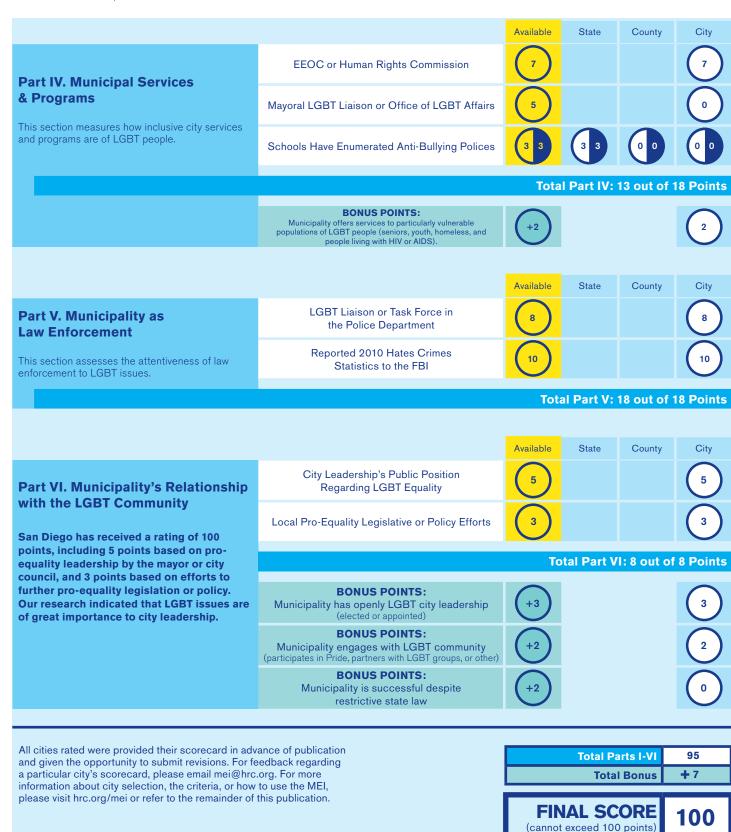




Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in reason of employment, housing, and public accommodations.  Housing  Housing  Public Accommodations  Total Part II: 18 out of 18 Points  Fracture of the is an evaluation of municipalities, and state-level policy, this section is welfard on that are available of the series of partners regulation.  For the part III: 18 out of 18 Points  Fracture of the is an evaluation of municipalities, and state-level policy, this section is welfard on that an open unmober of points are awarded for manage for other state of partners regulations.  For the partners of the series of the serie							
Part II. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual celeration and general entity is prohibited in areas of employment, housing, and public accommodations.  Public Accommodations  Total Part II: 18 out of 18 Points  Available  State: Civil Unions County: Domestic Partnerships Domestic Partnerships County: Domestic Partnerships County: Domestic Partner Registry City: Domestic Partner				Available	State	County	City
Total Part III. Relationship Recognition  Because this is an evaluation of municipalities, and interest the state of both of the state	Part I Non-Discrimination I aws		Employment	3 3	3 3	00	3 3
Part II. Relationship Recognition  State: Marriage Equality City Unions Demostic Partner Registry County: Domestic Partner Registry City: Domestic Partner Reg	This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	3 3
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 distillations are awarded for marriage (or other state relationship recognition) and municipal domestic Partner Registry    County: Domestic Partner Registry   12   0	is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0	3 3
Part III. 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 for other state relationship recognition) and municipal domestic partner registry.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: 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 realistiches state law  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 crities treat their LGBT employees, and the extent to which they require their contractors to do the same.  Bonus Points are awarded for criteria which are not accessable to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points:  Health Benefits or frangender inclusive  Bonus Points:  Health Benefits are awarded for criteria which are not accessable to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.				Tot	al Part I:	18 out of	18 Points
Part III. 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 for other state read of points are warded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read to point a read of points are awarded for marriage for other state read to point a read of points are awarded for marriage for other state read to possible for the points are awarded for marriage for other state read to possible for the points.  Source 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 critics treat their LGBT employees, and the extent to which they require their contractors to do the same.  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 reafer to page 11.  Marriage Equality ("Unit United State Partner Registry")  County: Domestic Partner Registry  12)  12)  12)  12)  12)  12)  12)  12							
Part III. 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.  County: Domestic Partner Registry  County: Domestic Partner Registry  Total Part III: 12 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  For the section is the most heavily weighted because it is an ear on which aimset every nunicipality will have extensive control and the power to go much good it measures how cities treat their LOST employees, and the extent to which they require their contractors to do the same.  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:  Bonus Po				Available	State	County	City
County: Domestic Partner Registry 12 0  Total Part III: 12 out of 12 Points  BONUS POINTS: 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 LGET employees, and the extent to which they require their contractors to do the same.  Bonus Points:  City: Domestic Partner Registry 12 0  Total Part III: 12 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment 5 5 5  City Contractor Non-Discrimination Ordinance 2 2 2  City Contractor Non-Discrimination Ordinance 4 4  City Contractor Equal Benefits Ordinance 4 4  City Contractor Equal Benefits Ordinance 4 4  Legal Dependent Benefits 4 4  Legal Dependent Benefits 2 2  Equivalent Family Leave 2 2  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:  Bonus Poi	Part II. Relationship Recognition	State:	Civil Unions	12	12		
Total Part III: 12 out of 12 Points  BONUS POINTS:  Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality will have extractive control and the power to do much good. It measures how clies treat their Contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all crities at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crities at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crities at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crities at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points are awarded for criteria which are not accessible to all crities at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points:  B	not states, and marriage is a state-level policy, this section is weighted so that an equal number	County:	Domestic Partner Registry	12		0	
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 crites treat their LGBT employees, and the extent to which they require their contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  5 5 5  City Contractor Non-Discrimination Ordinance  2 2 2  City Contractor Equal Benefits Ordinance  4 4  4 4  4 4  4 5 5 5  City Contractor Equal Benefits Ordinance  4 5 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6	relationship recognition) and municipal domestic	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				Tota	al Part II:	12 out of	12 Points
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City			PONIIS DOINTS:				
Non-Discrimination in City Employment    Non-Discrimination in City Employment		Municipality had	relationship recognition that was	(+2)			
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits 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:  Bonus Poin			•				
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.  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 26 out of 26 Points  BONUS POINTS:  BONUS POINTS:  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Municipality is a Welcoming Place to Work				Available	State	County	City
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.    Domestic Partner Health Benefits		Non-Discrir	mination in City Employment	5 5			5 5
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.  Legal Dependent 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:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work	Part III. Municipality as Employer	City Contracto	r Non-Discrimination Ordinance	2 2			2 2
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.  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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Health Benefits 4  4  4  4  4  4  4  4  4  4  4  4  4	This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
Equivalent Family Leave  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:  Bonus	have extensive control and the power to do much good. It measures how cities treat their LGBT	Public Accommodations  State: Marriage Equality Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent Benefits	4			4	
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  Total Part III: 26 out of 26 Points  BONUS POINTS:  Health Benefits  BONUS POINTS: Municipality is a Welcoming Place to Work		Lega	l Dependent Benefits	2			2
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:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Welcoming Place to Work  Municipality is a Welcoming Place to Work		Equ	iivalent Family Leave	2			2
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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  1  4  4  4  6  Crossing Up of Employee Benefits  BONUS POINTS:  Municipality is a Welcoming Place to Work				Tota	Part III:	26 out of 2	26 Points
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work	December 11 to 11			+3			0
BONUS POINTS:  Municipality is a Welcoming Place to Work  +2	not accessible to all cities at this time. For more information about the MEI Scoring System, please			+4			(0)
	Telefito page 11.	Municipality	is a Welcoming Place to Work	+2			0



San Diego, California



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	3 3
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	PONUS POINTS: relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	26 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			(0)
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	Health Ben	BONUS POINTS: efits are Transgender Inclusive	+4			4
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2



San Francisco, California

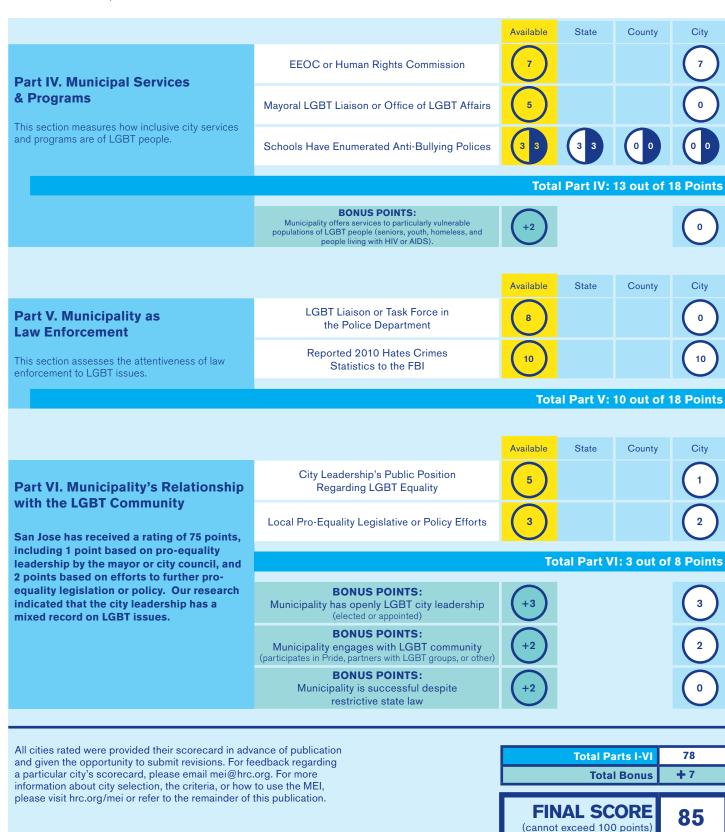




			Available	State	County	City
Daniel Man Discrimination Laws		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
			To	tal Part I	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State 12	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was	+2			0
	preempt	ed by restrictive state law				
	preempt	ed by restrictive state law	Available	State	County	City
		nination in City Employment	Available 5 5	State	County	City 5 5
Part III Municipality as Employer	Non-Discrir			State	County	City 5 5 2 2 2
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrir City Contractor	nination in City Employment	5 5	State	County	5 5
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	Non-Discrin City Contractor City Contract	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2	State	County	2 2
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	Non-Discrin City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2 4	State	County	0
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	Non-Discrin City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	4 4 2 2		County  22 out of 2	0 4 2 2
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	4 4 2 2			0 4 2 2
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-Discrir City Contractor City Contractor Domestic Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 Tota			0 4 2 2



San Jose, California

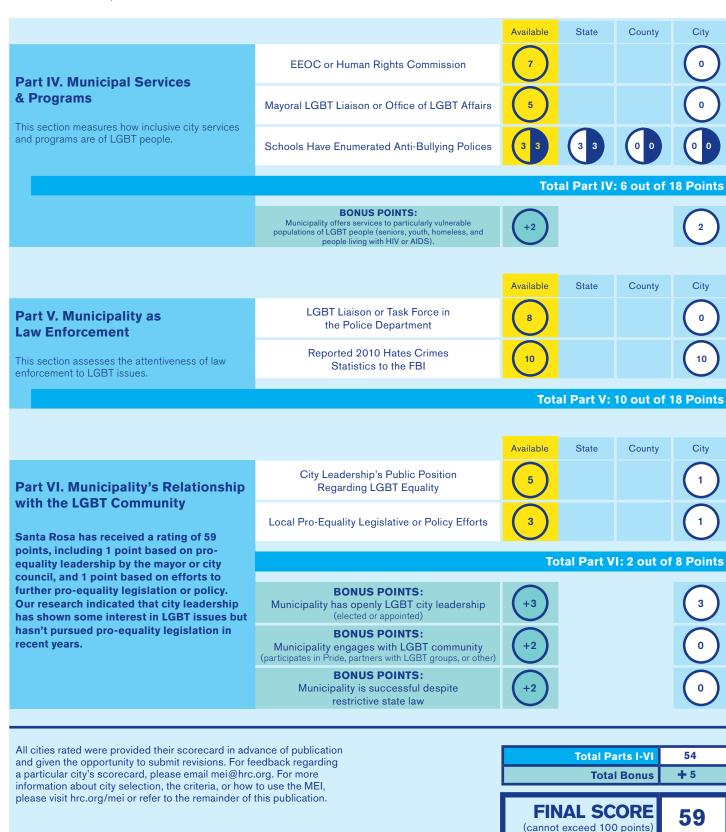




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	00
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ANNUE DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	6 out of	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
Total to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Santa Rosa, California

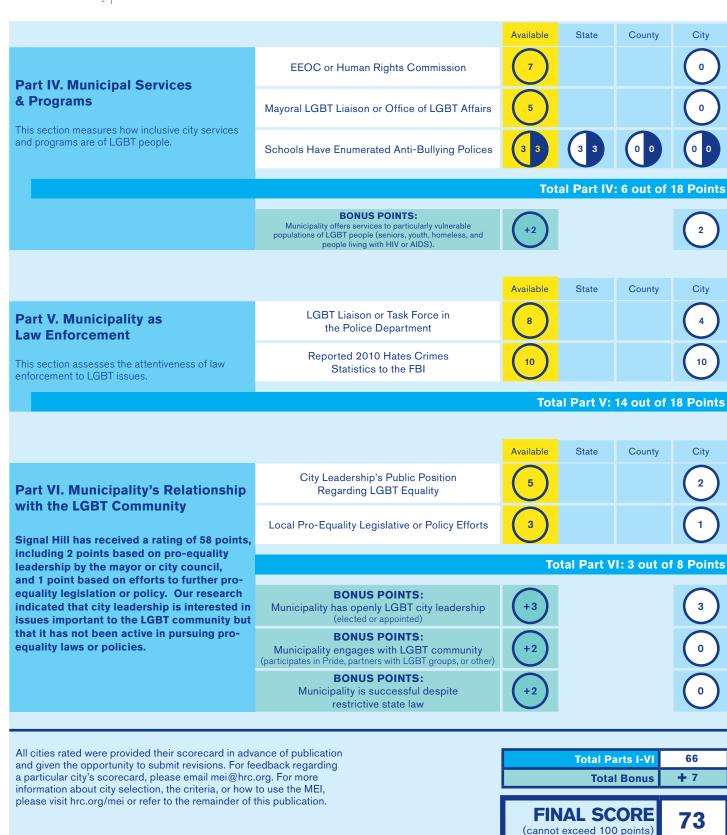




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12	County	Oity
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	Municipality had	ONUS POINTS: relationship recognition that was	+2			0
	preempt	ed by restrictive state law				
	preempt	ed by restrictive state law	Available	State	County	City
		mination in City Employment	Available 5 5	State	County	City 5 0
Part III Municipality as Employer	Non-Discrir			State	County	City 5 0
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrin	mination in City Employment	5 5	State	County	5 0
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	Non-Discrin City Contractor City Contrac	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 0
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	Non-Discrin City Contractor City Contrac	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2	State	County	0 0
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	Non-Discrin City Contractor City Contrac  Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2 4	State	County	0 0
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	Non-Discrin City Contractor City Contrac  Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  13 out of	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrin City Contractor City Contract Domestic Lega	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrin City Contractor City Contractor Domestic Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits  ivalent Family Leave	2 2 4 4 4 2 2 2 Tot			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Signal Hill, California

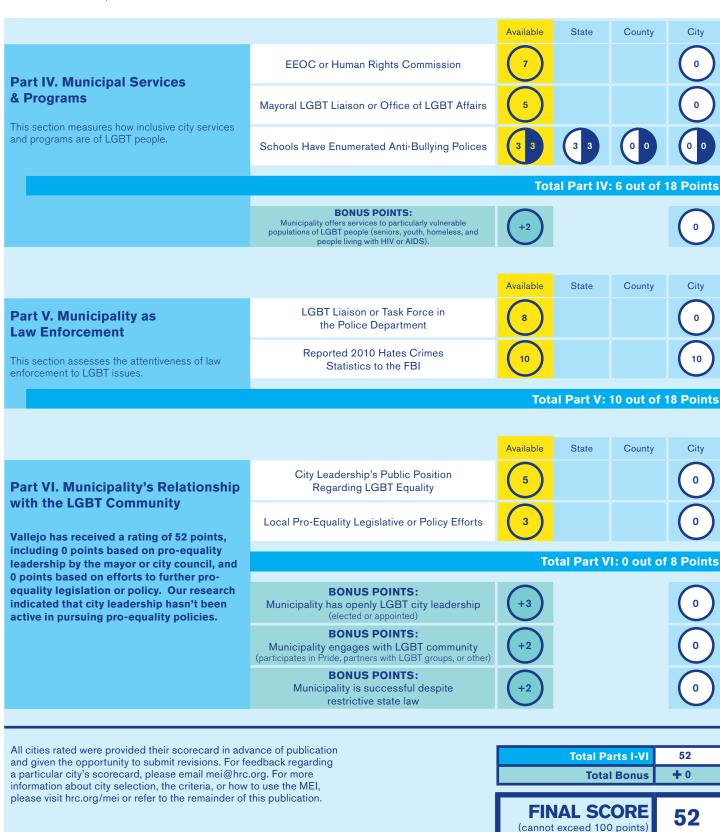




			Available	State	County	City
Part I Non Biominination Laws		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
			To	ol Dort I	18 out of	10 Doints
			100	ai Pait I.	18 Out Of	16 Pollits
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
			+2			(°)
	preempt	ed by restrictive state law				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Housing  Public Accommodations  State: Marriage Equality Civil Unions Domestic Partnerships  County: Domestic Partner Registry	4			4	
employees, and the extent to which they require their contractors to do the same.		2			2	
			2			0
	Equ	ivalent Family Leave				
	Equ	ivalent Family Leave		al Part III	6 out of 2	26 Points
Bonus Points are swarded for criteria which are		ivalent Family Leave  BONUS POINTS: g Up of Employee Benefits		al Part III	6 out of 2	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.	Grossin	BONUS POINTS:	Tot	al Part III	6 out of 2	26 Points  0



Vallejo, California



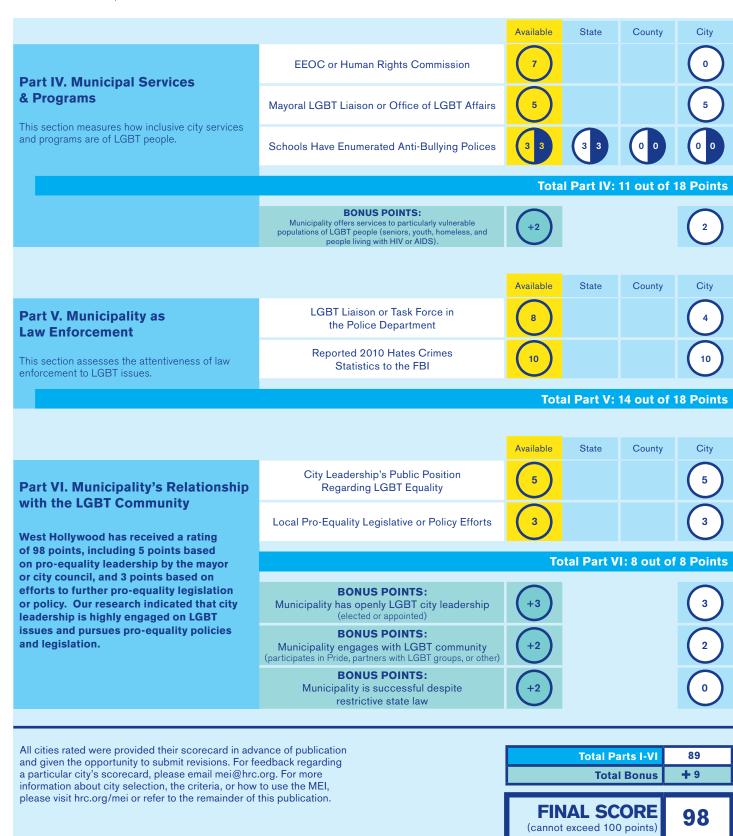


# **2012 Municipal Equality Index // Scorecard** West Hollywood, California

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tot	al Part II:	12 out of	12 Points
		PONILE DOINTE.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	l Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	Part III:	26 out of	26 Points
Danie Daiele era euroda lifere ille inchiale		BONUS POINTS: g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(0)
Total to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2



West Hollywood, California

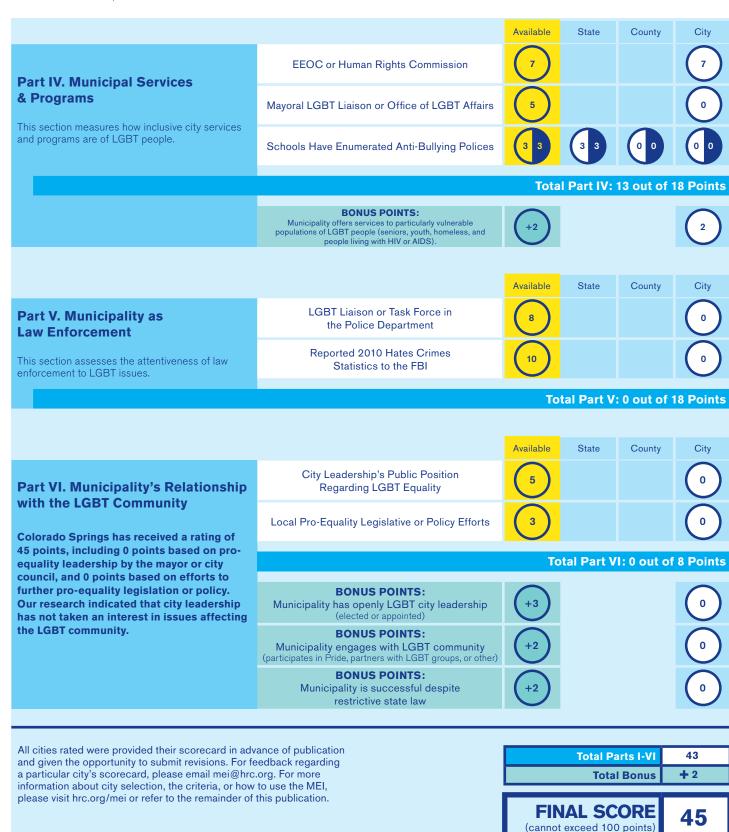




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0	00
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ANNUE DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
Total to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(°)



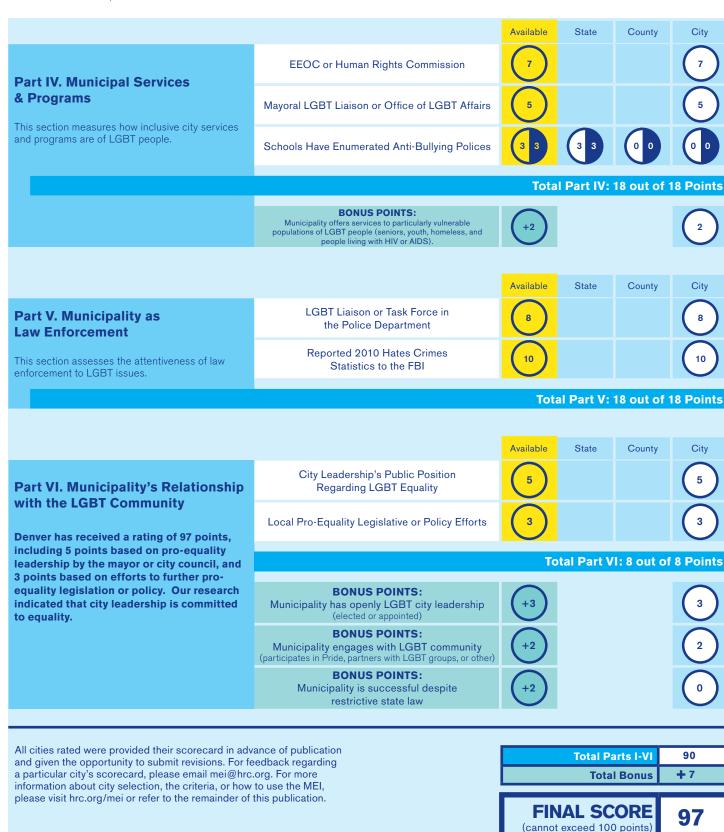
Colorado Springs, Colorado



			Available	State	County	City
Dart I Nam Discrimination Laws		Employment	3 3	3 3	0 0	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	3 3
			To	tal Part I	18 out of	18 Points
					out or	or omes
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State 12	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was	+2			0
	preempt	ed by restrictive state law				
	preempt	ed by restrictive state law	Available	State	County	City
		nination in City Employment	Available 5 5	State	County	City 5 5
Part III Municipality as Employer	Non-Discrir			State	County	City 5 5 0 0
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrir City Contractor	nination in City Employment	5 5	State	County	5 5
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	Non-Discrin City Contractor City Contract	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrir City Contractor City Contractor	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2	State	County	0 0
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2 4	State	County	0 0
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  16 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrir City Contractor City Contractor Domestic Lega	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 Tota			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Denver, Colorado





# **2012 Municipal Equality Index // Scorecard** Hartford, Connecticut

*						
			Available	State	County	City
		3 3	3 3	0 0	0 0	
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	3 3	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	3 3		
	. us	no recommodationo				
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tot	al Part II:	12 out of	12 Points
	Municipality had	+2			0	
	preempt	preempted by restrictive state law				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	2 2			2 2	
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contractor Equal Benefits Ordinance		4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Lega	2			2	
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	22 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Health Benefits are Transgender Inclusive		+4			0
	Municipality (Retirement, Tra	+2			2	



Hartford, Connecticut

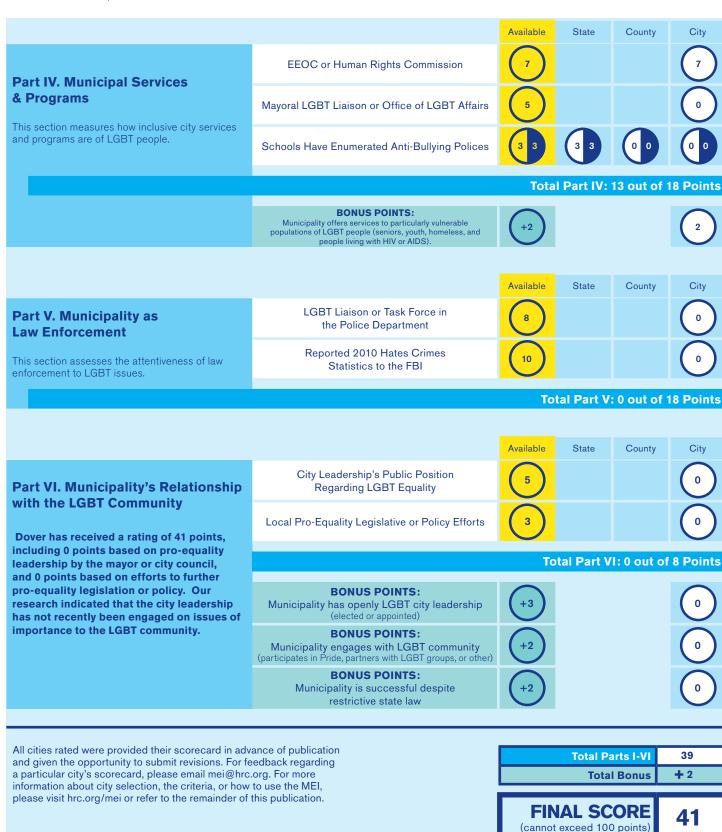




			Available	State	County	City
Post I Non Biominination I am		Employment	3 3	3 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 0	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 0	0 0	0 0
			Tr	tal Part I	9 out of	18 Points
					o out or	or omes
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State 12	County	City
Because this is an evaluation of municipalities, not states, and marriage is a state-level policy,	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
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.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		BONUS POINTS: relationship recognition that was	+2			(°)
		ed by restrictive state law				
				Ctata	County	City
	preempt	ed by restrictive state law	Available	State	County	City
	Preempt  Non-Discrir	ed by restrictive state law  mination in City Employment	Available 5 5	State	County	5 0
Part III. Municipality as Employer	Preempt  Non-Discrir	ed by restrictive state law	Available	State	County	City 5 0
This section is the most heavily weighted because	Non-Discrin	ed by restrictive state law  mination in City Employment	Available 5 5	State	County	5 0
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	Non-Discrii City Contracto City Contract	ed by restrictive state law  mination in City Employment  r Non-Discrimination Ordinance	Available 5 5	State	County	5 0
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	Non-Discrin City Contracto City Contract Domesti	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance	Available  5 5 2 2	State	County	5 0
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	Non-Discrin City Contracto City Contract Domesti	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	Available  5 5  2 2  4	State	County	0 0
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	Non-Discrin City Contracto City Contract Domesti	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5 4 4 2 2		County  5 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrin City Contracto City Contract Domesti Lega	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5 4 4 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits iivalent Family Leave	Available  5 5 4 4  2 2 Tot			0 0 0



Dover, Delaware

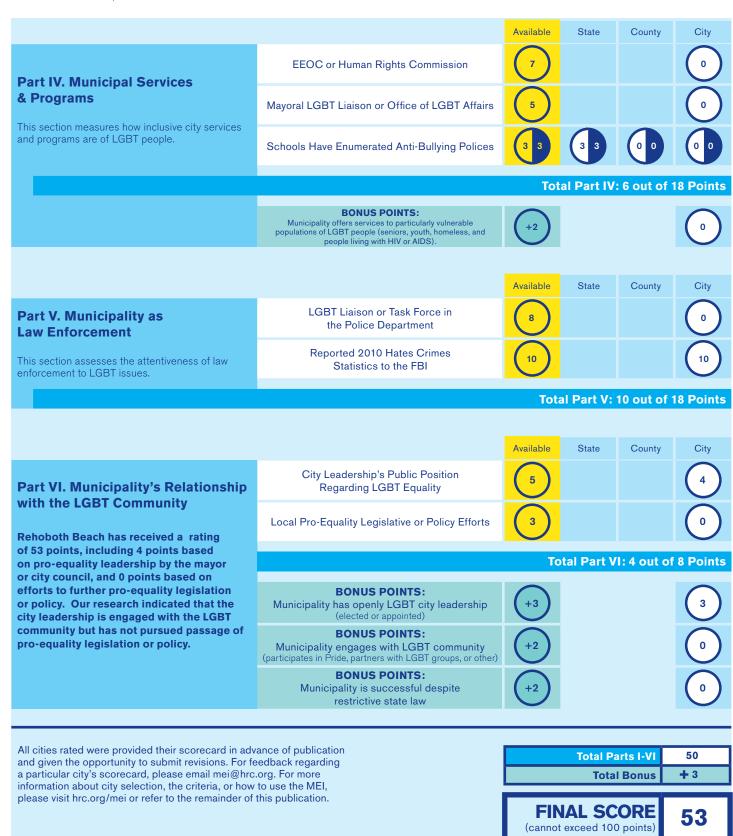




			Available	State	County	City
Part I. Non-Discrimination Laws	Employment		3 3	30	0	0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	30	00	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 0	0 0	00
			To	otal Part I	: 9 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	В	ONUS POINTS:				
	Municipality had preempt	+2				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	11 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
		BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Rehoboth Beach, Delaware

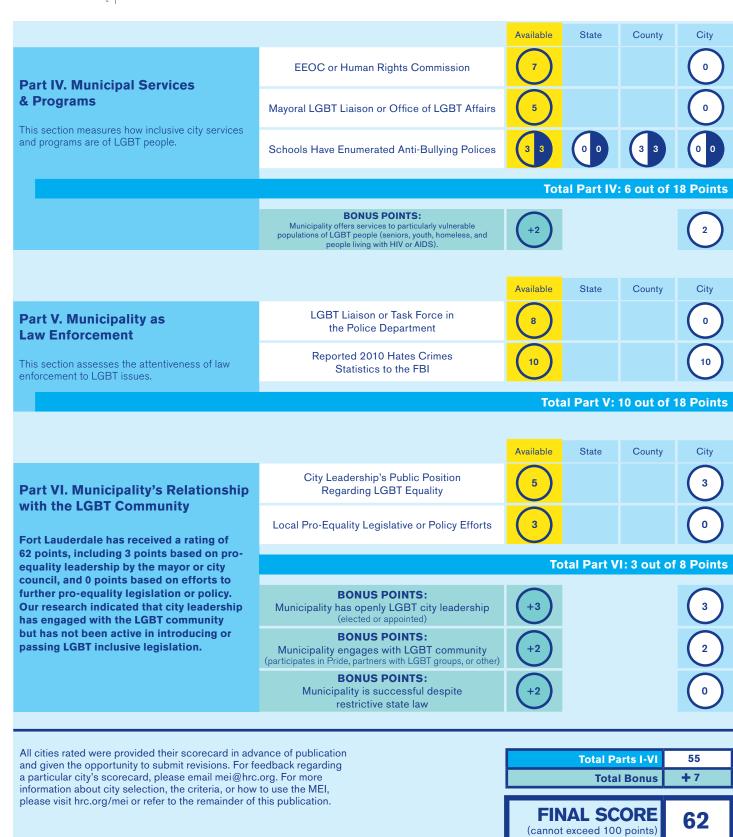




# **2012 Municipal Equality Index // Scorecard** Fort Lauderdale, Florida

			Available	State	County	City
Part I. Non-Discrimination Laws	Employment		3 3	0	3 3	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	0 0	3 3	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	3 3	00
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor Non-Discrimination Ordinance		2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			2
			Tot	al Part III:	6 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
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.	Grossin		+3			0

Fort Lauderdale, Florida





# **2012 Municipal Equality Index // Scorecard** Hollywood, Florida

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			Available	State	County	City		
Part I. Non-Discrimination Laws		Employment	3 3	0 0	3 3	0 0		
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	00	3 3	00		
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	3 3	00		
			Tot	tal Part I:	18 out of	18 Points		
			Available	State	County	City		
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0	County	Oily		
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	County:	Domestic Partner Registry	12		12			
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0		
	Total Part II: 12 out of 12 Points							
	Municipality had preempt	+2			0			
			Available	State	County	City		
	Non-Discrir	nination in City Employment	5 5			00		
Part III. Municipality as Employer	City Contractor	2 2			0 0			
This section is the most heavily weighted because	City Contractor Equal Benefits Ordinance		4			0		
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	Domestic Partner Health Benefits		4			0		
their contractors to do the same.	Lega	2			0			
	Equ	ivalent Family Leave	2			0		
			Tot	al Part III	0 out of 2	26 Points		
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0		
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0		

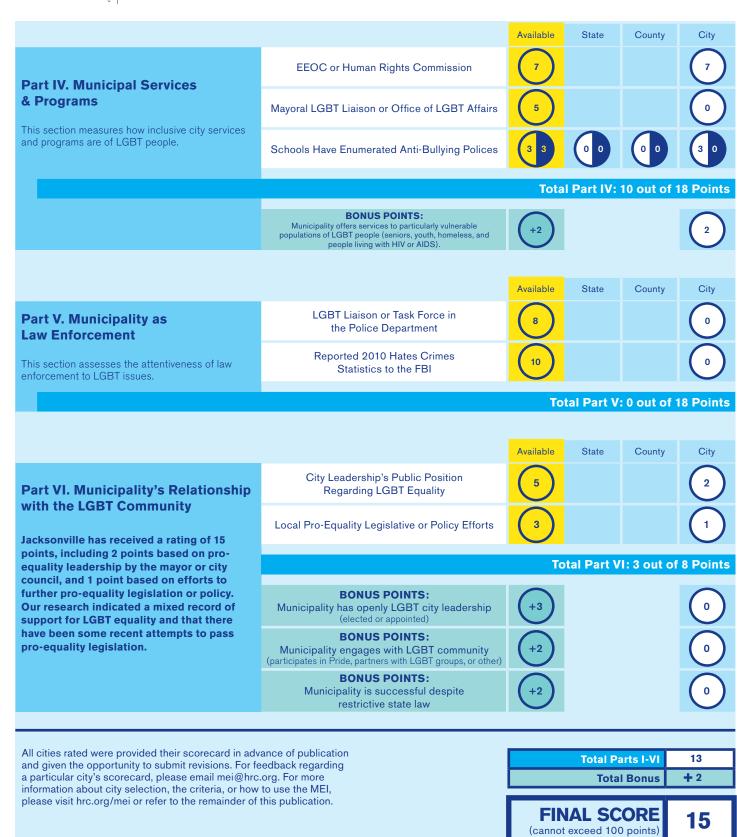
### Hollywood, Florida



# **2012 Municipal Equality Index // Scorecard** Jacksonville, Florida

- 1								
			Available	State	County	City		
Dort I Non Discrimination Laws		3 3	0 0	0 0	0 0			
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	00	00	00		
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0	00	0 0		
			Total Part I: 0 out of 18 Poi					
			Available	State	County	City		
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0				
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	County:	Domestic Partner Registry	12		0			
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0		
			То	tal Part II	0 out of	12 Points		
	Municipality had preempt	+2			0			
			Available	State	County	City		
	Non-Discrir	nination in City Employment	5 5			00		
Part III. Municipality as Employer	City Contracto	2 2			0 0			
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contractor Equal Benefits Ordinance		4			0		
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	Domestic Partner Health Benefits		4			0		
their contractors to do the same.	Lega	2			0			
	Equ	ivalent Family Leave	2			0		
			Tot	al Part III:	0 out of 2	26 Points		
Bonus Points are awarded for criteria which are	BONUS POINTS: Grossing Up of Employee Benefits		+3			0		
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Health Benefits are Transgender Inclusive		+4			0		
	Municipality (Retirement, Tra	+2			0			

Jacksonville, Florida



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	30	0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	3 0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	3 0	00
			To	otal Part I	9 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	В	ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	4 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Miami Shores, Florida

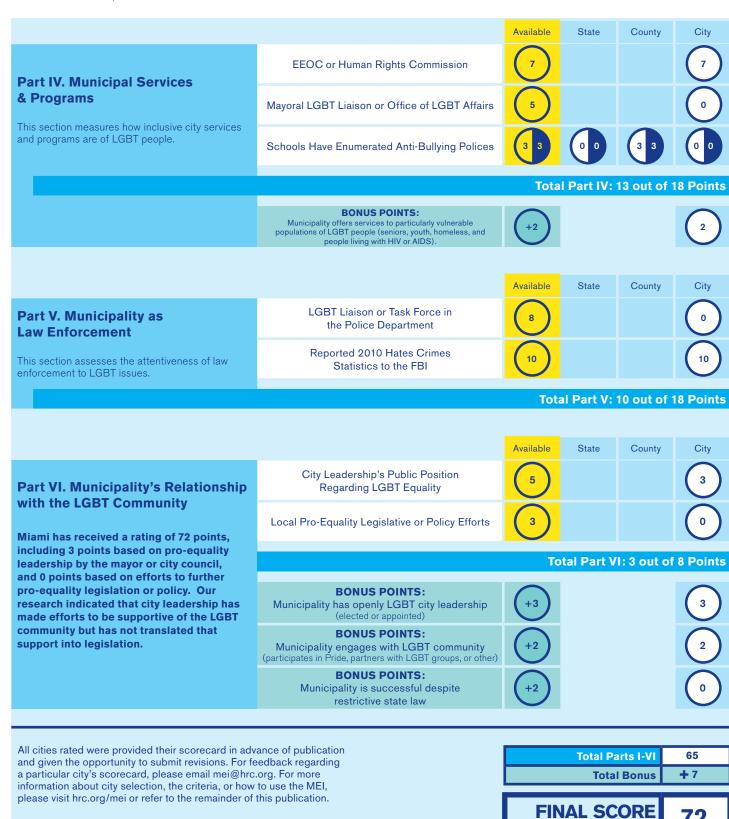




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	3 0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	30	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	3 0	00
			To	otal Part I	9 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		PONILE DOINTE.				
	Municipality had	RONUS POINTS: relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	l Dependent Benefits	2			2
	Equ	iivalent Family Leave	2			2
			Tota	l Part III:	18 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)



### **2012 Municipal Equality Index // Scorecard** Miami, Florida



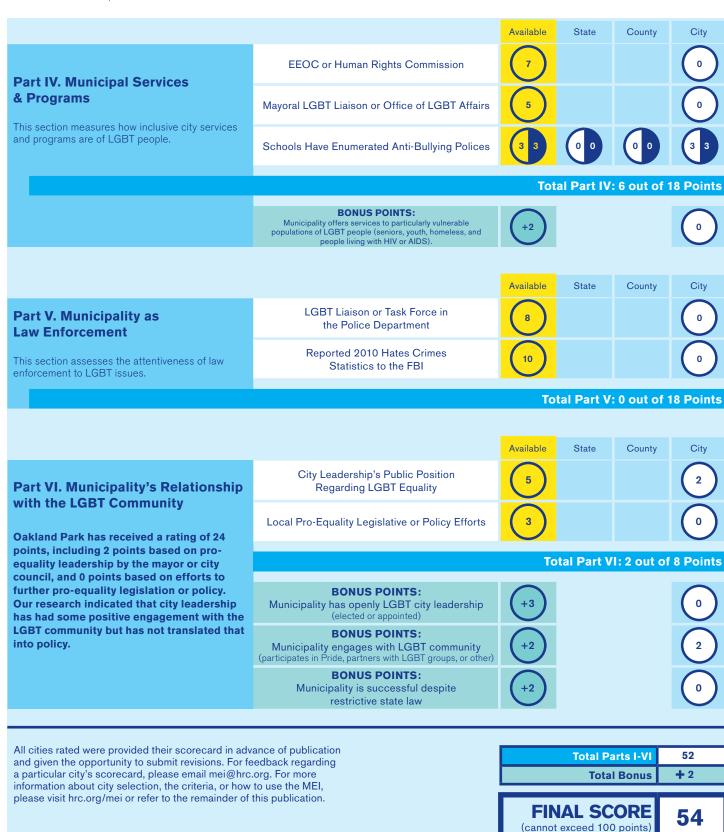


(cannot exceed 100 points)

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	3 3	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	3 3	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	3 3	00
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ANNUE DOINTS.				
	Municipality had	PONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	14 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Oakland Park, Florida





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0 0	3 3	3 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	3 3	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	3 3	3 0
			Tot	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State	County	City
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	SONUS POINTS: relationship recognition that was	+2			(°)
	preempt	ed by restrictive state law				
	preempt		Available	State	County	City
			Available 5 5	State	County	City 5 0
Part III Municipality as Employer	Non-Discrir	ed by restrictive state law		State	County	City 5 0
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrir City Contractor	ed by restrictive state law  mination in City Employment	5 5	State	County	5 0
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	Non-Discrin City Contractor City Contract	ed by restrictive state law  mination in City Employment  r Non-Discrimination Ordinance	5 5	State	County	5 0
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	Non-Discrir City Contractor City Contrac	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2	State	County	0 0
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	Non-Discrin City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2 4	State	County	0 0
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	Non-Discrin City Contractor City Contractor Domestic	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	4 4 2 2		County  13 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrir City Contractor City Contract Domestic	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	4 4 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrir City Contractor City Contractor Domestic Lega	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits iivalent Family Leave	2 2 4 4 4 2 2 2 Tota			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Orlando, Florida

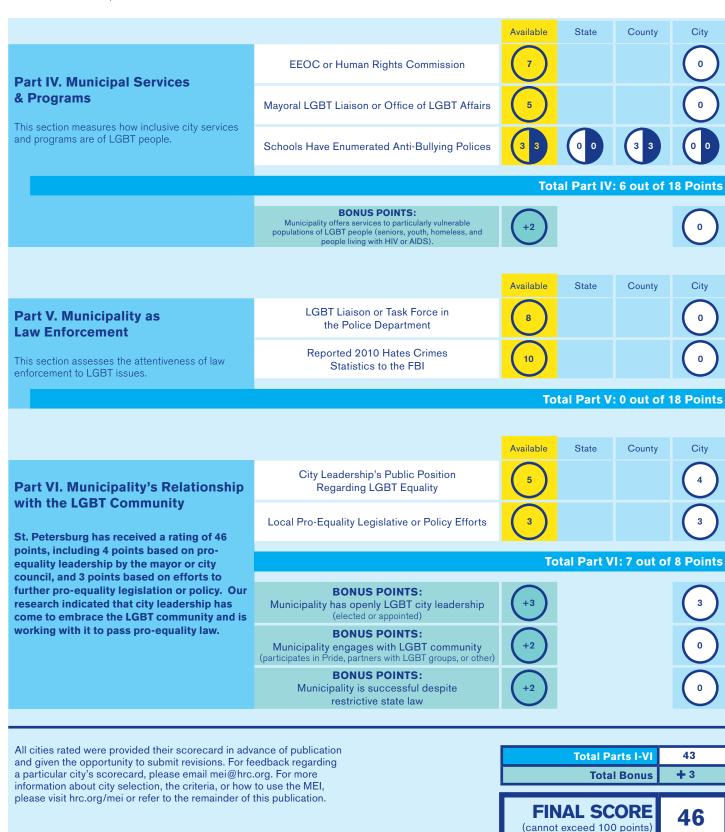




			Available	State	County	City
Daniel New Discrimination Laws		Employment	3 3	0 0	3 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	3 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	3 0	0 0
			T	tal Part I	9 out of 1	18 Points
					o out or	or omes
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of 1	12 Points
		ONUS POINTS:	+2			
		relationship recognition that was ed by restrictive state law				
				Stata	County	City
	preempt	ed by restrictive state law	Available 5 5	State	County	City
	preempt  Non-Discrir		Available	State	County	City 5 0
Part III. Municipality as Employer	Non-Discrir City Contractor	ed by restrictive state law nination in City Employment	Available 5 5	State	County	5 0
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	Non-Discrir City Contractor City Contractor	nination in City Employment  r Non-Discrimination Ordinance	Available 5 5	State	County	5 0
This section is the most heavily weighted because it is an area in which almost every municipality will	Non-Discrir City Contractor City Contrac	mination in City Employment  Non-Discrimination Ordinance  tor Equal Benefits Ordinance	Available  5 5 2 2	State	County	0 0
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5  2 2  4	State	County	0 0
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	Non-Discrir City Contractor City Contractor Domestic	nination in City Employment  Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5 4 4 2 2		County  9 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrin City Contractor City Contractor Lega	nination in City Employment  Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5 4 4 2 2			5 0 0 0 0 4 4 0
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	Non-Discrin City Contractor City Contractor Lega Equ	mination in City Employment  Non-Discrimination Ordinance tor Equal Benefits Ordinance C Partner Health Benefits I Dependent Benefits ivalent Family Leave	Available  5 5  2 2  4  4  Tot			5 0 0 0 4 4



St. Petersburg, Florida

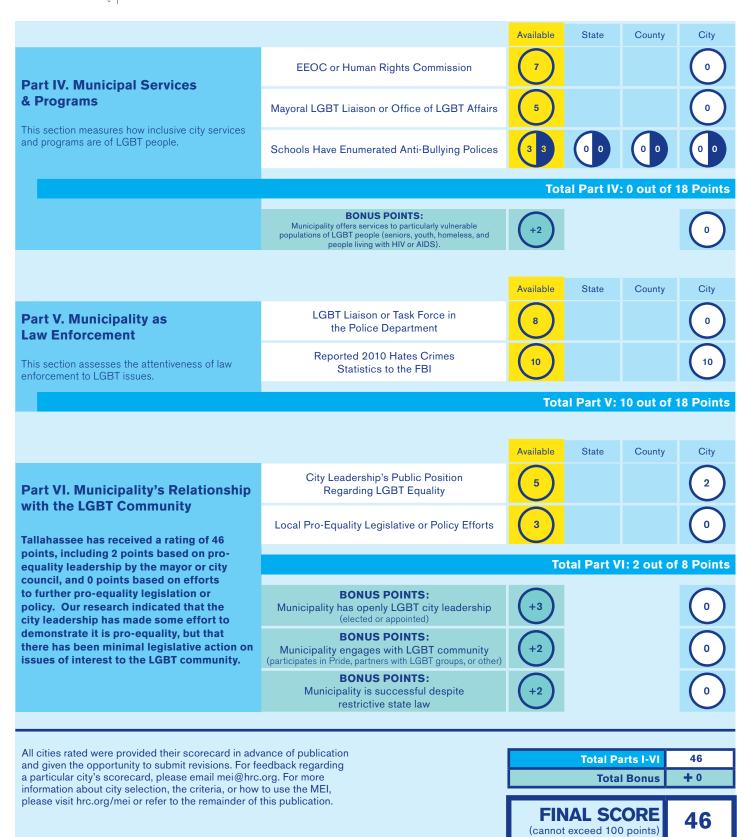




## **2012 Municipal Equality Index // Scorecard** Tallahassee, Florida

		Available	State	County	City
	Employment	3 3	00	3 3	0 0
	Housing	3 3	0 0	3 3	0 0
Pub	lic Accommodations	3 3	00	3 3	00
		Tot	tal Part I:	18 out of	18 Points
	Marriago Equality	Available	State	County	City
State:	Civil Unions Domestic Partnerships	12	(0)		
County:	Domestic Partner Registry	12		0	
City:	Domestic Partner Registry	12			0
		То	tal Part II	0 out of	12 Points
Municipality had	relationship recognition that was	+2			0
		Available	State	County	City
Non-Discrin	nination in City Employment	5 5	Otato	County	5 5
City Contractor	Non-Discrimination Ordinance	2 2			0 0
City Contrac	tor Equal Benefits Ordinance	4			(0)
Domestic	c Partner Health Benefits	4			4
Lega	Dependent Benefits	2			2
Equ	ivalent Family Leave	2			(°)
		Tota	L Dort III.	16 out of 1	26 Doints
		Tota	r art III.	ro out of 2	o Follits
		+3			0
	BONUS POINTS: efits are Transgender Inclusive	+4			0
	State: County: City:  Municipality had preempte  Non-Discrin City Contractor City Contractor Lega Equ	Housing  Public Accommodations  State: Marriage Equality Civil Unions Domestic Partnerships  County: Domestic Partner Registry	Housing  Housing  Available  State: Marriage Equality Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  To  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  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	Housing  Housing  Public Accommodations  Total Part I:  Available State: Marriage Equality Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II:  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  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:	Housing  Housing  Housing  Fublic Accommodations  Total Part I: 18 out of Total Part I: 18 out of Total Part II: 18 out of Total Part III: 18 out of Total Part III

#### Tallahassee, Florida

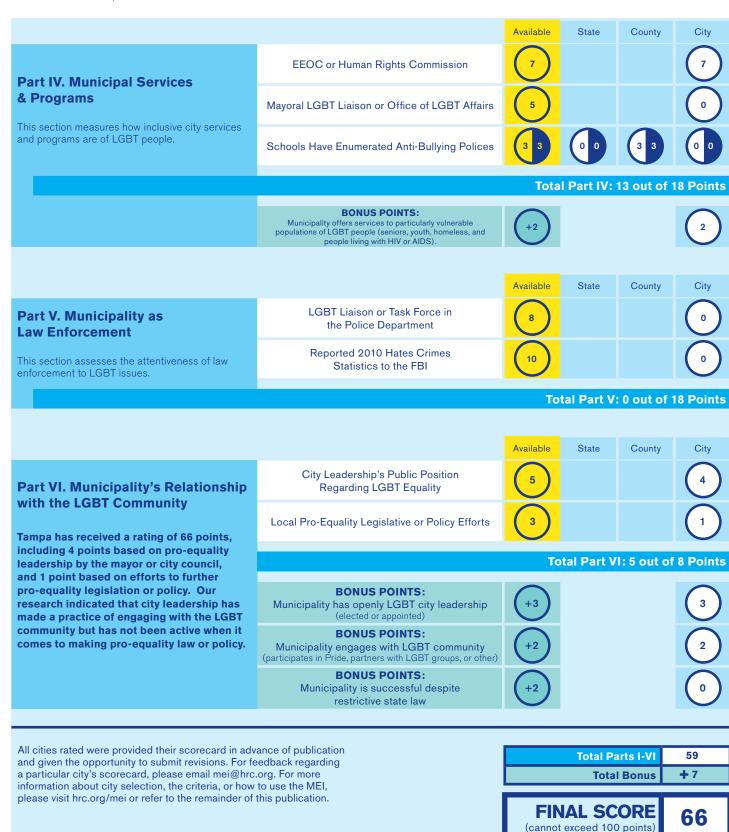


Tampa, Florida

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0	_	
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tot	al Part II:	12 out of	12 Points
		PONILE DOINTE.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	l Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	11 out of	26 Points
David David Company		<b>BONUS POINTS:</b> g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(0)
Total to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Tampa, Florida





# **2012 Municipal Equality Index // Scorecard** Wilton Manors, Florida

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	3 3	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	3 3	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	3 3	00
			Tot	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State	County	City
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		SONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	8 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Wilton Manors, Florida



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	3 3
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	RONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			2 0
Part III. Municipality as Employer	City Contracto	r Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			2
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	Domesti	c Partner Health Benefits	4			4
employees, and the extent to which they require their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	iivalent Family Leave	2			0
			Tota	l Part III:	12 out of 2	26 Points
		BONUS POINTS:	+3			0
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		g Up of Employee Benefits  BONUS POINTS:	+4			
refer to page 11.		BONUS POINTS:	+2			
		is a Welcoming Place to Work aining, or Employee Pride Alliance)				Ů

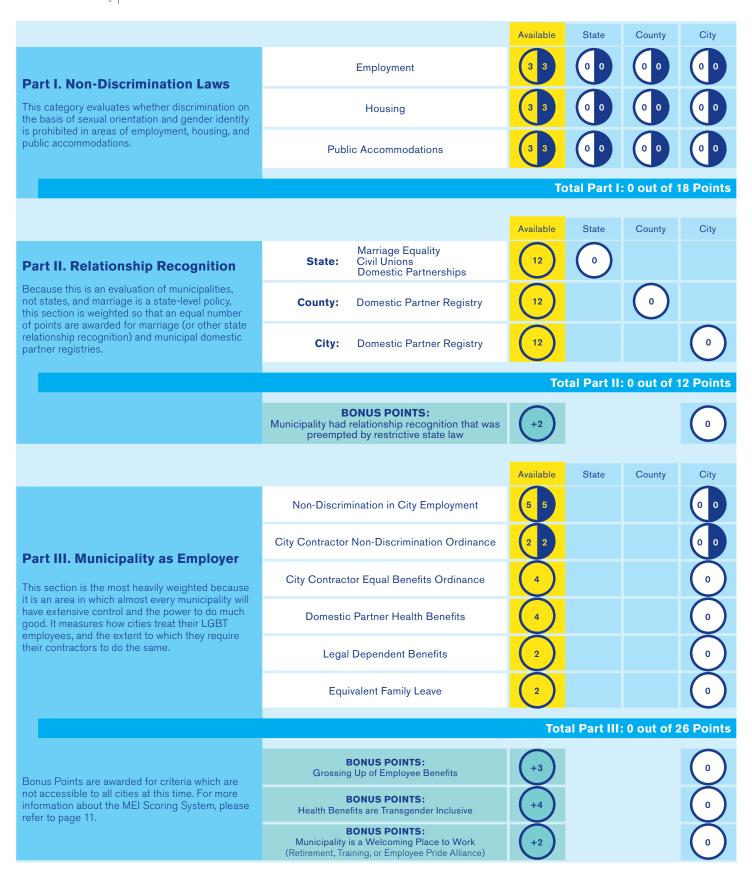


Atlanta, Georgia





Avondale Estates, Georgia



Avondale Estates, Georgia

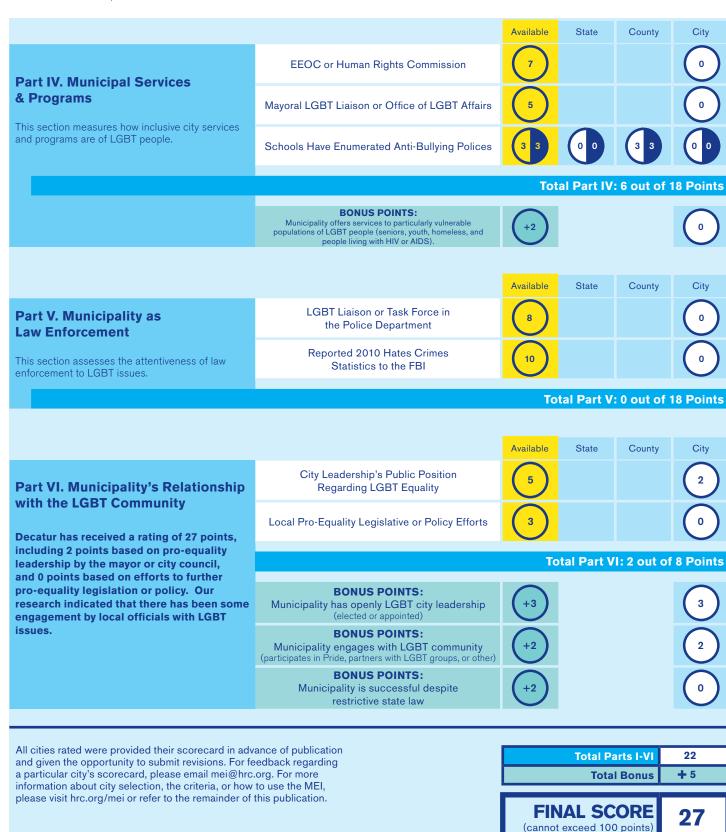




			Available	State	County	City
Deat I New Discrimination Laws		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
			Tr	otal Part I	: 0 out of	18 Points
					o out or	or omes
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State	County	City
Because this is an evaluation of municipalities, not states, and marriage is a state-level policy,	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
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.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
		ou sy toomonio oldio law				
		·	Available	State	County	City
		mination in City Employment	Available 5 5	State	County	City 5 5
Part III Municipality as Employer	Non-Discrii	·		State	County	City 5 5
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrin	mination in City Employment	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contrac	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contract	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance	2 2	State	County	0 0
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	Non-Discrii City Contracto City Contrac Domesti	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2 4	State	County	0 0
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	Non-Discrii City Contracto City Contrac Domesti	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  14 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrin City Contracto City Contract Domesti Lega	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  ctor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 Tota			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Decatur, Georgia





# HUMAN RIGHTS CAMPAIGN

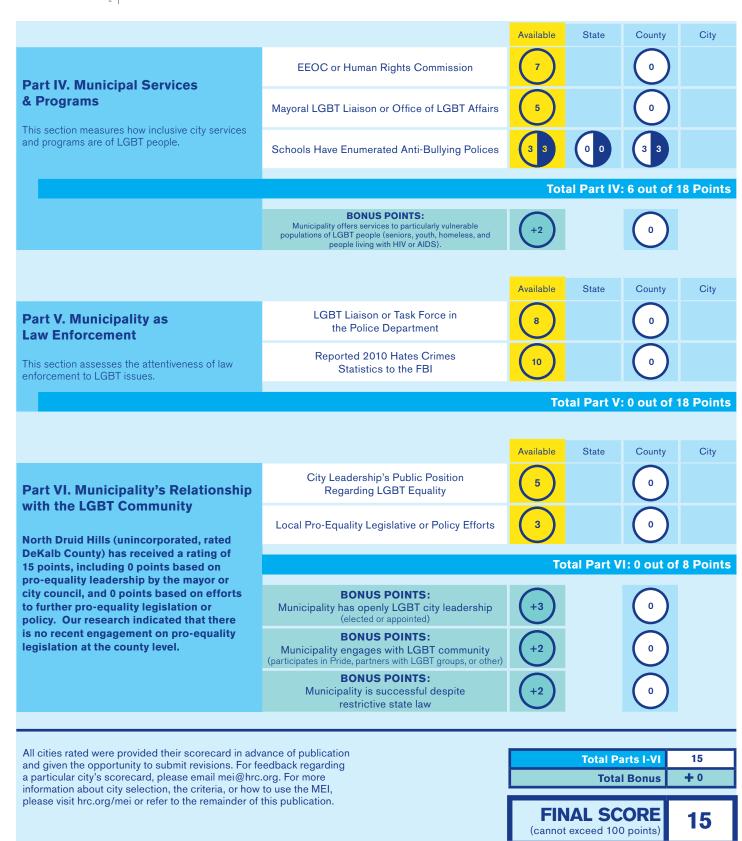
# **2012 Municipal Equality Index // Scorecard**North Druid Hills (unincorporated, rated DeKalb County), Georgia

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	
			Tot	tal Part I:	18 out of 1	8 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			
			То	tal Part II	: 0 out of 1	2 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2		0	
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5		5 0	
Dort III Municipality of Employer	City Contractor	Non-Discrimination Ordinance	2 2		0 0	
Part III. Municipality as Employer  This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4		0	
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	Domestic	c Partner Health Benefits	4		4	
employees, and the extent to which they require their contractors to do the same.	Lega	l Dependant Benefits	2		0	
	Equ	ivalent Family Leave	2		0	
			Tot	al Part III	: 9 out of 2	6 Points
Danie Daiste aus surede l'English		BONUS POINTS: g Up of Employee Benefits	+3		0	
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: efits are Transgender Inclusive	+4		0	
Total to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2		0	

#### HUMAN RIGHTS CAMPAIGN

#### 2012 Municipal Equality Index // Scorecard

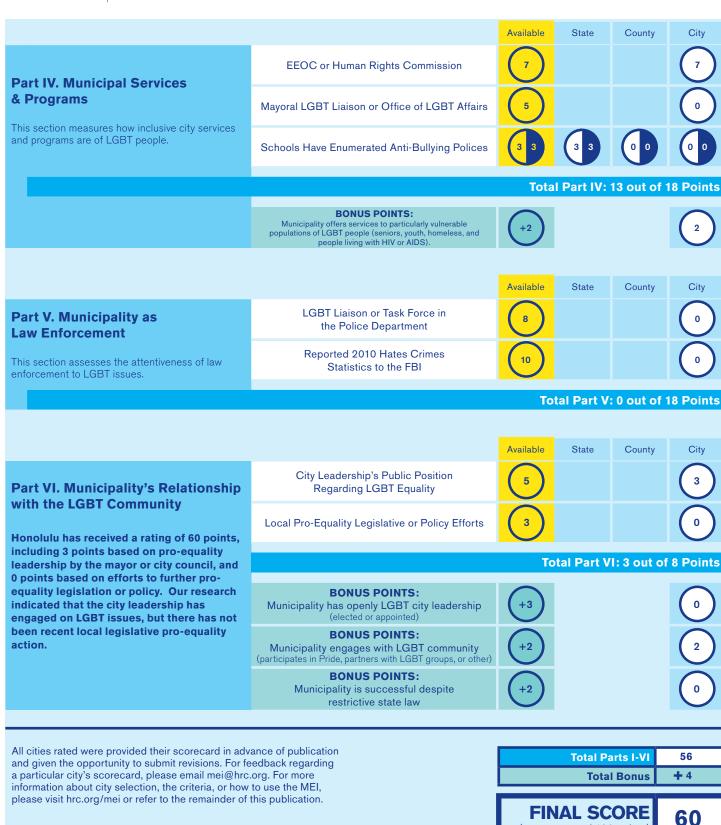
#### North Druid Hills (unincorporated, rated DeKalb County), Georgia



			Available	State	County	City
Deat I New Discrimination Laws		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
			Tot	al Part I	18 out of	18 Points
					io out or	or omes
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State 12	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		BONUS POINTS: relationship recognition that was	+2			(°)
		ed by restrictive state law				
			Available	State	County	City
	preempt		Available 5 5	State	County	City 5 5
	preempt Non-Discrir	ed by restrictive state law		State	County	City 5 5 0 0
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrin	ed by restrictive state law mination in City Employment	5 5	State	County	5 5
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	Non-Discrii City Contracto City Contract	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contract Domesti	ed by restrictive state law  mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance	2 2	State	County	0
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	Non-Discrin City Contracto City Contract Domesti	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4	State	County	0 0
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	Non-Discrin City Contracto City Contract Domesti	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  10 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrin City Contracto City Contract Domesti Lega	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 Tota			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Honolulu, Hawaii

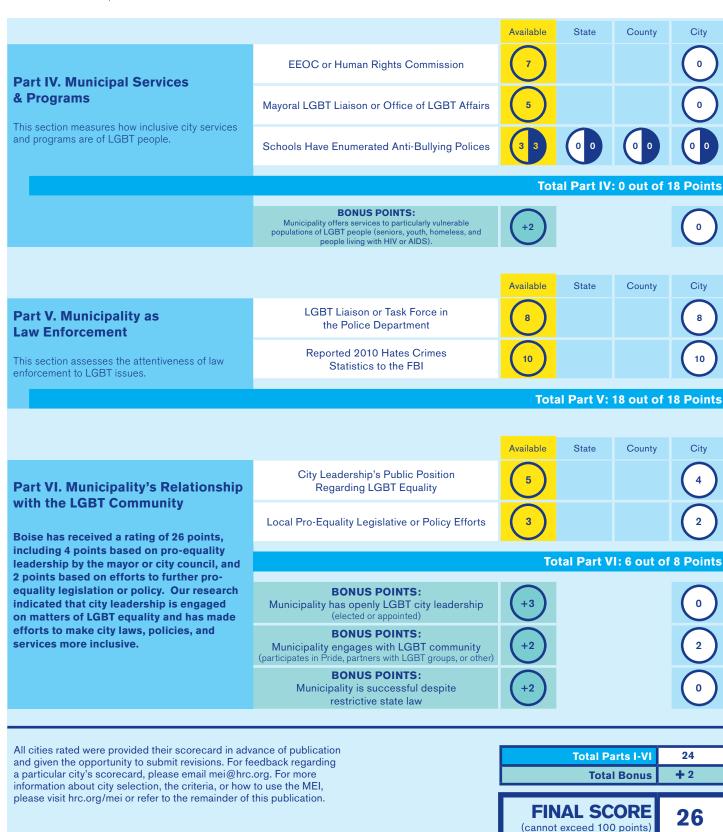




(cannot exceed 100 points)

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Housing		3 3	00	00	00
	Pub	lic Accommodations	3 3	00	00	00
			To	otal Part I	: 0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	: 0 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			0
their contractors to do the same.	Legal Dependent Benefits		2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of 2	26 Points
Bonus Points are awarded for critoria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
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.	Grossin					(o)

Boise, Idaho

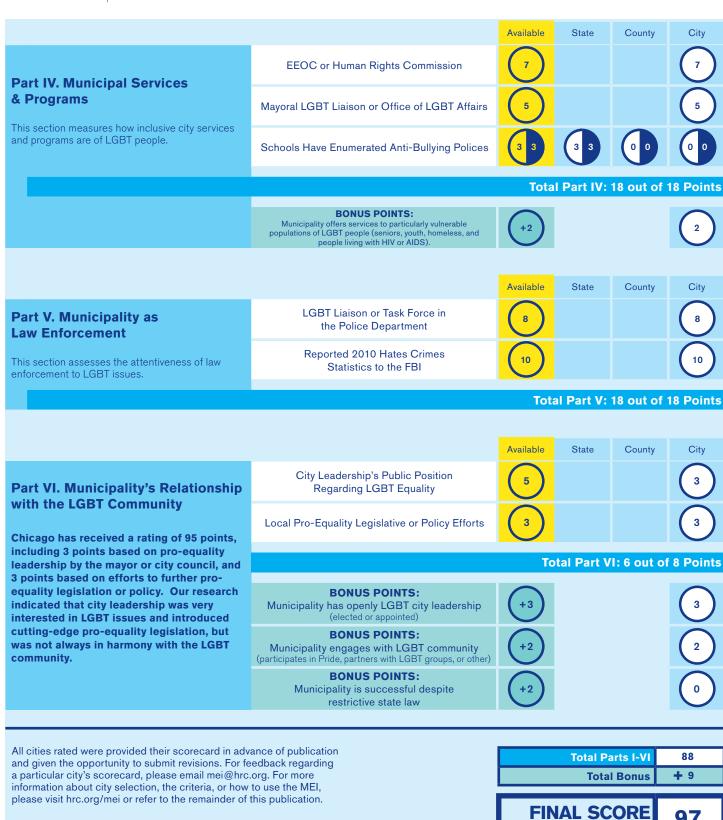




			Available	State	County	City
Part I. Non-Discrimination Laws	Employment		3 3	3 3	O O	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and	Housing		3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	3 3	00	3 3
			To	tal Part I:	18 out of	18 Points
			A	01.1	0 1	0.1
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State 12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	В	ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	16 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	Tota	l 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.	Grossin			l Part III:	16 out of	26 Points  0



Chicago, Illinois



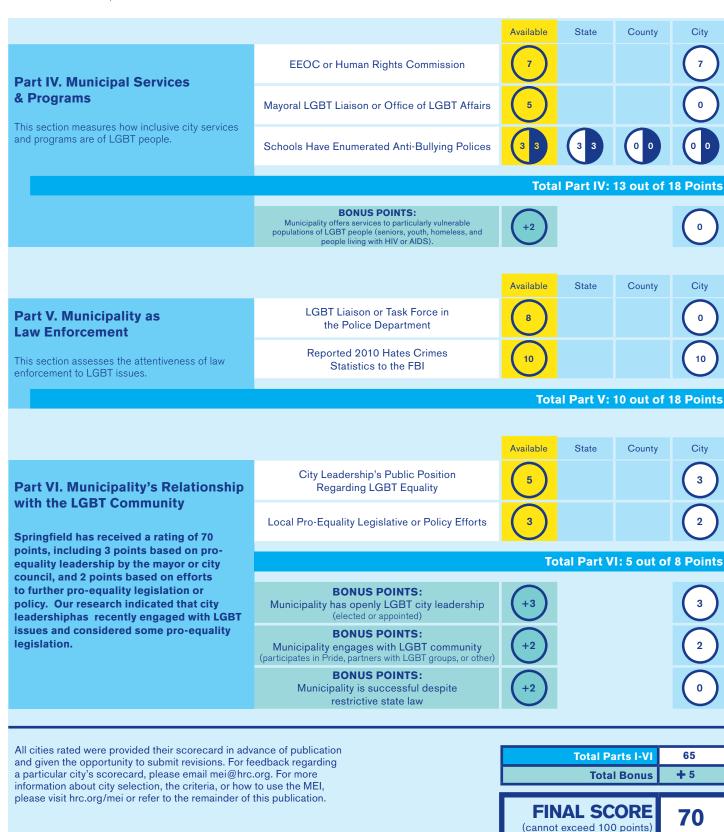


(cannot exceed 100 points)

			Available	State	County	City
	Employment		3 3	3 3	0 0	3 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	3 3	0 0	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	3 0
			Tot	tal Part I:	18 out of	18 Points
				0		Oli
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State 12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
		ou by room our o orato lan				
		50 5) 100 monto o caro tan	Available	State	County	City
		mination in City Employment	Available 5 5	State	County	City 5 0
Part III Municipality as Employer	Non-Discrii			State	County	City 5 0
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrii City Contracto	mination in City Employment	5 5	State	County	5 0
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	Non-Discrin City Contracto City Contrac	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 0
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	Non-Discrin City Contracto City Contract	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance	2 2	State	County	2 0
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	Non-Discrin City Contracto City Contrac  Domesti Lega	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	5 5 2 2 2 4	State	County	0
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	Non-Discrin City Contracto City Contrac  Domesti Lega	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits	4 4 2 2		County  7 out of 2	0 0
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-Discrin City Contracto City Contract  Domesti Lega	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits	4 4 2 2			0 0
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	Non-Discrin City Contracto City Contract  Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  ctor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 2 Tot			0 0



Springfield, Illinois

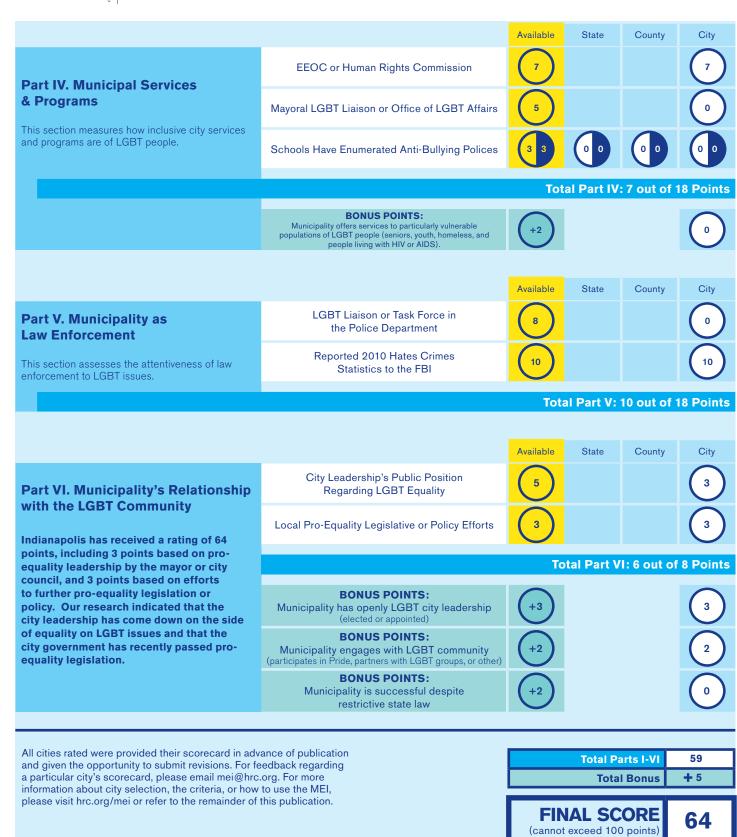




# **2012 Municipal Equality Index // Scorecard** Indianapolis, Indiana

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	0 0	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	18 out of 2	26 Points
Dague Dainte are accorded for arithmic cubich are		BONUS POINTS: g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(0)
		BONUS POINTS: is a Welcoming Place to Work	+2			

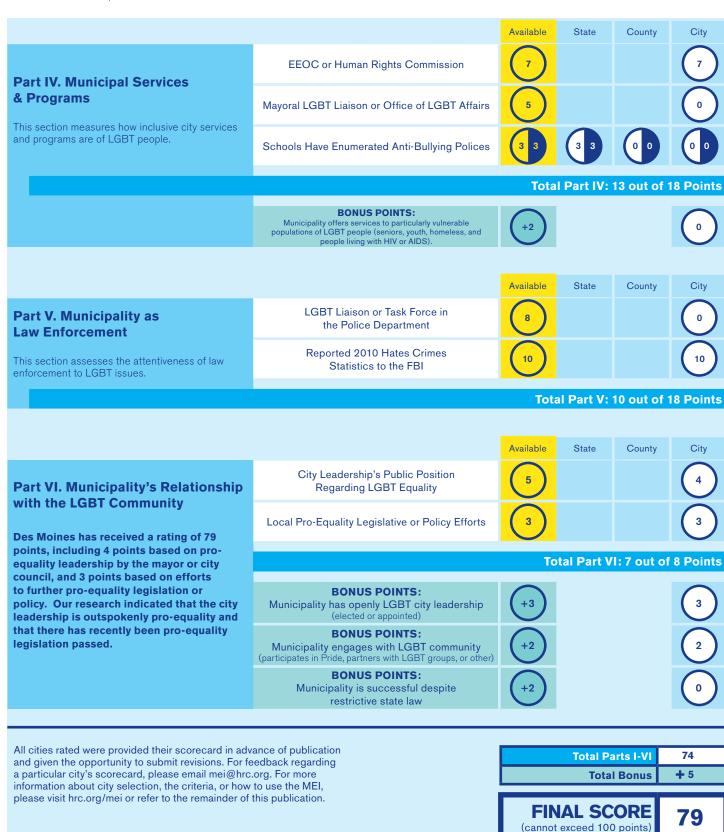
Indianapolis, Indiana



			Available	State	County	City
	Employment		3 3	3 3	( o	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	3 3	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	3 3
			Tot	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State 12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	Municipality had	CONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			(•)
			Tota	l Part III:	14 out of 2	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		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more	Health Bend	BONUS POINTS: efits are Transgender Inclusive BONUS POINTS:	+4			0



Des Moines, Iowa



Topeka, Kansas

'						
			Available	State	County	City
		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	0 0	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3			
	Fub	iic Accommodations				
			T	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5	Otato	County	5 0
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			00
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	5 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Topeka, Kansas





Wichita, Kansas

700000000000000000000000000000000000000						
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0 0	0 0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	00	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0	·	·
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			3 0
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	3 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

Wichita, Kansas

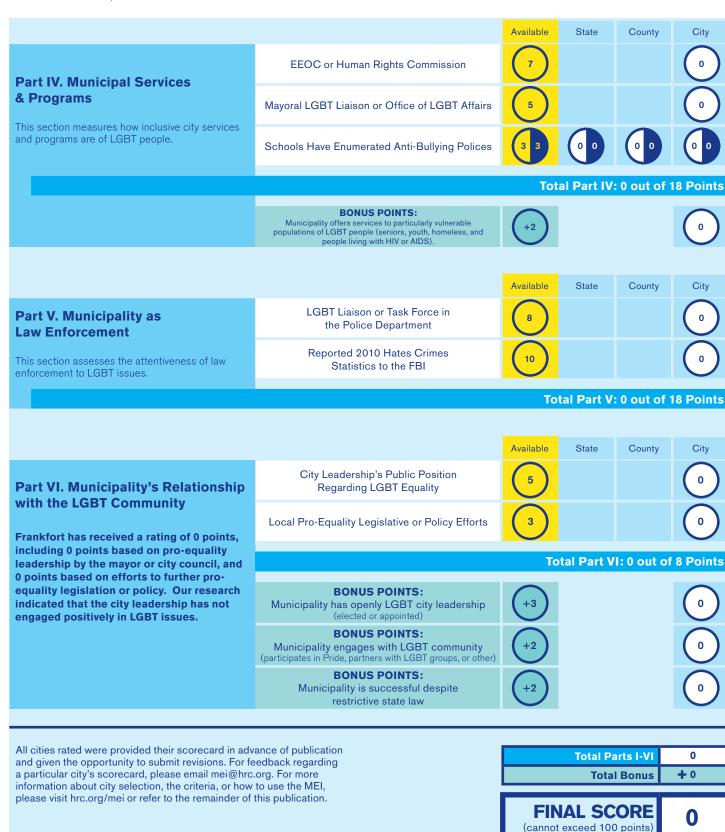




Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in reason of employment, flusting, and public accommodations  Housing  Total Part II: 0 out of 18 Points  Part II. Relationship Recognition  Broase this is an evaluation of municipalities, and state-level policy, this section is veglored to that an opal mumber of points are awarded for marriage for other state estillatingly recognition) and municipal dimensic patrious regulations.  Part III. Municipality as Employer  Part III. Municipality as Employer  This section is yellow most flowing weighted because it is an evaluation of municipalities, and contract the contractors be contracted by the contractor of points are awarded for marriage (or other state patrious) and municipal dimensic patrious).  Part III. Municipality as Employer  This section is yellow most flowing weighted because it is an area in whether among the very municipality and properties of the most house whether among the very municipality and properties of the state of the contractor to de the same.  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination or City Employment  Sate County  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits  City Contractor Fequal Be							
Part II. Non-Discrimination Laws This category evaluates whether discrimination on the basis of security of the discrimination of public accommodations.  Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of points are wanted for marriage (or other state relationship recognition) and municipal domestic purfer registry.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Part III. Municipality as Employer  This section is the most heavily weighted because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be because it is an area in which almost overy municipality will be a because it is				Available	State	County	City
Total Part III. Municipality as Employer  This section is the most heavily weighted occause it is an area in which almost overy municipality will hope extensive how chees heavily weighted occause it is an area in which almost overy municipality will hope extensive how chees heavily weighted occause it is an area in which almost overy municipality will hope extensive how chees heavily weighted occause it is an area in which almost overy municipality will hope extensive control and the power to do much good it measures how ches shall their LOST appropriate to the sent in which their control and the power to do much good it measures how ches that their LOST appropriates are not accessible to all chees that their further shall be as an accessible to all chees that their further internations have been the which their control and the power to do much good it measures how ches that their LOST appropriate their contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all chees that their further internations about the Mel Scoring System phases refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all chees that their Further internations about the Mel Scoring System phases refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all chees that their Further Further Further Repetits and the same and accessible to all chees the think-fire further further further are are a framegonede loctuality and Monipoliphics and further further further further are a framegonede loctuality and Monipoliphics and further further further further are are a framegonede loctuality and Monipoliphics as will as all subscriptions.  Bonus Points are awarded for criteria which are not accessible to all chees that the further. For more further page 11.  Bonus Points are awarded for criteria which are not accessible to all chees that the further. For more further page 11.  Bonus Points are awarded for criteria which are not accessible to all chees the	Part I Non-Discrimination I aws		Employment	3 3	0	00	00
Part II. Relationship Recognition  State: Marriage Equality Civil Unions Demoslic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Civil Unions Domestic Partner Registry Civil Unions Domestic Partner Registry Civil Unions Civil Domestic Partner Registry Civil County Civil Unions Civil Domestic Partner Registry Civil County Civil Unions Civil Domestic Partner Registry Civil County Civil Domestic Partner Registry Civil Dom	This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-locel policy, this section is weighted so that an equal number of points are awarded for marriage (or other state rollationship recognition) and municipal domestic Partner Registry  County: Domestic Partner Registry  12 0  Total Part III: 0 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits Ordinance  City Contractor Equal Benefits  City Contractor Fequal Benefits  City Contractor Fequal Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 0 out of 26 Points  BONUS POINTS:  City Contractor Family Leave  City Contractor Family Leave  City Contractor Family Leave  Domestic Partner Registry  12 0  Total Part III: 0 out of 12 Points  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits Ordinance  4 0  Domestic Partner Health Benefits  City Contractor Fequal Bene	is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	0	00
Part III. 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 for other state relationship recognition) and municipal domestic partner registry.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by realizationship recognition that was preempted by realizationship recognition that was preempted by realizations of the preempted by realization in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Fund Discrimination or Companies of the preempted by realization in City Employment  City Contractor Fund Discrimination or Companies of the preempted by realization in City Employment  City Contractor Fund Discrimination or Companies of the preempted by realization in City Employment  City Contractor Fund Discrimination or Companies of the preempted by realization in City Employment  City Contractor Fund Discrimination or Companies of the preempted by realization in City Employment  Domestic Partner Health Benefits  City Contractor Fund Discrimination or Companies of the preempted by realization in City Employment  City Contractor Fund Discrimination or Companies of the preempted by realization in City Employment  City Contractor Fund Discrimination or Companies of the preempted by realization in City Employment  City Contractor Fund Discrimination or Companies of the Country City Contractor Fund Discrimination or City Employment  City Contractor Fund Discrimination or Contractor Fund Discrimination or City Employment  City Contractor Fund Discrimination or City Employment				To	otal Part I	0 out of	18 Points
Part III. 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 for other state read of points are warded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read to possible for the points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please reafer to page 11.  Marriage Equality City University  County:  Domestic Partner Registry  12)  0  Total Part III: 0 out of 12 Points  BONUS POINTS:  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 critics treat their LGBT employaces, and the extent to which they require their contractors to do the same.  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 reafer to page 11.  Bonus Points:  Bonus							
Part III. 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.  County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  For the section is the most heavily weighted because it is an ora on which aimset every municipality will have extensive control and the power to do much good it measures how cities treat their LOST employees, and the extent to which they require their contractors to do the same.  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:  Bonus Point				Available	State	County	City
County: Domestic Partner Registry 12 0  Total Part III: 0 out of 12 Points  BONUS POINTS: 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 LGET employees, and the extent to which they require their contractors to do the same.  Bonus Points:  City: Domestic Partner Registry 12 0  Total Part III: 0 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment 5 5 5  City Contractor Non-Discrimination Ordinance 2 2 2  City Contractor Non-Discrimination Ordinance 3 2 2  City Contractor Equal Benefits Ordinance 4 0  City Contractor Equal Benefits Ordinance 4 0  Domestic Partner Health Benefits 4 0  Domestic Partner Health Benefits 4 0  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:  Bonus Po	Part II. Relationship Recognition	State:	Civil Unions	12	0		
Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality will have extractive control and the power to do much good. It measures how cities theat their LGBT employees, and the extent to which they require their contractors to do the same.  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 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 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:  Bonus Points:  Bonus Points:  Bonus 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:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus 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:  Bonus P	not states, and marriage is a state-level policy, this section is weighted so that an equal number	County:	Domestic Partner Registry	12		0	
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.  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:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  5 5 5  City Contractor Non-Discrimination Ordinance  2 2 2  City Contractor Equal Benefits Ordinance  4 0 0  City Contractor Equal Benefits Ordinance  4 0 0  Domestic Partner Health Benefits  4 0 0  Total Part III: 0 out of 26 Points  BONUS POINTS:  Grossing Up of Employee Benefits  4 0 0  Total Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  Legal Dependent Benefits  4 0 0  Domestic Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  Legal Dependent Benefits  4 0 0  Domestic Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  1 4 0 0  Domestic Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work	of points are awarded for marriage (or other state relationship recognition) and municipal domestic	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				То	tal Part II	0 out of	12 Points
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City			PONIIS DOINTS:				
Non-Discrimination in City Employment    Non-Discrimination in City Employment		Municipality had	relationship recognition that was	(+2)			
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits 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:  Bonus Point			•				
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.  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 0 out of 26 Points  BONUS POINTS:  BONUS POINTS:  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Municipality is a Welcoming Place to Work				Available	State	County	City
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.    Domestic Partner Health Benefits		Non-Discrir	mination in City Employment	5 5			0 0
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.    Domestic Partner Health Benefits	Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
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.  Legal Dependent Benefits  Equivalent Family Leave  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:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work	This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
Equivalent Family Leave  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:  Bonus P	have extensive control and the power to do much good. It measures how cities treat their LGBT	Domesti	c Partner Health Benefits	4			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work		Lega	l Dependent Benefits	2			0
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:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Welcoming Place to Work  Municipality is a Welcoming Place to Work		Equ	ivalent Family Leave	2			0
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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  1  4  4  6  Crossing Up of Employee Benefits  BONUS POINTS:  Municipality is a Welcoming Place to Work  4  4  4  6  Crossing Up of Employee Benefits				Tot	al Part III:	0 out of 2	26 Points
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work				+3			0
BONUS POINTS:  Municipality is a Welcoming Place to Work  +2	not accessible to all cities at this time. For more information about the MEI Scoring System, please			+4			(0)
	Teler to page 11.	Municipality	is a Welcoming Place to Work	+2			0



Frankfort, Kentucky



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0	0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0	0	3 3
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	: 0 out of	12 Points
		ANNUE DOINTS				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrii	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	4 out of	26 Points
Ropus Points are swarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			0
15   15   15   15   15   15   15   15		BONUS POINTS:				

Louisville, Kentucky





# **2012 Municipal Equality Index // Scorecard** Baton Rouge, Louisiana

'						
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	0	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	00
			To	otal Part I	0 out of	18 Points
				0		011
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	conus points: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
Total to page 111		BONUS POINTS:				

Baton Rouge, Louisiana





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0 0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	0 0	3 3
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
nis section is weighted so that an equal number f points are awarded for marriage (or other state elationship recognition) and municipal domestic artner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	14 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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:  Efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



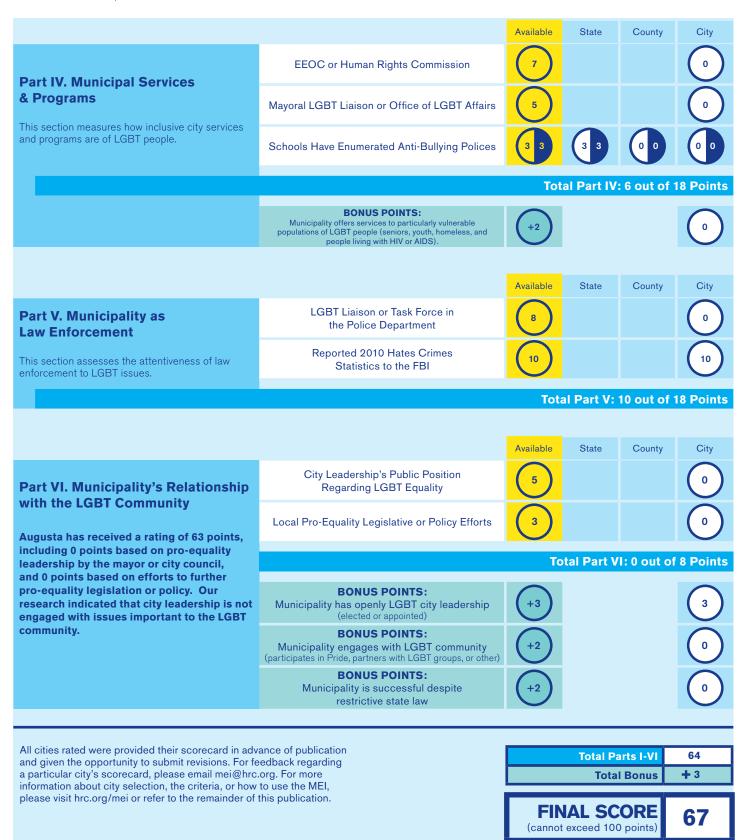
New Orleans, Louisiana



			Available	State	County	City
Deat I New Discrimination Laws		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
			To	tal Part I	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State 12	County	City
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	County:	Domestic Partner Registry	12		0	
ons section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was	+2			0
	preempt	ed by restrictive state law				
	preempt	ed by restrictive state law	Available	State	County	City
		ed by restrictive state law	Available 5 5	State	County	City 5 5
Part III Municipality as Employer	Non-Discrir			State	County	City 5 5 2 2 2
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrir City Contractor	nination in City Employment	5 5	State	County	5 5
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	Non-Discrin City Contractor City Contract	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrir City Contractor City Contractor	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2	State	County	5 5
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2 4	State	County	0
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  18 out of 2	0 0 2
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0 0 2
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-Discrir City Contractor City Contractor Domestic Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 Tota			0 0 2



Augusta, Maine





# **2012 Municipal Equality Index // Scorecard** Annapolis, Maryland

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 0	00	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 0	00	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	30	00	00
			To	otal Part I	: 9 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12	_	
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tot	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	l Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	13 out of	26 Points
Danie Daiele era euroda lifere ille inchiale		BONUS POINTS: g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(0)
Total to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)



Annapolis, Maryland





# **2012 Municipal Equality Index // Scorecard**Baltimore, Maryland

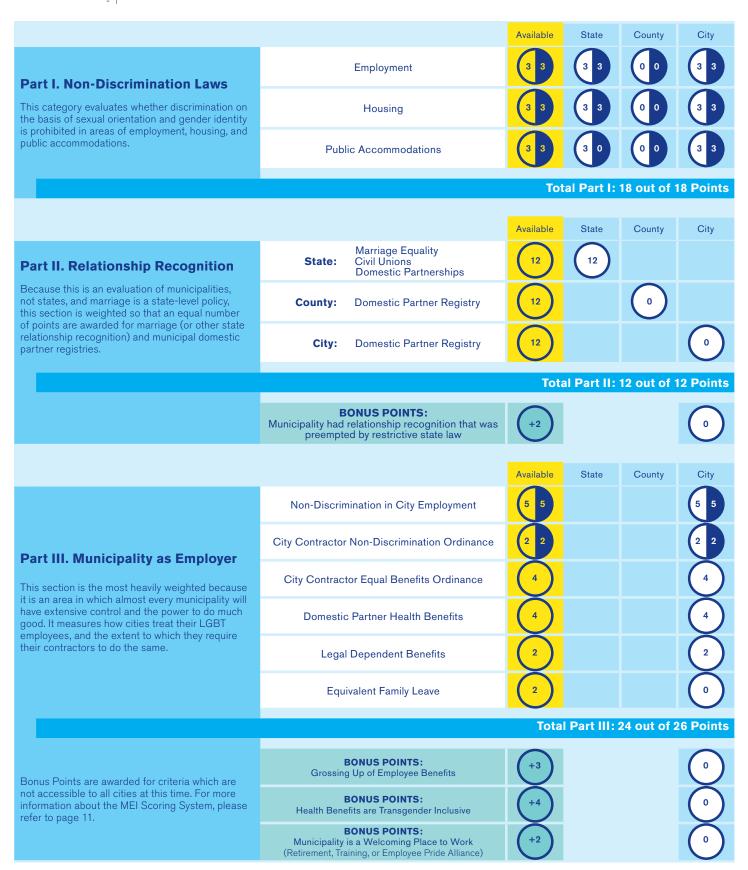
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 0	3 3	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 0	3 3	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	30	3 3	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tot	al Part II:	12 out of	12 Points
		BONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	(+2)			
	h se h	· · · <b>,</b>				
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	14 out of 2	26 Points
Pagua Painta ara guarda diferentia di miliah		BONUS POINTS: g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(°)
Total to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2

Baltimore, Maryland

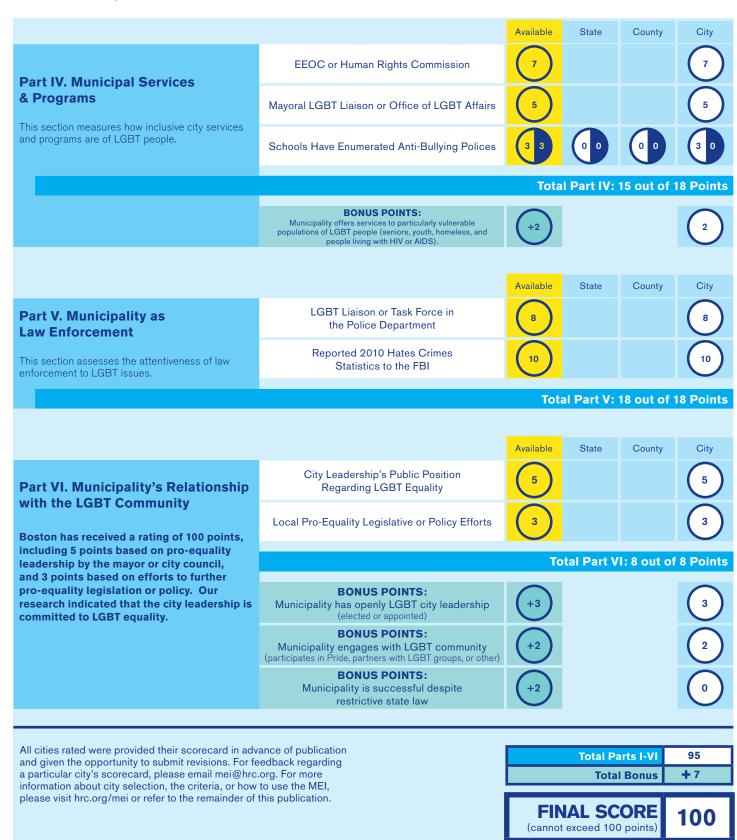




Boston, Massachusetts



Boston, Massachusetts





			Available	State	County	City
Deat I New Discrimination Laws		Employment	3 3	3 3	0 0	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 0	0 0	3 3
			To	tal Part I	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State 12	County	City
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	County:	Domestic Partner Registry	12		0	
ons section is weighted so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	procinpt	ed by restrictive state law				
	preempt	eu by restrictive state law	Available	State	County	City
		mination in City Employment	Available 5 5	State	County	City 5 5
Dort III. Municipality of Employer	Non-Discrii	,		State	County	City 5 5 2 2 2
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrii City Contracto	mination in City Employment	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contrac	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contract	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance	2 2	State	County	2 2
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	Non-Discrii City Contracto City Contrac  Domesti	mination in City Employment r Non-Discrimination Ordinance eter Equal Benefits Ordinance c Partner Health Benefits	2 2 4	State	County	2 2 2
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	Non-Discrii City Contracto City Contrac  Domesti	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  24 out of 2	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
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	Non-Discrin City Contracto City Contract Domesti Lega	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  ctor Equal Benefits Ordinance  c Partner Health Benefits  Il Dependent Benefits  uivalent Family Leave	2 2 4 4 4 2 2 2 Tota			2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2



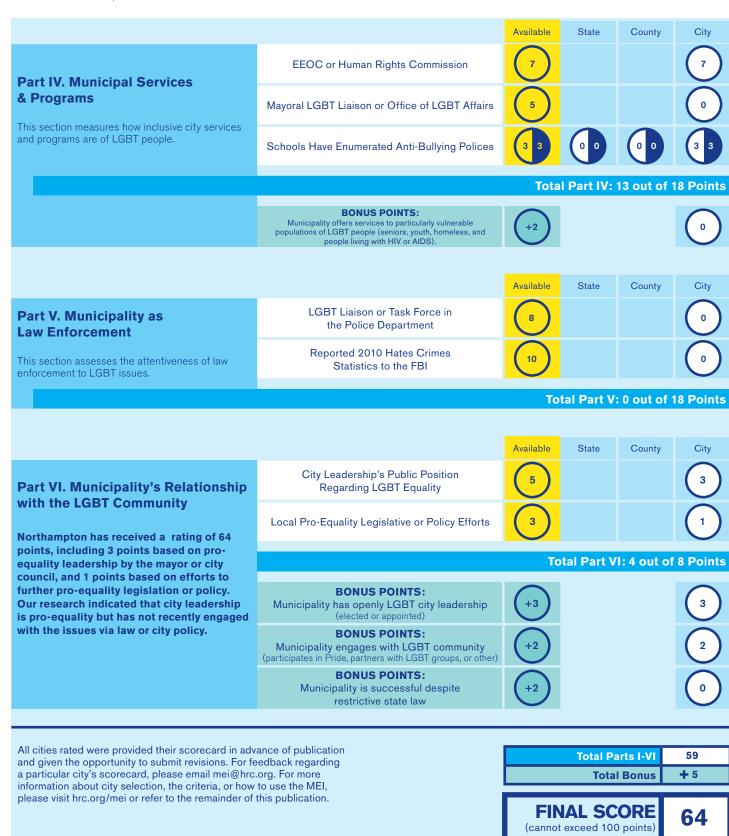
Cambridge, Massachusetts





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	30	00	3 3
			Tot	al Part I:	18 out of	18 Points
		Marriage Equality	Available	State	County	City
Part II. Relationship Recognition	State:	Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state elationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	Municipality had	CONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	C+-+-	Country	Cit.
	Non-Discrir	nination in City Employment	Available 5 5	State	County	City
		Non-Discrimination Ordinance	2 2			2 2
Part III. Municipality as Employer	Only Contractor	Tron Bissimmation Gramatice				
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	12 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
Cultural Control Contr	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

Northampton, Massachusetts



## **2012 Municipal Equality Index // Scorecard** Provincetown, Massachusetts

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	3 3	00	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	30	00	00
			To	tal Part I:	15 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	17 out of	26 Points
Pagua Daiata ara guarda diferentiaria cubiah		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
. S. C. to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)

Provincetown, Massachusetts





			Available	State	County	City
Part I. Non-Discrimination Laws	Employment		3 3	0	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Housing		3 3	00	00	3 3
	Public Accommodations		3 3	00	0	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had relationship recognition that was preempted by restrictive state law		+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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.	Domestic Partner Health Benefits		4			0
	Legal Dependent Benefits		2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	14 out of 2	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: g Up of Employee Benefits	+3			(0)
	Health Ben	BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			



Ann Arbor, Michigan

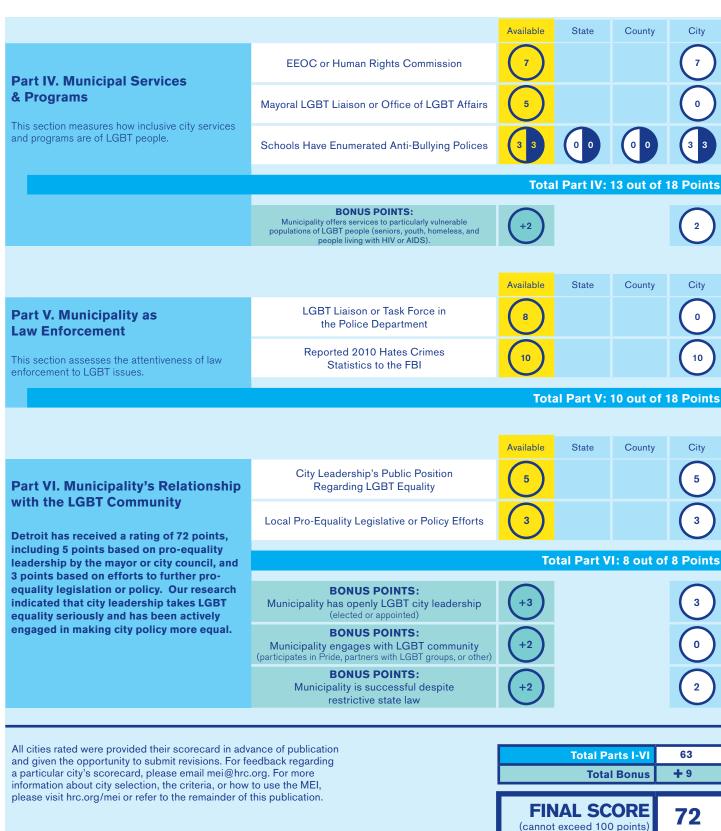




Total Part II: 8 out of 12 Points  Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy of points are awarded for marriage (or other state relationship recognition) and municipal domestic Partner Registry  City: Domest							
Part II. 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  Total Part II 18 out of 18 Points    Public Accommodations				Available	State	County	City
Total Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, of state is an evaluation of municipalities, not states, and marriage is a state-level policy, of states, and marriage for other state can evaluation of municipal domostic City: Domestic Partner Registry  County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  **Soluts Points**  **Nunicipality has tensor beautify will have extensive control and the power to do much pood, it makes the state state face?  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Points are available to the state it is an area in which almost every municipality will have extensive control and the power to do much pood, it makes the state it is an area in which almost every municipality will have extensive control and the power to do much pool, on the state is an area in which almost every municipality will have extensive ordinance.  City Contractor Equal Benefits  City Contractor Equal Benefits  City Contractor Equal Benefits  Legal Dependent Benefit  Equivalent Family Leave  City Contractor Equal Benefits  Equivalent Family Leave  City Contractor Equal Benefits  Equivalent Family Leave  City Contractor Equal Benefits  Equivalent Family Leave  Total Part III: 14 out of 26 Points  **BONUS POINTS:**  Health Benefits our Transpendent	Part I Non-Discrimination I aws	Employment		3 3	0	00	3 3
Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state level policy of points are awarded for marriage for children and it is an evaluation of municipalities, not states, and marriage is a state level policy.  County: Domestic Partner Registry  County: Domestic Partner Registry  (i) 0  Total Part II: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship necognition that was preempted by restrictive state flav  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits  Domestic Partner Health Benefits  City Contractor Equal Benefits  City C	This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.		Housing	3 3	0 0	0 0	3 3
Part III. 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 for other state relationship recognition) and municipal domestic Partner Registry  County: Domestic Partner Registry  City: Domestic Partner Registry  12 0  Total Part III: 0 out of 12 Points  BONUS POINTS: 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 measure have almost the how of their testing their contractors to do the same.  City Contractor Registry  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Registry  City Contractor Non-Discrimination Ordinance  City Contractor Registry  Domestic Partner Registry  12 0  Total Part III: 0 out of 12 Points  BONUS POINTS:  City Contractor Non-Discrimination Ordinance  City Contractor Registry  City Contractor Registry  Domestic Partner Health Benefits  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Registry  Domestic Partner Health Benefits  City Contractor Registry  Domestic Partner Health Benefits  Domestic Partner Registry  Domesti		Public Accommodations		3 3	00	00	3 3
Part III. 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 Registry  City: Domestic Partner Regi				To	tal Part I:	18 out of	18 Points
Part III. 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 registry.  County: Domestic Partner Registry  City: Domestic Partner R							
Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriago is a state-level policy, this section is weighted so that an equal number of points are awarded for marriago (or other state relationship recognition) and municipal domestic partner registries.  County: Domestic Partner Registry  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  State County City  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits  Domestic Partner Registry  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:  BONUS POINTS:  Health Benefits are irransgender inclusive entered in County of the Points  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits are irransgender inclusive entered inclusive entered to Work  Legal Dependent Benefits  O Description of the County City County City Contractor Equal Benefits  O Description of the County City County City Contractor Equal Benefits  O Demestic Partner Registry  Total Part III: 14 out of 26 Points  Bonus Points:  Health Benefits are irransgender inclusive Bonus Points:  Municipality is a Welcolomy Place to Work  Health Benefits are irransgender inclusive Bonus Points:  Municipality is a Welcolomy Place to Work  Health Benefits are irransgender inclusive Bonus Points:  Municipality is a Welcolomy Place to Work				Available	State	County	City
County: Domestic Partner Registry  City: Domestic Partner Registry  Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Domestic Partner	Part II. Relationship Recognition	State:	Civil Unions	12	0		
Part III. Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality vill 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.  Bonus Points:  Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality vill 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.  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:  Bonus Point	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	County:	Domestic Partner Registry	12		0	
BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  State  County  City  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent Benefits  Legal Dependent Benefits  Equivalent Family Leave  Domestic 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:	of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				То	tal Part II	: 0 out of	12 Points
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City			PONIIS DOINTS.				
Non-Discrimination in City Employment    City Contractor Non-Discrimination Ordinance   2   2   2   2   2   2   2   2   2		Municipality had relationship recognition that was		+2			2
City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent 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.  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent Benefits  Equivalent Family Leave  Domestic Partner Health Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 14 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Health Benefits are Transgender Inclusive  Domestic Partner Health Benefits  A Domestic Partner Health Benefits  Domestic Partner Health Benefits  Fequivalent Family Leave  Domestic Partner Health Benefits  Legal Dependent Benefits  Domestic Partner Health Benefits  Fequivalent Family Leave  Domestic Partner Health		_		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.  Domestic Partner Health Benefits  Legal Dependent 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:  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work		Non-Discrir	mination in City Employment	5 5			5 5
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.  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:  Bonus Po	Part III. Municipality as Employer	City Contracto	r Non-Discrimination Ordinance	2 2			2 2
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.  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:  Bonus Po	This section is the most heavily weighted because	City Contractor Equal Benefits Ordinance		4			0
Equivalent Family Leave  Equivalent Family Leave  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:  Bonus Point	have extensive control and the power to do much good. It measures how cities treat their LGBT	Domestic Partner Health Benefits		4			0
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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work	their contractors to do the same.	Legal Dependent Benefits		2			0
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:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work		Equ	ivalent Family Leave	2			0
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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work				Tota	l Part III:	14 out of 2	26 Points
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work	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.			+3			0
BONUS POINTS:  Municipality is a Welcoming Place to Work  0				+4			(0)
		Municipality	is a Welcoming Place to Work	+2			0



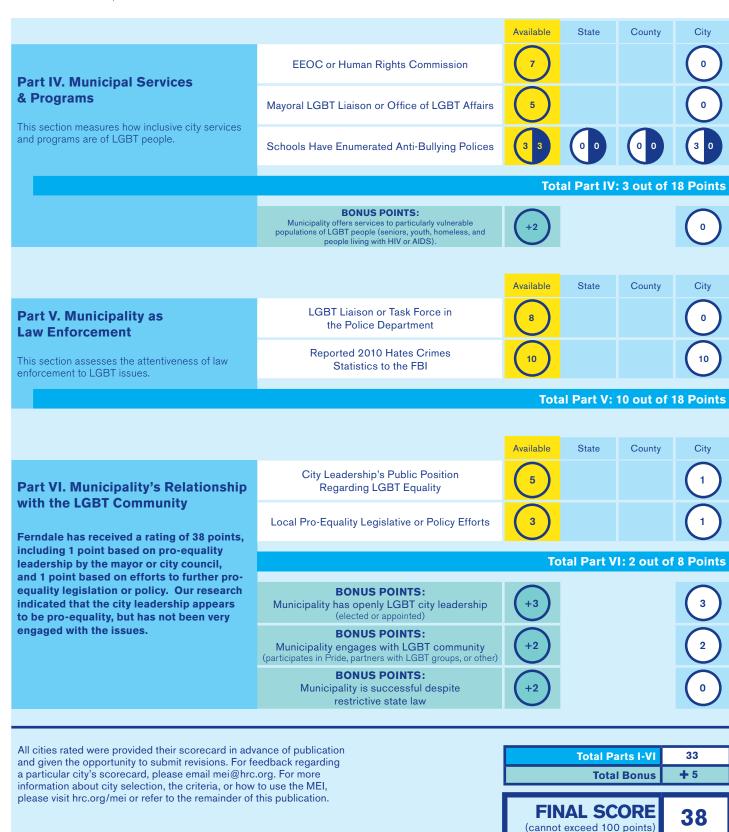
Detroit, Michigan



Available S Employment  Part I. Non-Discrimination Laws	State	County	City
Tarti. Non Discrimination Laws		0	3 3
the basis of sexual orientation and gender identity		00	3 3
is prohibited in areas of employment, housing, and public accommodations.  Public Accommodations		00	3 3
Total P	Part I: 18	B out of 1	8 Points
Available S	State	County	City
Part II. Relationship Recognition  State: Marriage Equality Civil Unions Domestic Partnerships  12	0		
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		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.  City: Domestic Partner Registry			0
Total F	Part II: (	out of 1	2 Points
BONUS POINTS:			
Municipality had relationship recognition that was preempted by restrictive state law			(0)
Available S	State	County	City
Non-Discrimination in City Employment 5 5			0 0
Part III. Municipality as Employer			0
This section is the most heavily weighted because  City Contractor Equal Benefits Ordinance			0
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			0
their contractors to do the same.  Legal Dependent Benefits			0
Equivalent Family Leave			0
Total Pa	art III: (	out of 2	6 Points
Bonus Points are awarded for criteria which are  Bonus Points are awarded for criteria which are			0
Donus Foints are awarded for Chiena 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: Health Benefits are Transgender Inclusive			



Ferndale, Michigan





Lansing, Michigan

- 1											
			Available	State	County	City					
	Employment		3 3	0 0	0 0	3 3					
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.	Housing		3 3	0 0	0 0	3 3					
	Duk	lic Accommodations	3 3			3 3					
	Pub										
			To	tal Part I:	18 out of	18 Points					
			Available	State	County	City					
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0							
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	County:	Domestic Partner Registry	12		0						
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0					
	Total Part II: 0 out of 12 Points										
	Municipality had preempt	+2			0						
			Available	State	County	City					
	Non-Discrir	nination in City Employment	5 5	Otate	County	0 0					
Part III. Municipality as Employer	City Contractor	City Contractor Non-Discrimination Ordinance				0					
This section is the most heavily weighted because	City Contractor Equal Benefits Ordinance		4			0					
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	Domestic Partner Health Benefits		4			0					
employees, and the extent to which they require their contractors to do the same.	Legal Dependent Benefits		2			0					
	Equ	2			0						
					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		+3			0					
		BONUS POINTS: efits are Transgender Inclusive	+4			(0)					
	Municipality (Retirement, Tra	+2			0						



Lansing, Michigan





# **2012 Municipal Equality Index // Scorecard** Pleasant Ridge, Michigan

			Available	State	County	City				
Part I. Non-Discrimination Laws	Employment		3 3	0	0	0				
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.		Housing	3 3	0	00	00				
	Pub	Public Accommodations		00	00	00				
			Total Part I: 0 out of 18 Points							
			Available	State	County	City				
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0						
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	County:	Domestic Partner Registry	12		0					
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0				
					0 out of	12 Points				
	В	ONUS POINTS:								
	Municipality had preempt	+2			0					
			Available	State	County	City				
	Non-Discrin	nination in City Employment	7 tvallable	Otato	County	( )				
	City Contractor Non-Discrimination Ordinance		X			X				
Part III. Municipality as Employer			2 2			0 0				
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0				
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	Domestic Partner Health Benefits		4			0				
their contractors to do the same.	Lega	I Dependent Benefits	2			0				
	Equ	ivalent Family Leave	2			0				
			Tot	al 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: g Up of Employee Benefits	+3			0				
		BONUS POINTS:								
		efits are Transgender Inclusive	+4			U				

Pleasant Ridge, Michigan

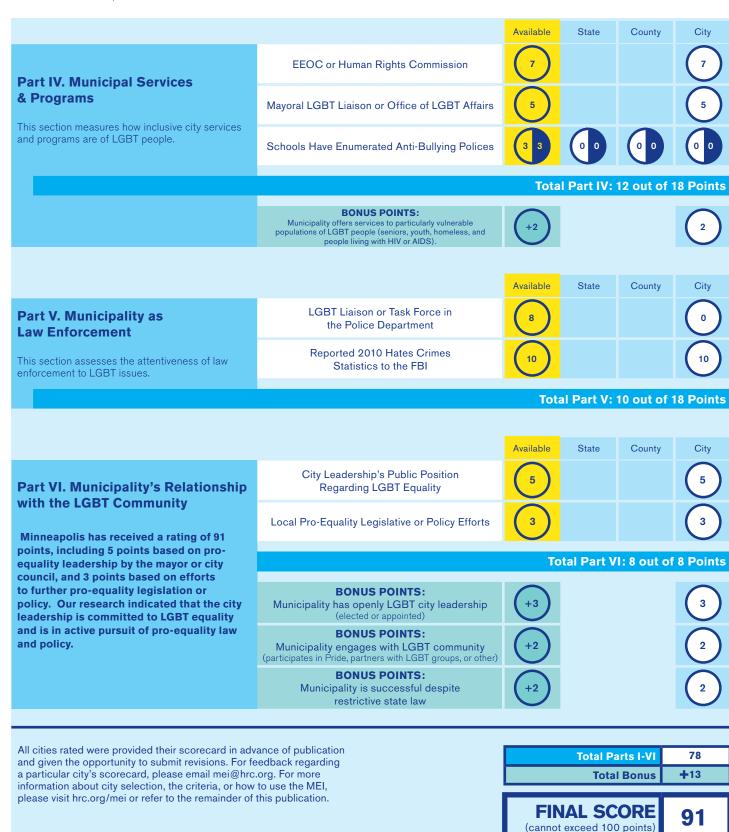




# **2012 Municipal Equality Index // Scorecard** Minneapolis, Minnesota

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	O O	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	relationship recognition that was	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits	4			0	
their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	18 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			4
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

Minneapolis, Minnesota



'						
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	3 3
			Tot	al Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	E	SONUS POINTS:				
	Municipality had preempt	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	10 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)
		3				

Saint Paul, Minnesota





# **2012 Municipal Equality Index // Scorecard** Jackson, Mississippi

- 1						
			Available	State	County	City
		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	0 0	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.		ū				
	Pub	lic Accommodations	3 3	00	0	00
			T	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	relationship recognition that was	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5		,	00
Port III Municipality of Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
Part III. Municipality as Employer  This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits		4			0
employees, and the extent to which they require their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			(0)
			Tot	al Part III	0 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

Jackson, Mississippi

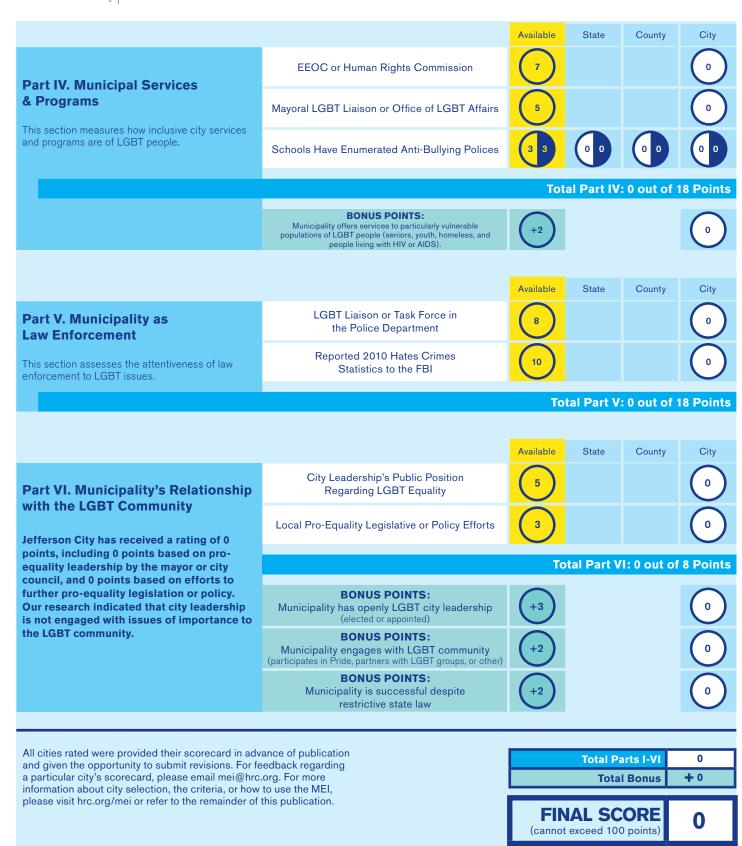




# **2012 Municipal Equality Index // Scorecard**Jefferson City, Missouri

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0 0	0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II:	0 out of	12 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			6
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	Domesti	c Partner Health Benefits	4			0
		c Partner Health Benefits	4 2			0
good. It measures how cities treat their LGBT employees, and the extent to which they require	Lega		$\times$			(·) (·)
good. It measures how cities treat their LGBT employees, and the extent to which they require	Lega	l Dependent Benefits	2 2	al Part III:	0 out of 2	<u>•</u>
good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Lega Equ	l Dependent Benefits	2 2	al Part III:	0 out of 2	<u>•</u>
good. It measures how cities treat their LGBT employees, and the extent to which they require	Lega Equ Grossin	I Dependent Benefits ivalent Family Leave BONUS POINTS:	2 2 Tot	al Part III:	0 out of 2	<u>•</u>

Jefferson City, Missouri

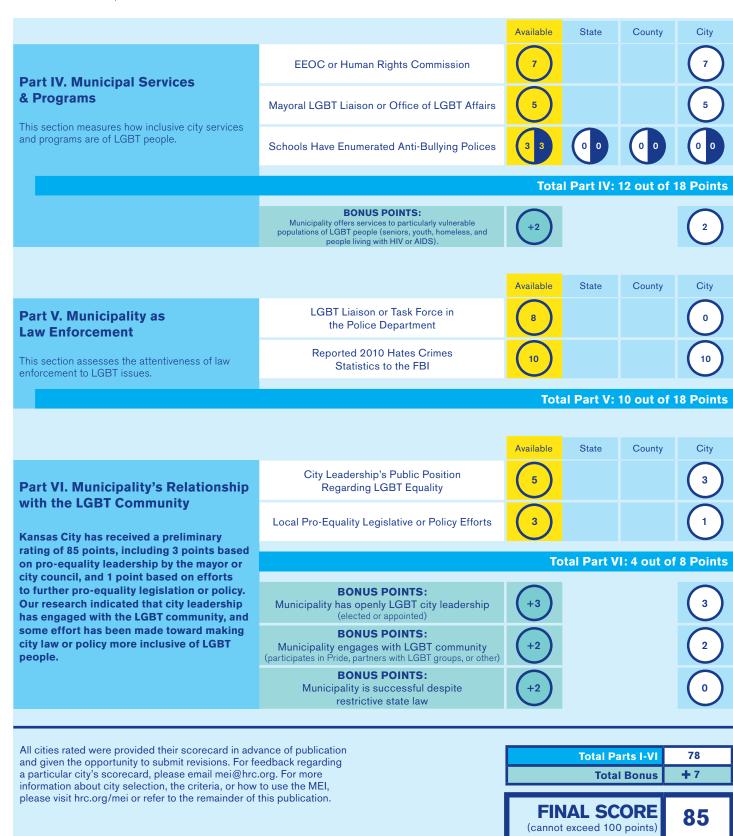




# 2012 Municipal Equality Index // Scorecard Kansas City, Missouri

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	3 3
			To	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tot	al Part II:	12 out of	12 Points
	Municipality had	conus points: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	22 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please		BONUS POINTS: efits are Transgender Inclusive	+4			0
refer to page 11.						

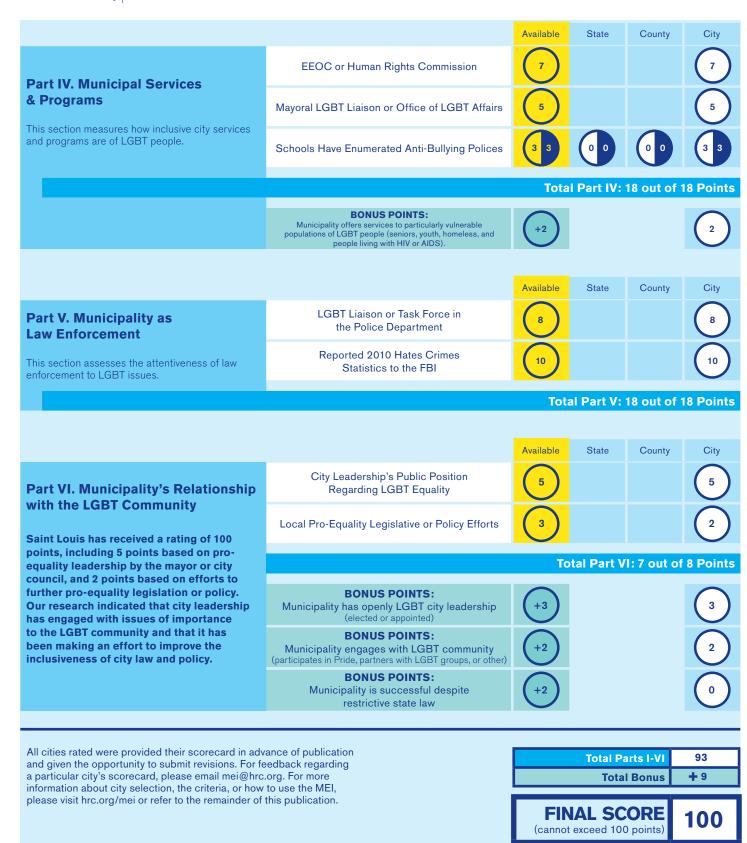
Kansas City, Missouri





			Available	State	County	City
Daniel New Discrimination Laws		Employment	3 3	0 0	0 0	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	3 3
			To	tal Part I	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	relationship recognition that was	+2			0
	preempt	ed by restrictive state law				
	proompt	ed by restrictive state law	Available	State	County	City
			Available 5 5	State	County	City 5 5
Part III Municipality as Employer	State: Civil Unions Domestic Partnerships  County: Domestic Partner Registry		State	County	City 5 5 2 2 2	
Part III. Municipality as Employer  This section is the most heavily weighted because		5 5	State	County	5 5	
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	Non-Discrin City Contractor City Contract	City: Domestic Partner Registry  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance	5 5	State	County	5 5
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	Non-Discrir City Contractor City Contractor	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2	State	County	2 2
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4	State	County	0
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	Non-Discrir City Contractor City Contractor Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  20 out of 2	0 4
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	Non-Discrir City Contractor City Contract Domestic	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0 4
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-Discrir City Contractor City Contractor Domestic Lega	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 Tota			0 4







Helena, Montana

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	00	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	В	SONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of	26 Points
Danus Dainka are assented for evitoria subish are		BONUS POINTS: g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(0)
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Helena, Montana

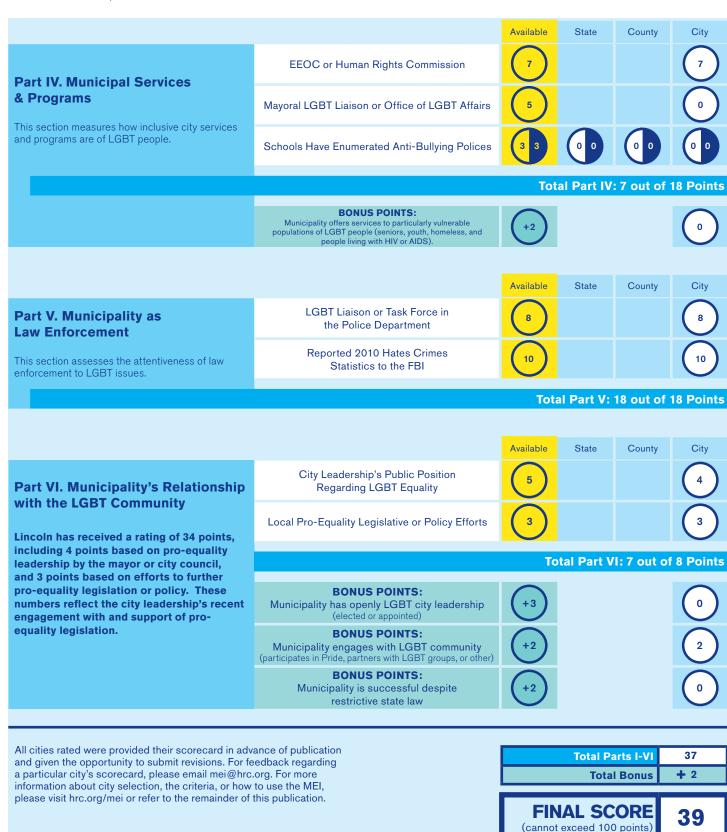




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0 0	0 0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
			To	otal Part I	: 0 out of	18 Points
				0		011
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	: 0 out of	12 Points
	Municipality had	relationship recognition that was	+2			0
			Available	State	County	City
	Non-Discrir	mination in City Employment	Available 5 5	State	County	City 5 0
Part III Municipality as Employer	State: Civil Unions Domestic Partnerships  County: Domestic Partner Registry		State	County	City 5 0	
Part III. Municipality as Employer  This section is the most heavily weighted because		5 5	State	County	5 0	
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	City Contractor	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance	5 5	State	County	5 0
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	City Contractor City Contrac	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	2 2	State	County	5 0
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	City Contractor City Contrac  Domestic	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	2 2 4	State	County	0 0
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	City Contractor City Contrac  Domestic	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	4 4 2 2		County  5 out of	5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	City Contractor  City Contrac  Domestic  Lega  Equ	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	4 4 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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.	City Contractor City Contrac  Domestic Lega  Equ  Grossin	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits ivalent Family Leave	2 2 4 4 4 2 2 2 Tot			5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Lincoln, Nebraska

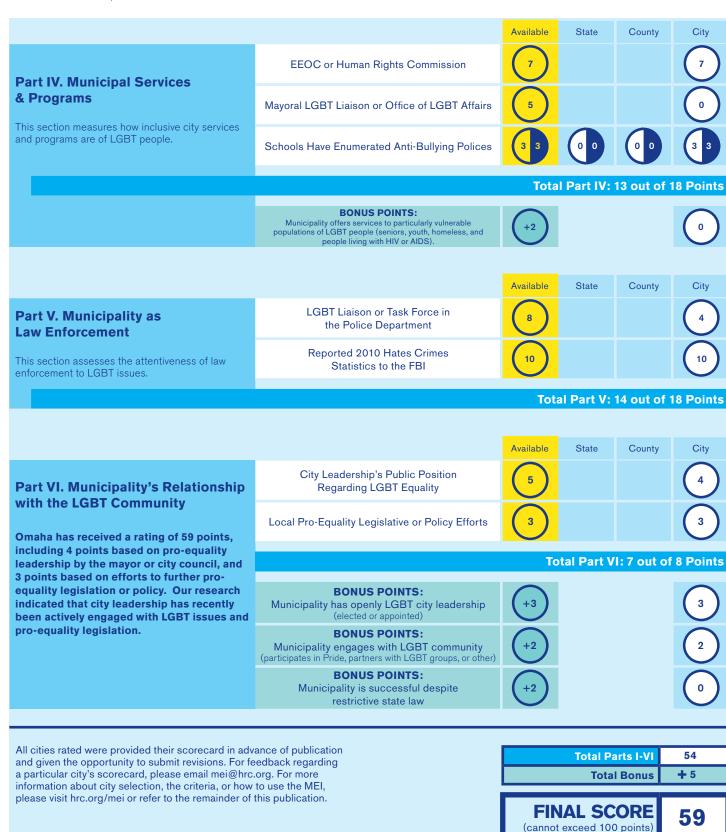




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	0	3 3
			Tot	tal Part I:	12 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		ANNUE DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	8 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)



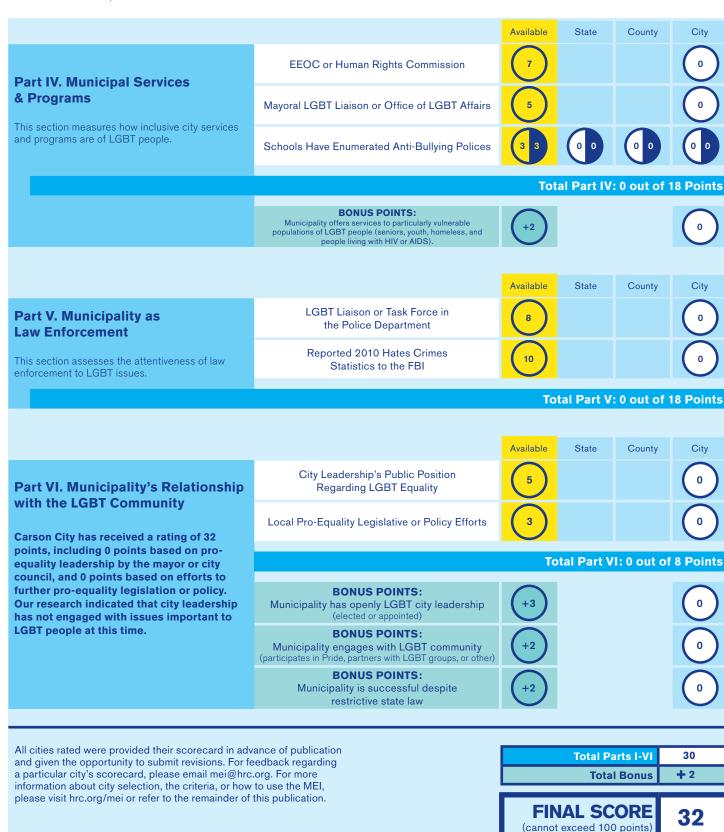
Omaha, Nebraska



Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in reason of employment, flusting, and public accommodations  Housing  Total Part II: 18 out of 18 Points  Part II. Relationship Recognition  Broase this is an evaluation of municipalities, not study, and relatively public, and remarkers a study-developingly, this section is veglored so that an oqual mumber of points are awarded for marriage (or other state estilatingly recognition) and municipal disease.  Part III. Municipality as Employer  Total Part III: 2 out of 12 Points  Source origination of municipalities, not study, and municipal disease the section of seglority or and municipal disease.  City: Domestic Partner Registry  1:2  O mestic Part III: 2 out of 12 Points  Source origination of municipalities, and study of the state of the sta							
Part II. Non-Discrimination Laws This category evaluates whether discrimination on the basis of sexual celeration and general entity is prohibited in areas of employment, housing, and public accommodations.  Public Accommodations  Total Part II: 18 out of 18 Points  Available  State: Civil Unions County: Domestic Partnerships Domestic Partnerships County: Domestic Partnerships County: Domestic Partner Registry City: Domestic Partner				Available	State	County	City
Total Part III. Relationship Recognition  Because this is an evaluation of municipalities, and interest the state of both of the state	Part I Non-Discrimination I aws		Employment	3 3	3 3	00	00
Part II. Relationship Recognition  State: Marriage Equality Civil Unions Demoslic Partner Registry  County: Domestic Partner Registry  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II. 12 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was prevented by reading the most partner registries.  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance It is an area which almost even unuicipally and municipal domestic  City Contractor Figual Benefits Ordinance It is an area in which almost even to do much good. It measures how cities treat the LGBT employees, and the extent to which they require their contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all cities at the time. For more of accessible to all cities at the file. For more reserved to the MEI Scoring System, please relation place in the Michael Registry.  Bonus Points are awarded for criteria which are not accessible to all cities at the file. For more relation place in the MEI Scoring System, please relation place in the MEI Scoring System, please relation place in Winding Place to Work  Minimicipality as Wilcomenia Place to Work  Bonus Points are awarded for criteria which are relative place in the MEI Scoring System, please  Bonus Points are awarded for criteria which are relative place in the MEI Scoring System, please  Bonus Points are awarded for criteria which are relative place to Work  Bonus Points are awarded for criteria which are relative to Work  Bonus Points are awarded for criteria which are relative place to Work  Bonus Points are awarded for criteria which are relative place to Work  Bonus Points are awarded for criteria which are relative to Work  Bonus Points are awarded for criteria which are relative place to Work  Bonus Points are awarded for criteria which are relative to Work  Bonus Points are awarded for criteria which are relative to Work  Bonus Points are worked for	This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-locel policy, this section is weighted so that an equal number of points are awarded for marriage (or other state rolationship recognition) and municipal domestic Partner Registry  County: Domestic Partner Registry  City: Domestic Partner Registry  12 0  Total Part III: 12 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits Ordinance  City Contractor Equal Benefits  City Contractor Fequal Benefits  Domestic Partner Health Benefits  City Contractor Fequal Benefits  City Contractor Fequal Benefits  Domestic Partner Health Benefits  City Contractor Fequal Benefits  City	is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0	00
Part III. 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 for other state relationship recognition) and municipal domestic partner registry.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: 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 realistiches state law  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 crities treat their LGBT employees, and the extent to which they require their contractors to do the same.  Bonus Points are awarded for criteria which are not accessable to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  Marriage Equality  Country: Domestic Partner Registry  12)  12)  12)  12)  12)  12)  12)  12				Tot	tal Part I:	18 out of	18 Points
Part III. 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 for other state read of points are warded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read to point a read of points are awarded for marriage for other state read to point a read of points are awarded for marriage for other state read to possible for the points are awarded for marriage for other state read to possible for the points.  Source 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 critics treat their LGBT employees, and the extent to which they require their contractors to do the same.  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 reafer to page 11.  Marriage Equality ("Unit United State Part ner Registry")  County: Domestic Partner Registry  12)  12)  12)  12)  12)  12)  12)  12							
Part III. 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.  County: Domestic Partner Registry  County: Domestic Partner Registry  Total Part III: 12 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Part III. Municipality as Employer  This section is the most heavily weighted because it is an ora on which aimset every nunicipality will have extensive control and the power to go much good it measures how cities treat their LOST employees, and the extent to which they require their contractors to do the same.  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:				Available	State	County	City
County: Domestic Partner Registry 12 0  Total Part III: 12 out of 12 Points  BONUS POINTS: 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 LGET employees, and the extent to which they require their contractors to do the same.  Bonus Points:  City: Domestic Partner Registry 12 0  Total Part III: 12 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment 5 5 5  City Contractor Non-Discrimination Ordinance 2 2 2  City Contractor Non-Discrimination Ordinance 3 2 2  City Contractor Equal Benefits Ordinance 4 0  City Contractor Equal Benefits Ordinance 4 0  Domestic Partner Health Benefits 4 0  Domestic Partner Health Benefits 4 0  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:  Bonus	Part II. Relationship Recognition	State:	Civil Unions	12	12		
Total Part III: 12 out of 12 Points  BONUS POINTS:  Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality will have extractive control and the power to do much good. It measures how cities treat their Contractors to do the same.  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 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 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 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:  Bonus 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:  Bonus	not states, and marriage is a state-level policy, this section is weighted so that an equal number	County:	Domestic Partner Registry	12		0	
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 crites treat their LGBT employees, and the extent to which they require their contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  5 5 5  City Contractor Non-Discrimination Ordinance  2 2 2  City Contractor Equal Benefits Ordinance  4 0 0  City Contractor Equal Benefits Ordinance  4 0 0  Domestic Partner Health Benefits  4 0 0  Total Part III: 0 out of 26 Points  BONUS POINTS:  Grossing Up of Employee Benefits  4 0 0  Total Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  Legal Dependent Benefits  4 0 0  Domestic Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  4 2 0 0	relationship recognition) and municipal domestic	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				Tota	al Part II:	12 out of	12 Points
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City			PONIIS DOINTS:				
Non-Discrimination in City Employment    Non-Discrimination in City Employment		Municipality had	relationship recognition that was	(+2)			
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits 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:  Bonus Point			•				
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.  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 0 out of 26 Points  BONUS POINTS:  BONUS POINTS:  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Municipality is a Welcoming Place to Work				Available	State	County	City
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.    Domestic Partner Health Benefits		Non-Discrir	mination in City Employment	5 5			0 0
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.    Domestic Partner Health Benefits	Part III Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
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.  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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Domestic Partner Health Benefits  4  0  0  Total Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive	This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
Equivalent Family Leave  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:  Bonus P	have extensive control and the power to do much good. It measures how cities treat their LGBT	Domesti	c Partner Health Benefits	4			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work		Lega	l Dependent Benefits	2			0
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:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Welcoming Place to Work  Municipality is a Welcoming Place to Work		Equ	ivalent Family Leave	2			0
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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  1  4  4  4  6  Crossing Up of Employee Benefits  BONUS POINTS:  Municipality is a Welcoming Place to Work				Tot	al Part III	0 out of 2	26 Points
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work				+3			0
BONUS POINTS:  Municipality is a Welcoming Place to Work  +2	not accessible to all cities at this time. For more information about the MEI Scoring System, please			+4			(0)
	Teler to page 11.	Municipality	is a Welcoming Place to Work	+2			0



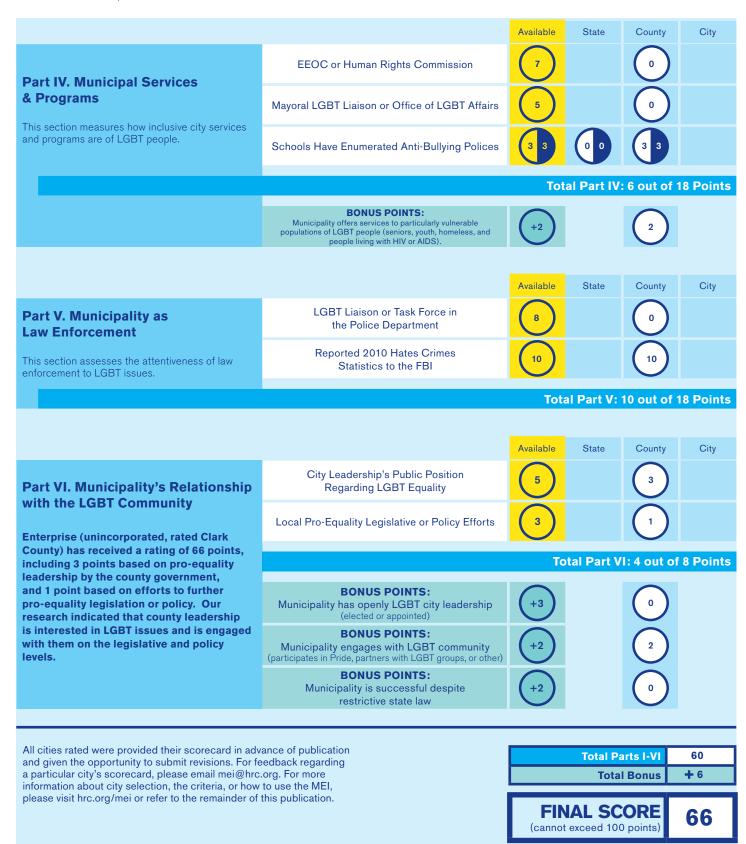
Carson City, Nevada



**2012 Municipal Equality Index // Scorecard**Enterprise (unincorporated, rated Clark County), Nevada

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	
			Tot	al Part I:	18 out of 1	8 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			
			Tota	al Part II:	12 out of 1	2 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2		(0)	
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5		5 5	
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2		0 0	
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4		0	
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	Domesti	c Partner Health Benefits	4		0	
their contractors to do the same.	Lega	l Dependant Benefits	2		0	
	Equ	ivalent Family Leave	2		0	
			Tota	Part III:	10 out of 2	6 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3		0	
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS:  efits are Transgender Inclusive	+4		0	
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2		2	

Enterprise (unincorporated, rated Clark County), Nevada



			Available	State	County	City
Deat I New Discrimination Laws		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
			To	tal Part I	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State 12	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	Municipality had		+2			0
	preempt	ed by restrictive state law				
	preempt	ed by restrictive state law	Available	Ctata	Carratio	City
		,	Available	State	County	City
	Non-Discrii	mination in City Employment	5 5	State	County	5 0
Part III. Municipality as Employer	Non-Discrii	mination in City Employment		State	County	City 5 0 2 0
This section is the most heavily weighted because	State: Civil Unions Domestic Partnerships  County: Domestic Partner Registry	5 5	State	County	5 0	
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	Non-Discrin City Contracto City Contrac	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance	5 5	State	County	5 0
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	Non-Discrin City Contracto City Contract	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2	State	County	2 0
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	Non-Discrii City Contracto City Contrac  Domesti	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4	State	County	0
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	Non-Discrii City Contracto City Contrac  Domesti	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  11 out of 2	0 0 0
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	Non-Discrin City Contracto City Contract  Domesti Lega	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0 0 0
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  ctor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 Tota			0 0 0



Las Vegas, Nevada



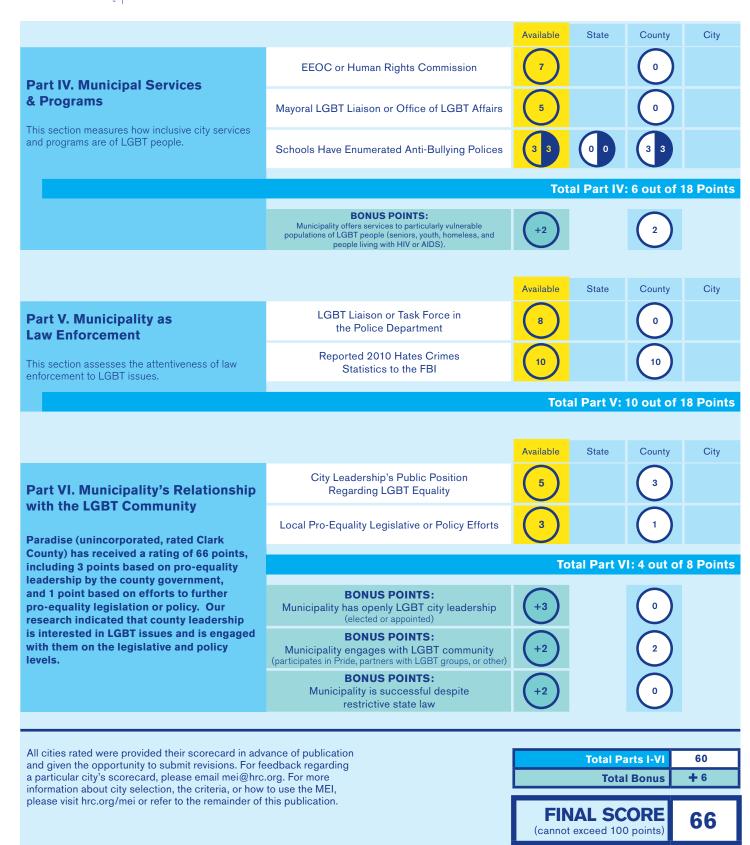


# HUMAN RIGHTS CAMPAIGN

**2012 Municipal Equality Index // Scorecard**Paradise (unincorporated, rated Clark County), Nevada

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	
			Tot	al Part I:	18 out of 1	8 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			
			Tota	al Part II:	12 out of 1	2 Points
	Р	ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2		(0)	
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5		5 5	
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2		0 0	
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4		0	
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	Domestic Partner Health Benefits		4		0	
their contractors to do the same.	Lega	l Dependant Benefits	2		0	
	Equ	ivalent Family Leave	2		0	
			Tota	Part III:	10 out of 2	6 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3		0	
not accessible to all cities at this time. For more information about the MEI Scoring System, please		BONUS POINTS:  efits are Transgender Inclusive	+4		0	
efer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2		2	

Paradise (unincorporated, rated Clark County), Nevada





		Available	State	County	City
	Employment	3 3	3 0	00	00
	Housing	3 3	3 0	0 0	0 0
Publ	lic Accommodations	3 3	3 0	0 0	00
		To	otal Part I	9 out of 1	8 Points
		Available	State	County	City
State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
County:	Domestic Partner Registry	12		0	
City:	Domestic Partner Registry	12			0
		Tota	al Part II:	12 out of 1	2 Points
В	ONUS POINTS:				
Municipality had preempto	relationship recognition that was ed by restrictive state law	+2			0
		Available	State	County	City
Non-Discrin	nination in City Employment	5 5			5 5
City Contractor	Non-Discrimination Ordinance	2 2			0 0
City Contrac	tor Equal Benefits Ordinance	4			0
Domestic	c Partner Health Benefits	4			4
Lega	Dependent Benefits	2			2
Equ	ivalent Family Leave	2			0
		Tota	l Part III:	16 out of 2	26 Points
	DONUS DOINTS				
		( +3 )			
Grossin	g Up of Employee Benefits				$\sim$
1	BONUS POINTS:  fifts are Transgender Inclusive	+4			0
	State: County: City:  Municipality had preempte  Non-Discrin City Contractor City Contractor Lega Equ	Housing  Public Accommodations  State: Marriage Equality Civil Unions Domestic Partnerships  County: Domestic Partner Registry	Housing  Housing  Available  State: Marriage Equality Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Tota  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  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  Tota	Housing  Housing  Public Accommodations  Total Part I  Available State: Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II:  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III:	Employment  Housing  Public Accommodations  Total Part I: 9 out of Total Part II: 12 out of Total Part II: 13 out of Total Part II: 14 out of Total Part II: 15 out of Total Part III: 16 out of Total Part

## Concord, New Hampshire



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.  County: Domestic Partner Registry  City: Domestic Partner Reg							
Part II. Non-Discrimination Laws This category evaluates whether discrimination on the bases of sexual ornelation and garder identity is prohibited in areas of employment, housing, and public accommodations  Total Part II. 18 out of 18 Points    Part II. Relationship Recognition				Available	State	County	City
Total Part III. Relationship Recognition  Because this is an evaluation of municipalities, and arrived policy of the state in a evaluation of the state is an evaluation of the state in the most heavily weighted because it is an area in which almost every municipality will have extensive owner of a state in the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do municipal of the 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 municipal of the 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 municipal of the 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 municipal of the 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 municipal of the 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 municipal of the section of the section of the box required their contractors to do the sum.  Equivalent Family Leave  City Contractor Equal Benefits  City Contractor Equal Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 8 out of 26 Points  BONUS POINTS:  BONUS POINTS:  Goesaing Up of Employee Benefits  For a solution of the section of the form of the population of the most population and power and the first of the section of the power of the section of the sec	Part I Non-Discrimination I aws		Employment	3 3	3 3	00	00
Part II. Relationship Recognition  Recause this is an evaluation of municipalities, not states, and marriage is a state level policy of points are awarded for marriage for other state relationship recognition)  Recause this is an evaluation of municipalities, not states, and marriage is a state level policy of points are awarded for marriage for other state relationship recognition) and municipal domestic partner registry.  County: Domestic Partner Registry  City: Domestic Partner Registry  12	This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
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 Registry  City: Domestic Partner Registry  12 0  Total Part III: 12 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor State State  City Contractor Non-Discrimination Ordinance  City Contractor Fundament  City	is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0	00
Part III. 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 registry.  County: Domestic Partner Registry  City: Domestic Partner Re				Tot	al Part I:	18 out of	18 Points
Part III. 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 registrics.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: 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  Part III. Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality will be a same it is an area in which almost every municipality will be a same it is an area in which almost every municipality will be a same it is an area in which almost every municipality will be a same.  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits Ordinance  City Contractor Fequal Benefits  Unomestic Partner Registry  City Contractor Part III: 2 out of 12 Points  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits  Unomestic Partner Registry  Unon-Discri							
Part III. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriago 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.  County: Domestic Partner Registry  County: Domestic Partner Registry  Total Part III: 12 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Part III. Municipality as Employer  This saction is the most heavily weighted bacause it is an erae in which almost every municipality vill have extensive control and the power to do much good. Il measures how close treel wheir IGET employees, and the extent to which they require their contractors to do the same.  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.  State: Civil Unions Domestic Partner Registry  12  12  12  12  12  12  13  12  12  12				Available	State	County	City
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  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 12 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  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 LGET employees, and the extent to which they require their contractors to do the same.  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:  BONUS POINTS:  Grossing Up of Employee Benefits  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  House Points are warded 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.  City: Domestic Partner Registry  12  0  Total Part III: 12 out of 12 Points  City: Domestic Partner Registry  12  0  Available:  City: Domestic Partner Registry  12  0  Available: State County City  City  City Contractor Non-Discrimination Ordinance  City Contractor Foundance  2 2  2 2  2 2  2 2  2 2  2 2  2 2  2	Part II. Relationship Recognition	State:	Civil Unions	12	12		
Total Part III: 12 out of 12 Points  BONUS POINTS:  Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality vall have extensive control and the pover 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.  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:  City: Domestic Partner Registry  12  Domestic Partner Registry  12  Domestic Partner Registry  12  Domestic Partner Registry  12  Domestic Part III: 12 out of 12 Points  City Contractor Registry  Non-Discrimination in City Employment  5 5  City Contractor Non-Discrimination Ordinance  2 2  City Contractor Registry  12  Domestic Part III: 2 out of 12 Points  City Contractor Registry  12  Domestic Part III: 2 out of 12 Points  City Contractor Registry  12  Domestic Part III: 2 out of 12 Points  City Contractor Registry  15 0  City Contractor Registry  16  City Contractor Registry  15  City Contractor Registry  16  City Contractor Registry  15  City Contracto	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	County:	Domestic Partner Registry	12		0	
BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor State Banefits Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent 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:  Bonus 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:  B	relationship recognition) and municipal domestic	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				Tota	al Part II:	12 out of	12 Points
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City			PONIIS DOINTS:				
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits  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:  Bonus Point		Municipality had	relationship recognition that was	(+2)			
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent 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.  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  4  Domestic Partner Health Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 8 out of 26 Points  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits  Faresing Up of Employee Benefits  Bonus Points:  Health Benefits are Transgender Inclusive			-				
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.  Domestic Partner Health Benefits  Legal Dependent Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 8 out of 26 Points  BONUS POINTS:  BONUS POINTS:  BONUS POINTS:  Health Benefits are Transgender Inclusive  Health Benefits are Transgender Inclusive  Municipality is a Welcoming Place to Work  Municipality is a Welcoming Place to Work				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.  Domestic Partner Health Benefits  Legal Dependent 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:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work		Non-Discrir	mination in City Employment	5 5			0 0
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.  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent 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:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits are Transgender Inclusive refer to page 11.  Bonus Points:  Municipality is a Welcoming Place to Work	Part III. Municipality as Employer	City Contracto	r Non-Discrimination Ordinance	2 2			2 2
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.  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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  Health Benefits 4  4  4  4  4  4  4  4  4  4  4  4  4	This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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.  Legal Dependent Benefits  2  Do  Total Part III: 8 out of 26 Points  BONUS POINTS:  Grossing Up of Employee Benefits  BONUS POINTS: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  Health Benefits a Welcoming Place to Work	have extensive control and the power to do much good. It measures how cities treat their LGBT	Domestic Partner Health Benefits		4			4
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  Total Part III: 8 out of 26 Points  BONUS POINTS:  Halth Benefits are Transgender Inclusive		Legal Dependent Benefits		2			0
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:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work  House Points:  Municipality is a Welcoming Place to Work		Equ	iivalent Family Leave	2			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  Hall Municipality is a Welcoming Place to Work				Tot	al Part III:	8 out of 2	26 Points
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  4  4  0				+3			0
BONUS POINTS:  Municipality is a Welcoming Place to Work	not accessible to all cities at this time. For more information about the MEI Scoring System, please		BONUS POINTS:				0
		Municipality	is a Welcoming Place to Work	+2			0

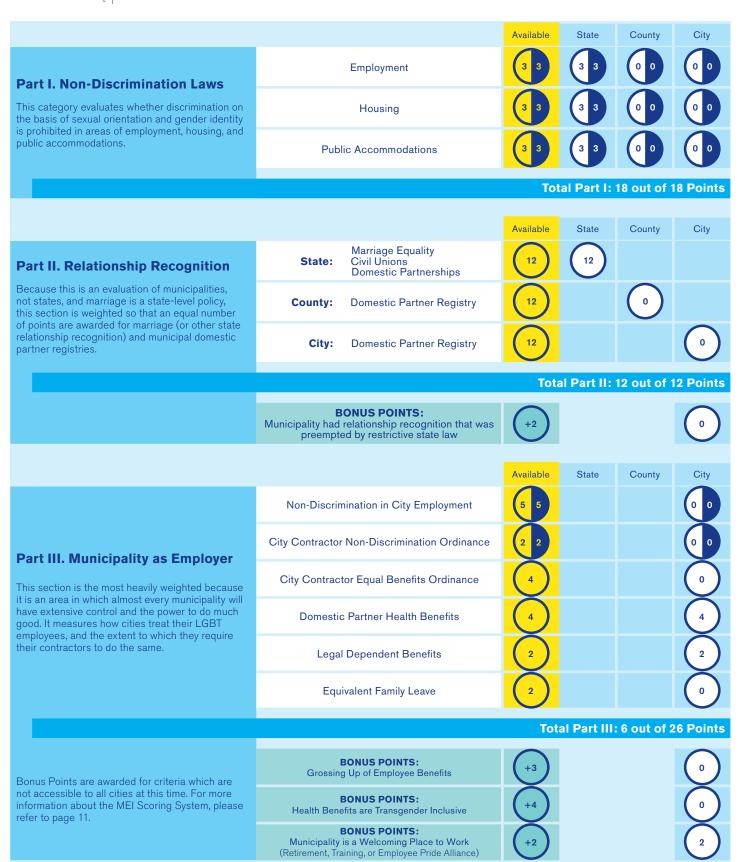


Asbury Park, New Jersey

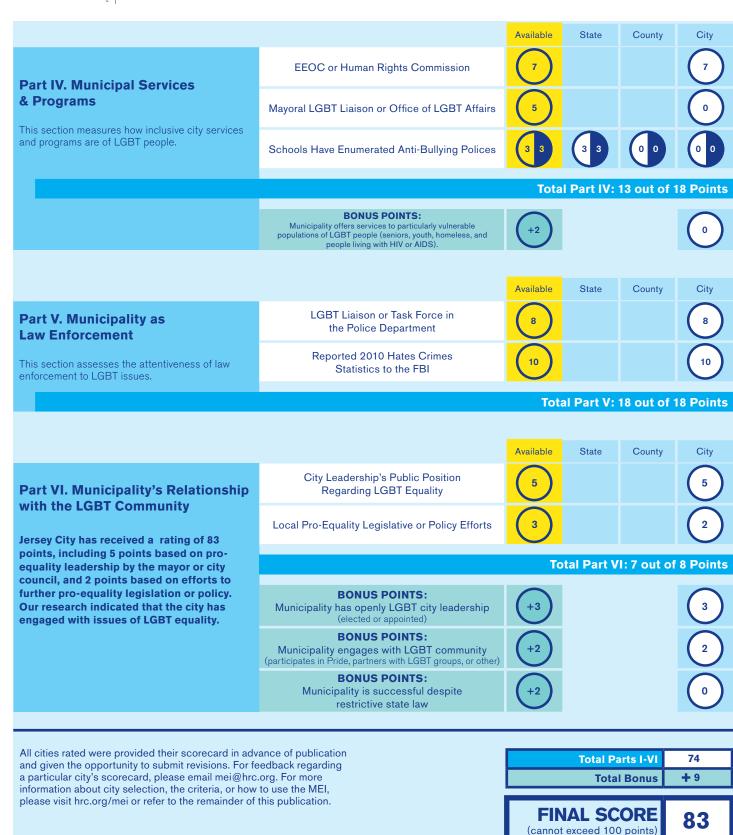




Jersey City, New Jersey



Jersey City, New Jersey

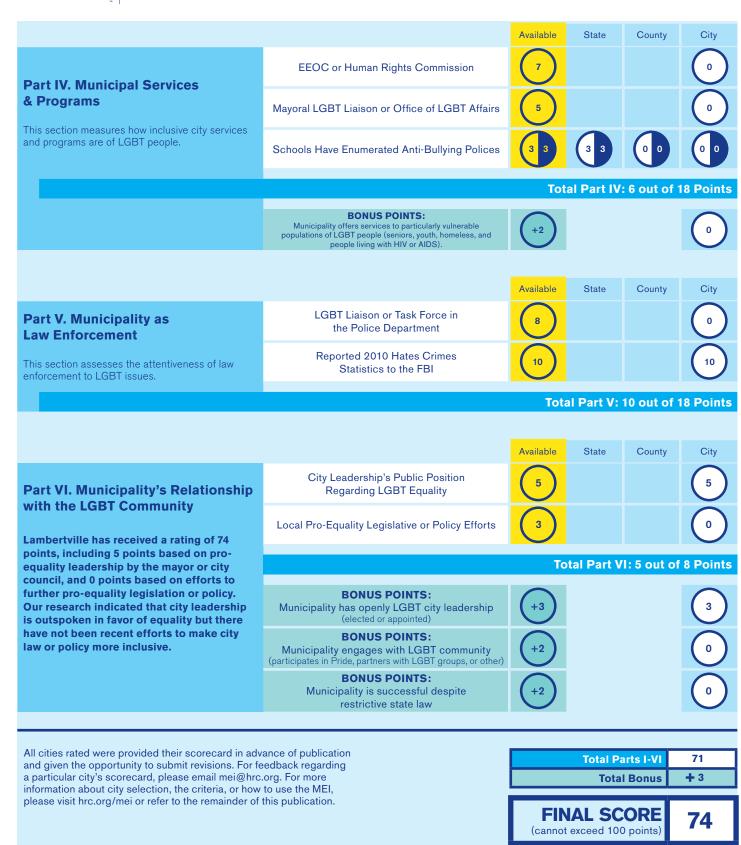




# 2012 Municipal Equality Index // Scorecard Lambertville, New Jersey

,						
			Available	State	County	City
		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	3 3	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
					10	10 Dainte
			10	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tot	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	preempt	ou by restrictive state law				
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Legal Dependent Benefits		2			2
	Equ	iivalent Family Leave	2			0
			Tota	l Part III:	20 out of	26 Points
Bonus Points are awarded for criteria which are	BONUS POINTS: Grossing Up of Employee Benefits		+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality (Retirement, Tra	+2			0	

Lambertville, New Jersey





			Available	State	County	City
Daniel New Discrimination Laws		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
			Tot	al Part I	18 out of	18 Points
					io out or	or omes
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State 12	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		SONUS POINTS: relationship recognition that was	+2			(°)
		ed by restrictive state law				
				Ctata	County	City
	preempt	ed by restrictive state law	Available	State	County	City
	Preempt  Non-Discrir	ed by restrictive state law  mination in City Employment	Available 5 5	State	County	00
Part III. Municipality as Employer	Preempt  Non-Discrir	ed by restrictive state law	Available	State	County	City
This section is the most heavily weighted because	Non-Discrin	ed by restrictive state law  mination in City Employment	Available 5 5	State	County	00
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	Non-Discrii City Contracto City Contract	ed by restrictive state law  mination in City Employment  r Non-Discrimination Ordinance	Available 5 5	State	County	0 0
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	Non-Discrin City Contracto City Contract Domesti	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance	Available  5 5 2 2	State	County	0 0
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	Non-Discrin City Contracto City Contract Domesti	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	Available  5 5  2 2  4	State	County	0 0 0
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	Non-Discrin City Contracto City Contract Domesti	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5 4 4 2 2		County  2 4 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrin City Contracto City Contract Domesti Lega	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	Available  5 5 4 4 2 2			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits iivalent Family Leave	Available  5 5  2 2  4  4  Tot			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Ocean Grove, New Jersey



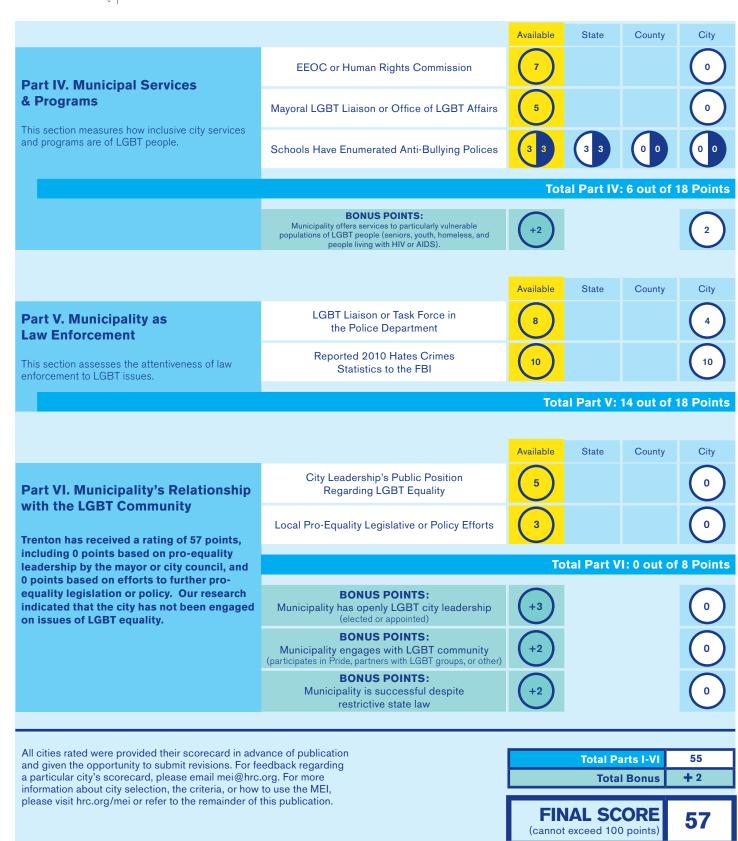


# **2012 Municipal Equality Index // Scorecard** Trenton, New Jersey

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			Available	State	County	City
B. 11 M B		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	3 3	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	0 0
					10	
			10	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tot	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	prosings					
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	5 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			(0)
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
F-10-1	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)



Trenton, New Jersey

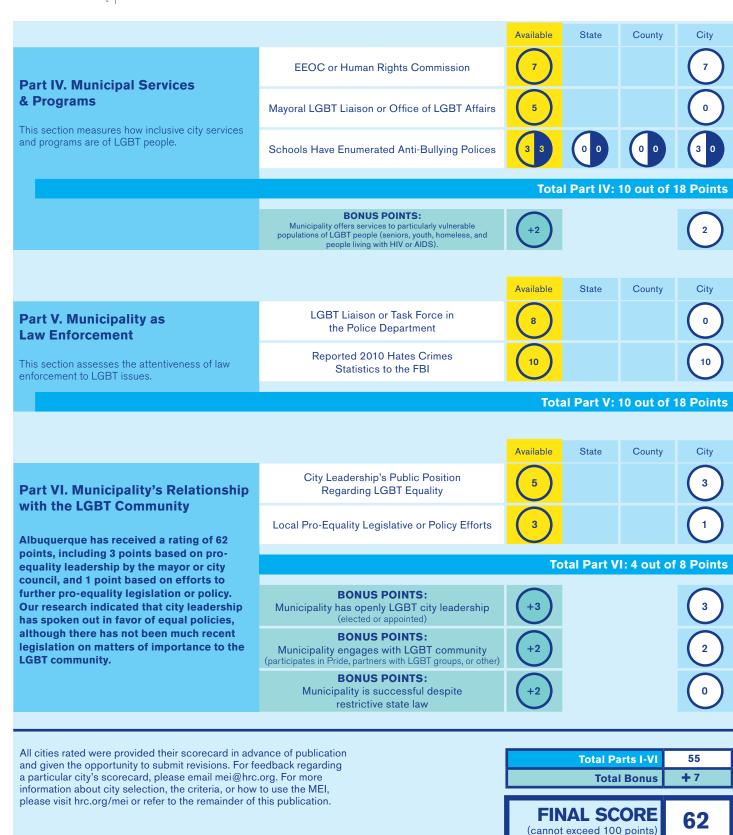




# **2012 Municipal Equality Index // Scorecard** Albuquerque, New Mexico

*						
			Available	State	County	City
		Employment	3 3	3 3	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	3 3	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3		
	i ub	ne Accommodations				
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
						011
	Non-Discrir	nination in City Employment	Available 5 5	State	County	City 5 0
Part III Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
Part III. Municipality as Employer  This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	I Part III:	13 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

Albuquerque, New Mexico

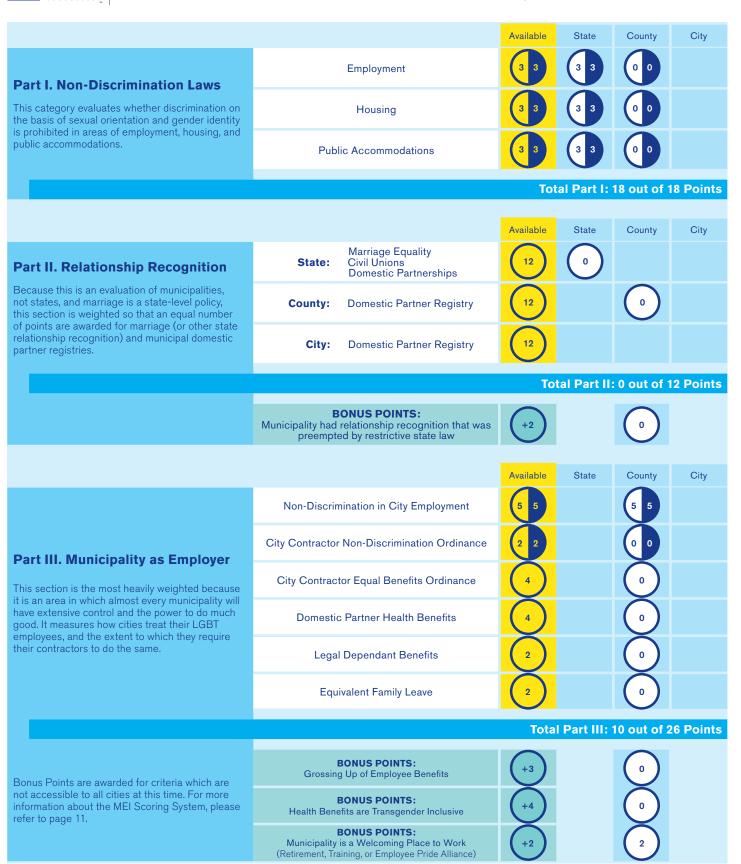




#### HUMAN RIGHTS CAMPAIGN

#### 2012 Municipal Equality Index // Scorecard

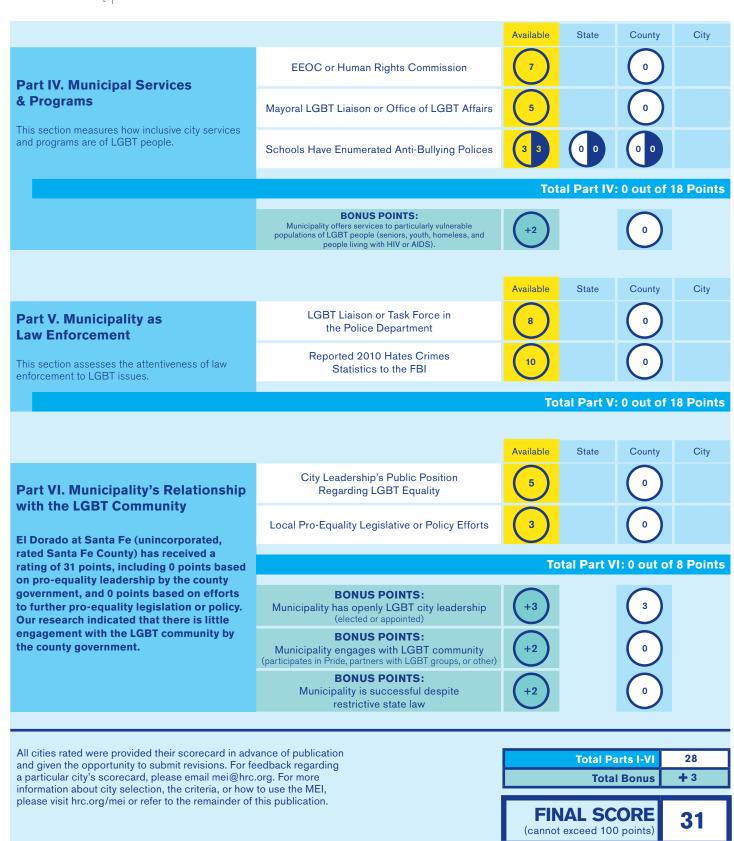
#### El Dorado at Santa Fe (unincorporated, rated Santa Fe County), New Mexico



#### HUMAN RIGHTS CAMPAIGN

#### 2012 Municipal Equality Index // Scorecard

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





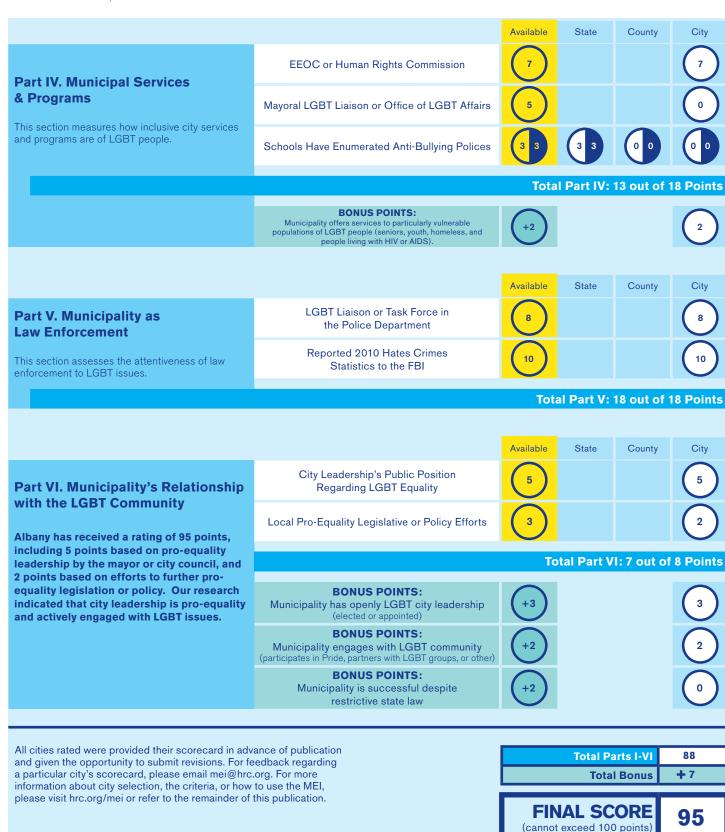
Total Part II: 13 out of 18 Points  Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage for other state relationship. State is an evaluation of municipal domestic partner registries.  Part III. Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality well have extentive control and the power to do much good, it measures how cities treat their LGBT employees and the extent to which almost every municipality well have extentive control and the power to do much good, it measures how cities treat their LGBT employees and the extent to which almost every municipality well have extentive control and the power to do much good, it measures how cities treat their LGBT employees and the extent to which almost every municipality well have extentive control and the power to do much good. It measures how cities treat their LGBT employees and the extent to which almost every municipality well have extentive 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.  Equivalent Family Leave  Total Part III: 9 out of 26 Points  BONUS POINTS:  BONUS POINTS:  Grossing Up of Employee Benefitis  Grossing Up of Employees Benefitis  Formus Points:  BONUS POINTS:  Grossing Up of Employees Benefitis  Grossing Up of Employees Benefitis  Grossing Up of Employees.	'						
Part II. Non-Discrimination Laws This category evaluates whether discrimination on the base of seven dependence of the same.    Public Accommodations				Available	State	County	City
Total Part III. Relationship Recognition Because this is an evaluation of municipalities, and marriage is a state-level policy, the section is well that of the state regulations and municipalities, and the state regulation is the most heavily weighted because it is an area in which almost every municipality will have extensive control and the power to do municipality will have extensive control and the power to do municipality will have extensive control and the power to do municipality will have extensive control and the power to do municipality will have extensive control and the power to do municipality will have extensive control and the power to do municipal control and the power to do municipal to the second to the	Part I Non-Discrimination I aws		Employment	3 3	3 3	00	00
Total Part II: 18 out of 18 Points  Part III. 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 availated for marriage of other state calculations or district of the state of the	This category evaluates whether discrimination on		Housing	3 3	3 3	0 0	3 0
Part III. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so hat an equal number of points are awarded for marriage (or other state relationship recognition) and municipal demestic Partner Registry  City: Domestic Partner Regist		Pub	lic Accommodations	3 3	3 3	00	3 0
Part III. 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.  County: Domestic Partner Registry  City: Domestic Partner				Tot	tal Part I:	18 out of	18 Points
Part III. 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 registry.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Part III. Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality will be a same it is an area in which almost every municipality will be a same it is an area in which almost every municipality will be a same.  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits Ordinance  City Contractor Fequal Benefits Ordinance  Domestic Partner Registry  City Contractor Fequal Benefits  City Contractor Fequal Benefits  Legal Dependent Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 9 out of 26 Points  BONUS POINTS:  BONUS POINTS:  BONUS POINTS:  Health Benefits 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:  Health Benefits are frangeder inclusive  BONUS POINTS:  Health Benefits or frangeder inclusive							
Part II. Relationship Recognition  Bocause 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.  County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  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 clies troat thoir LGBT employees, and the extent to which they require their contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points:  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.				Available	State	County	City
Total 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 cites treat their LGBT employees, and the extent to which they require their contractors to do the same.  Bonus Points:  County: Domestic Partner Registry  City: Domestic Partner Registry  12  0  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  City Contractor Equal Benefits  Domestic Partner Health Benefits  Legal Dependent Benefits  Equivalent Family Leave  0  Total Part III: 9 out of 26 Points  Bonus Points:  Grossing Up of Employee Benefits  Part III: 9 out of 25 Points  Bonus Points:  Bonus 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:  Bonu	Part II. Relationship Recognition	State:	Civil Unions	12	0		
Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality vill 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.  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:  City: Domestic Partner Registry  12  Domestic Partner Registry  12  Domestic Partner Registry  12  Domestic Partner Registry  12  Domestic Partner Heils was because the country 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.  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:	not states, and marriage is a state-level policy, this section is weighted so that an equal number	County:	Domestic Partner Registry	12		0	
BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent 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:  Bonus 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:  B	relationship recognition) and municipal domestic	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				То	tal Part II	: 0 out of	12 Points
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits 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:		Municipality had	relationship recognition that was	+2			0
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent 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.  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  4  Domestic Partner Health Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 9 out of 26 Points  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits Transgender Inclusive  Health Benefits are Transgender Inclusive		preempt	ed by lestilictive state law				
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.  Domestic Partner Health Benefits  Legal Dependent 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:  Bonu				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.  Domestic Partner Health Benefits  Legal Dependent 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:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work		Non-Discrir	nination in City Employment	5 5			5 0
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.  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent 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:  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits are Transgender Inclusive refer to page 11.  Bonus Points:  Municipality is a Welcoming Place to Work	Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
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.  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:  Bonus Poi	This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
Equivalent Family Leave  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:  Bonus P	have extensive control and the power to do much good. It measures how cities treat their LGBT	Domesti	c Partner Health Benefits	4			4
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  Total Part III: 9 out of 26 Points  BONUS POINTS:  Habita Benefits  BONUS POINTS: Municipality is a Welcoming Place to Work  Total Part III: 9 out of 26 Points  BONUS POINTS:  Welcoming Place to Work		Lega	I Dependent Benefits	2			0
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:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work  Health Benefits are Transgender Inclusive		Equ	ivalent Family Leave	2			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  Hall Municipality is a Welcoming Place to Work				Tot	al Part III	9 out of 2	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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work				+3			(0)
BONUS POINTS:  Municipality is a Welcoming Place to Work  (1)	not accessible to all cities at this time. For more information about the MEI Scoring System, please		BONUS POINTS:	+4			(0)
	Telef to page 11.	Municipality	is a Welcoming Place to Work	+2			0

Santa Fe, New Mexico



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 0	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 0	0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 0	0	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ACMUS DOINTS:				
	Municipality had	relationship recognition that was	+2			0
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law	2 2			0 0	
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	l Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	Part III:	20 out of 2	26 Points
Danie Daiste aus surede l'English		BONUS POINTS: g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(0)
The state of the s		BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2

Albany, New York

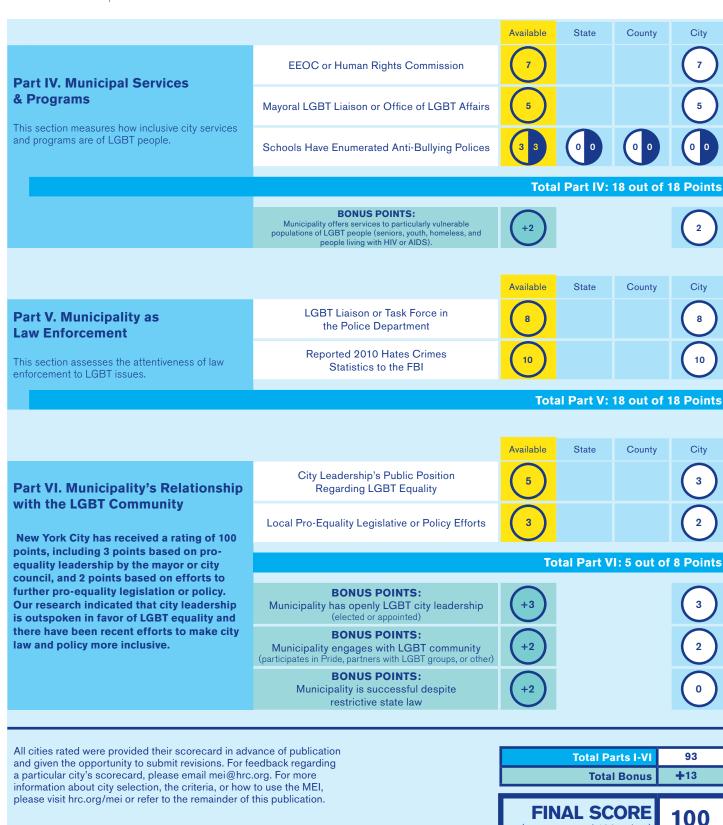




			Available	State	County	City
Daniel New Discrimination Laws		Employment	3 3	3 0	0 0	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 0	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 0	0 0	3 3
			Tot	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State 12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	P.	ed by restrictive state law				
	prosings	ed by restrictive state law	Available	State	County	City
		mination in City Employment	Available 5 5	State	County	City 5 5
Part III Municipality as Employer	Non-Discrii	·		State	County	City 5 5 2 0
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrii City Contracto	mination in City Employment	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contrac	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contract	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance	2 2	State	County	2 0
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	Non-Discrii City Contracto City Contrac  Domesti	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2 4	State	County	2 0 2
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	Non-Discrii City Contracto City Contrac  Domesti	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  22 out of 2	2 0 2 0 2 2 2 2
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	Non-Discrin City Contracto City Contract Domesti Lega	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			2 0 2 2 2 2
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  ctor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 Tota			2 0 2 0 2 2 2 2



New York, New York





(cannot exceed 100 points)

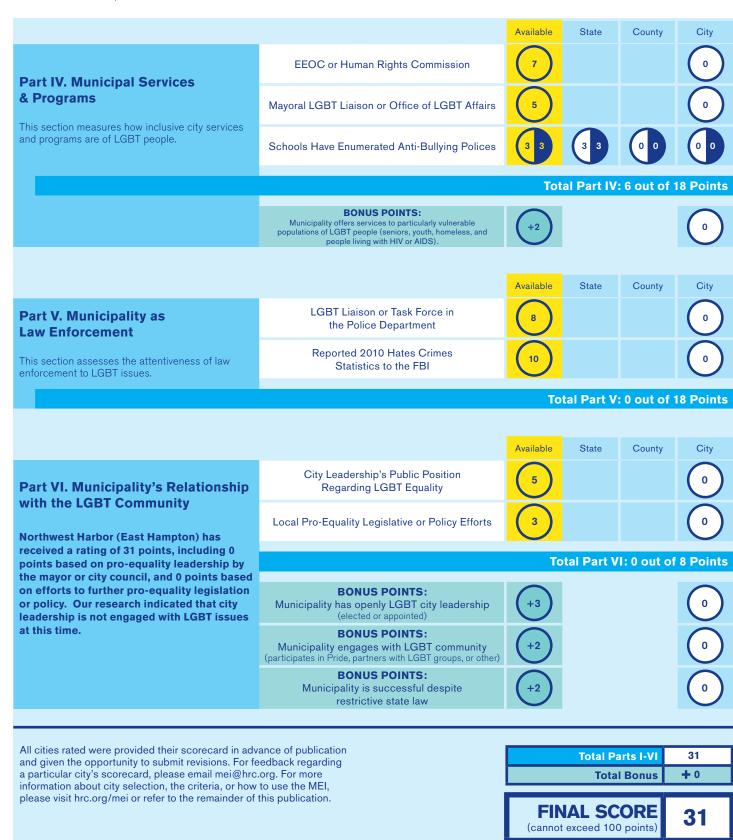
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 0	3 0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	30	30	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	30	30	00
			To	otal Part I	9 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ANNUE DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	4 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



#### HUMAN RIGHTS CAMPAIGN

#### 2012 Municipal Equality Index // Scorecard

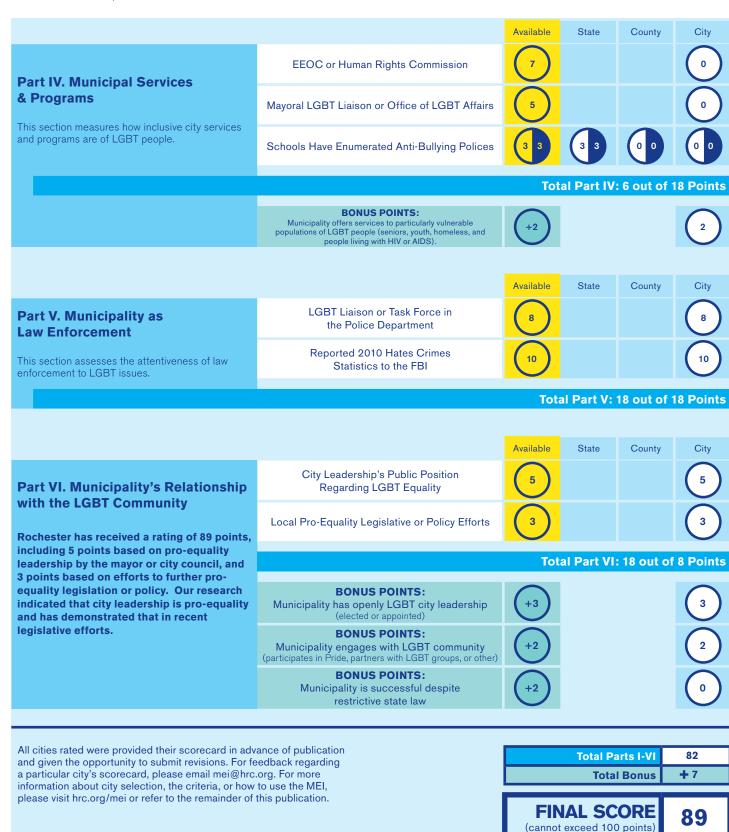
#### Northwest Harbor (Town of East Hampton), New York



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 0	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	30	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	30	00	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC POINTS.				
	Municipality had	PONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	20 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			(0)
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	Health Ben	BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			



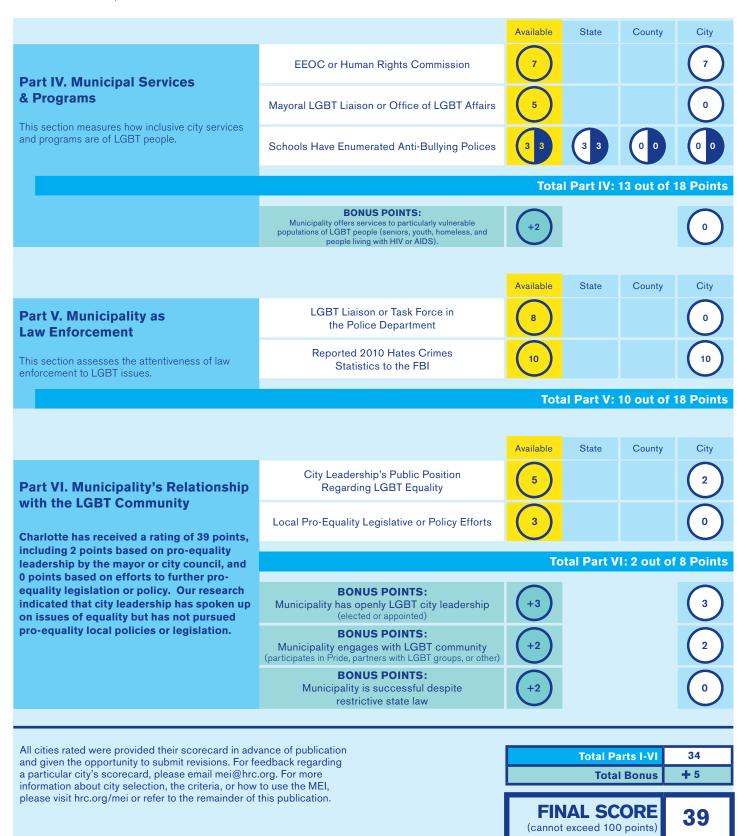
Rochester, New York





'						
			Available	State	County	City
Dort I Non Discrimination Laws		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
			T	otal Part I	0 out of	18 Points
					o out or	o r omes
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of 1	2 Points
	E	ONUS POINTS:				
	Municipality had preempt	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			00
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	9 out of 2	26 Points
Pagus Painta are guarded for all the ball		BONUS POINTS: g Up of Employee Benefits	+3			0
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		BONUS POINTS: efits are Transgender Inclusive	+4			0
refer to page 11.						

Charlotte, North Carolina





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0	0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	0	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	В	ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			
		•				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	11 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
page	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



Durham, North Carolina

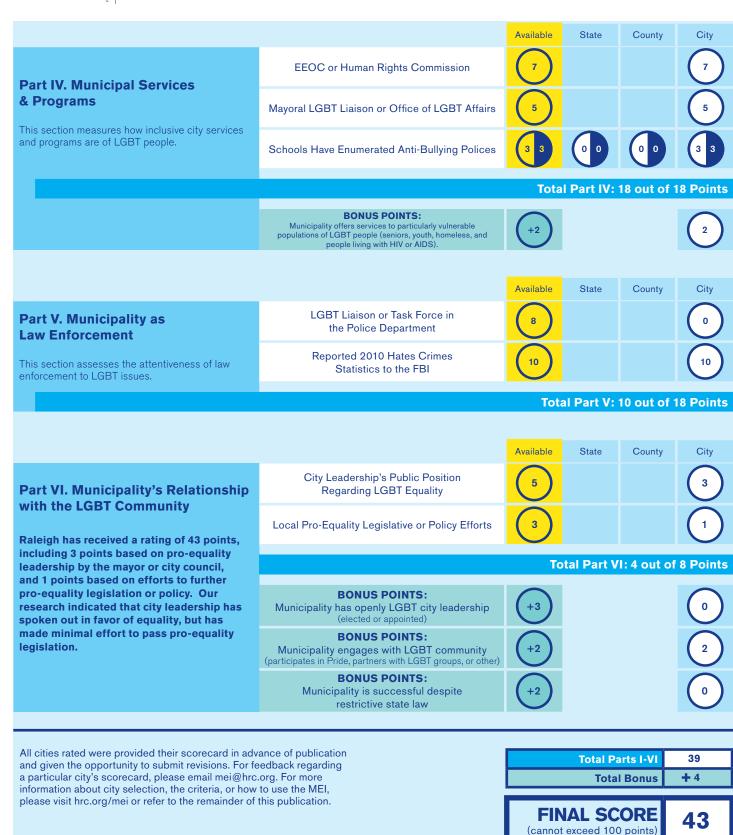




# **2012 Municipal Equality Index // Scorecard** Raleigh, North Carolina

- 1						
			Available	State	County	City
		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	0 0	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	D.1	ū				
	Pub	lic Accommodations	3 3	0 0		0 0
			T	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			2 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	7 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

Raleigh, North Carolina

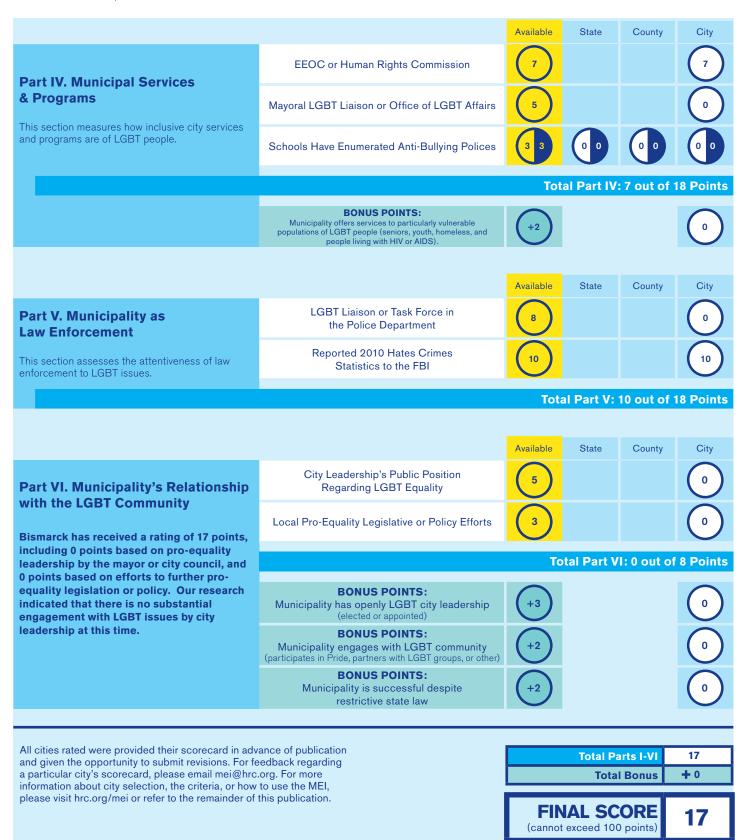




Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited in reason of employment, flusting, and public accommodations  Housing  Total Part II: 0 out of 18 Points  Part II. Relationship Recognition  Broase this is an evaluation of municipalities, and state-level policy, this section is veglored to that an opal mumber of points are awarded for marriage for other state estillatingly recognition) and municipal dimensic patrious regulations.  Part III. Municipality as Employer  Part III. Municipality as Employer  This section is yellow most flowing weighted because it is an evaluation of municipalities, and contract the contractors to define service that contractors to define the contractors to define the contractors to define a service of the contractors to define a service of the contractors to define the contractors to define service of the contractors to define the contractors to define service of the service of the contractors to define service of the contractors of t							
Part II. Non-Discrimination Laws This category evaluates whether discrimination on the basis of security of the discrimination of public accommodations.  Part II. Relationship Recognition Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of points are wanted for marriage (or other state relationship recognition) and municipal domestic purposes.  County: Domestic Partner Registry  County: Domestic Partner Registry  City: Domestic P				Available	State	County	City
Total Part III. Municipality as Employer  This section is the most heavily weighted occause it is an area in which almost overy municipality will hope extensive how chees heavily weighted occause it is an area in which almost overy municipality will hope extensive how chees heavily weighted occause it is an area in which almost overy municipality will hope extensive how chees heavily weighted occause it is an area in which almost overy municipality will hope extensive control and the power to do much good it measures how ches shall their LOST appropriate to the sent in which their control and the power to do much good it measures how ches that their LOST appropriates are not accessible to all chees that their further shall be as an accessible to all chees that their further internations have been the which their control and the power to do much good it measures how ches that their LOST appropriate their contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all chees that their further internations about the Mel Scoring System phases refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all chees that their Further internations about the Mel Scoring System phases refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all chees that their Further Further Further Repetits and the same are are a manufactors and the power further further further for program flat to the same and accessible to all chees that their Further F	Part I Non-Discrimination I aws		Employment	3 3	0	0	00
Part II. Relationship Recognition  State: Marriage Equality Civil Unions Demoslic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry County: Domestic Partner Registry County: Domestic Partner Registry Civil Unions Domestic Partner Registry Civil Unions Domestic Partner Registry Civil Unions Civil Unions Domestic Partner Registry County: Domestic Partner Registry Civil Unions Civil Domestic Partner Registry Civil Unions Civil Domestic Partner Registry Civil Unions Civil Domestic Partner Registry Civil County Civil Domestic Partner Registry Civil Domestic Partn	This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-locel policy, this section is weighted so that an equal number of points are awarded for marriage (or other state rollationship recognition) and municipal domestic Partner Registry  County: Domestic Partner Registry  12 0  Total Part III: 0 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits Ordinance  City Contractor Equal Benefits  City Contractor Fequal Benefits  City Contractor Fequal Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 0 out of 26 Points  BONUS POINTS:  City Contractor Family Leave  City Contractor Family Leave  City Contractor Family Leave  Domestic Partner Registry  12 0  Total Part III: 0 out of 12 Points  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits Ordinance  4 0  Domestic Partner Health Benefits  City Contractor Fequal Bene	is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	0	00
Part III. 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 for other state relationship recognition) and municipal domestic partner registry.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by realizationship recognition that was preempted by realizationship recognition that was preempted by realizations of the preempted by realization in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Partner Registry  City Contractor Partner Registry  Domestic Partner Registry  City Contractor Non-Discrimination ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Partner Registry  Domestic Partner Registry  City Contractor Partner Registry  City Contractor Non-Discrimination Ordinance  City Contractor Partner Registry  City Contractor Partner Registry  Domestic Partner Registry  City Contractor Non-Discrimination Ordinance  City Contractor Partner Registry  City Contractor Partner Registry  Domestic Partner Registry  City Contractor Partner Registry  City Contractor Partner Registry  Domestic Partner Registry  City Contractor Partner Registry  Domestic Partner Registry  City Contractor Partner Registry  Domestic Partner Registry  City Contractor Partner Reg				To	otal Part I	0 out of	18 Points
Part III. 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 for other state read of points are warded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state read to point a read of points are awarded for marriage for other state read to point a read of points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please reafer to page 11.  Marriage Equality City University  County:  Domestic Partner Registry  12)  0  Total Part III: 0 out of 12 Points  BONUS POINTS:  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 critics treat their LGBT employaces, and the extent to which they require their contractors to do the same.  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 reafer to page 11.  Bonus Points:  B							
Part III. 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.  County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  For the section is the most heavily weighted because it is an ora on which aimset every municipality will have extensive control and the power to do much good it measures how cities treat their LOST employees, and the extent to which they require their contractors to do the same.  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:  Bonus Point				Available	State	County	City
County: Domestic Partner Registry 12 0  Total Part III: 0 out of 12 Points  BONUS POINTS: 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 LGET employees, and the extent to which they require their contractors to do the same.  Bonus Points:  City: Domestic Partner Registry 12 0  Total Part III: 0 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment 5 5 5  City Contractor Non-Discrimination Ordinance 2 2 2  City Contractor Non-Discrimination Ordinance 3 2 2  City Contractor Equal Benefits Ordinance 4 0  City Contractor Equal Benefits Ordinance 4 0  Domestic Partner Health Benefits 4 0  Domestic Partner Health Benefits 4 0  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:  Bonus Po	Part II. Relationship Recognition	State:	Civil Unions	12	0		
Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality as Employer  This section is the most heavily weighted because it is an area in which almost every municipality will have extractive control and the power to do much good. It measures how cities theat their LGBT employees, and the extent to which they require their contractors to do the same.  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 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 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:  Bonus Points:  Bonus Points:  Bonus 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:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus 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:  Bonus P	not states, and marriage is a state-level policy, this section is weighted so that an equal number	County:	Domestic Partner Registry	12		0	
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.  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:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  5 5 5  City Contractor Non-Discrimination Ordinance  2 2 2  City Contractor Equal Benefits Ordinance  4 0 0  City Contractor Equal Benefits Ordinance  4 0 0  Domestic Partner Health Benefits  4 0 0  Total Part III: 0 out of 26 Points  BONUS POINTS:  Grossing Up of Employee Benefits  4 0 0  Total Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  Legal Dependent Benefits  4 0 0  Domestic Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  Legal Dependent Benefits  4 0 0  Domestic Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  1 4 0 0  Domestic Part III: 0 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work	relationship recognition) and municipal domestic	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				То	tal Part II	0 out of	12 Points
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City			PONIIS DOINTS:				
Non-Discrimination in City Employment    Non-Discrimination in City Employment		Municipality had	relationship recognition that was	(+2)			
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits 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:  Bonus Point			•				
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.  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent Benefits  Legal Dependent Benefits  Equivalent Family Leave  Total Part III: 0 out of 26 Points  BONUS POINTS:  BONUS POINTS:  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Municipality is a Welcoming Place to Work				Available	State	County	City
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.    Domestic Partner Health Benefits		Non-Discrir	mination in City Employment	5 5			0 0
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.    Domestic Partner Health Benefits   Domestic Partner Health Benefits	Part III. Municipality as Employer	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits	2 2			0 0	
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.  Legal Dependent Benefits  Equivalent Family Leave  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:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work	This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
Equivalent Family Leave  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:  Bonus P	have extensive control and the power to do much good. It measures how cities treat their LGBT	Domesti	c Partner Health Benefits	4			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work		Lega	l Dependent Benefits	2			0
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:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Welcoming Place to Work  Municipality is a Welcoming Place to Work		Equ	ivalent Family Leave	2			0
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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  1  4  4  6  Crossing Up of Employee Benefits  BONUS POINTS:  Municipality is a Welcoming Place to Work  4  4  4  6  Crossing Up of Employee Benefits				Tot	al Part III:	0 out of 2	26 Points
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work				+3			0
BONUS POINTS:  Municipality is a Welcoming Place to Work  +2	not accessible to all cities at this time. For more information about the MEI Scoring System, please			+4			(0)
	Teler to page 11.	Municipality	is a Welcoming Place to Work	+2			0



Bismarck, North Dakota

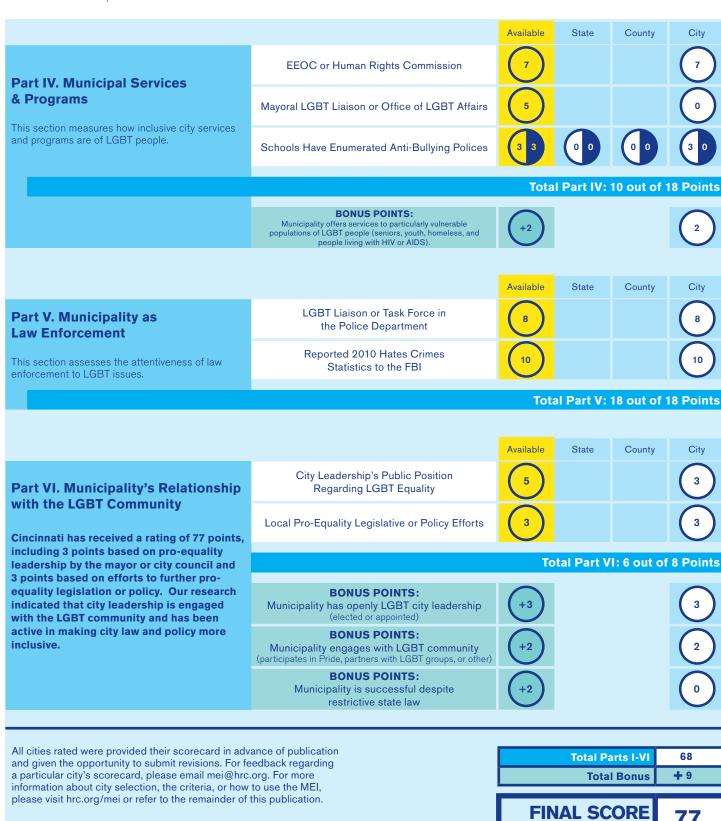




			Available	State	County	City
B. H. W. Branch and J. C.		Employment	3 3	0 0	0 0	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	3 3
			Tot	al Dart I	18 out of 1	2 Points
			100	ai Fait i.	16 Out Of	o Polits
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II:	0 out of 1	2 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
		minotion in City Employment	5 5			
	Non-Discrir	Non-Discrimination in City Employment 5				5 5
Part III Municipality as Employer		r Non-Discrimination Ordinance	2 2			0 0
Part III. Municipality as Employer  This section is the most heavily weighted because	City Contracto		X			0 0
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	City Contracto City Contrac	r Non-Discrimination Ordinance	X			0 0
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	City Contracto City Contrac  Domesti	r Non-Discrimination Ordinance tor Equal Benefits Ordinance	2 2			0
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	City Contracto City Contrac  Domesti Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	2 2			(1) (4)
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	City Contracto City Contrac  Domesti Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	4 4 2 2	Part III:	16 out of 2	0 4 2 0
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.	City Contracto  City Contract  Domesti  Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	4 4 2 2	l Part III:	16 out of 2	0 4 2 0
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	City Contracto City Contract  Domesti Lega Equ	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits iivalent Family Leave	2 2 4 4 2 2 2 2 Tota	l Part III:	16 out of 2	0 4 2 0



Cincinnati, Ohio



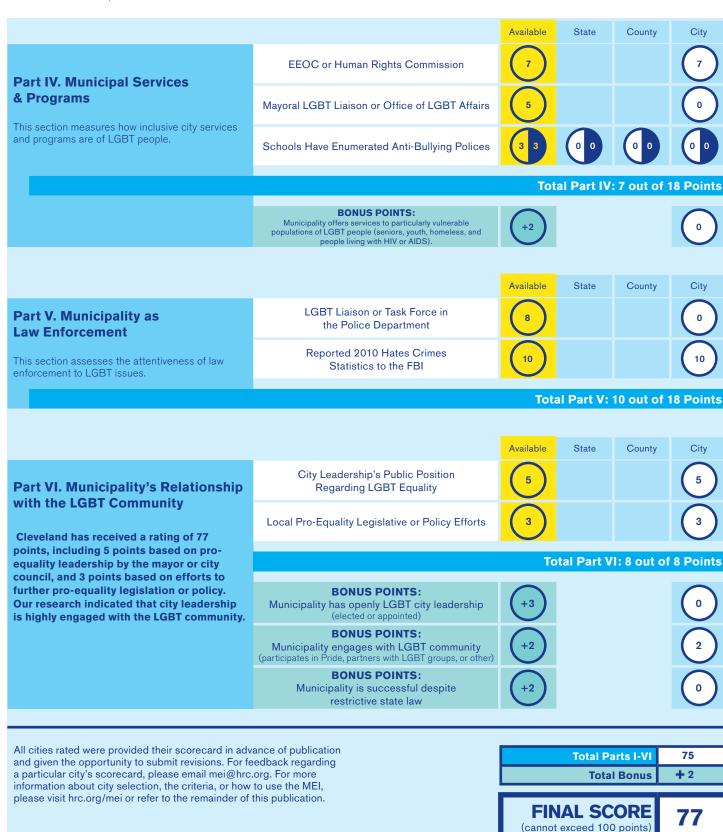


(cannot exceed 100 points)

			Available	State	County	City
Deat I New Discrimination Laws	Employment		3 3	0 0	0 0	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	0 0	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	Public Accommodations		0 0	0 0	3 3
			To	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law		+2			0
	preempt	ed by restrictive state law				
	preempt	ed by restrictive state law	Available	State	County	City
		ed by restrictive state law mination in City Employment	Available 5 5	State	County	City 5 5
Port III. Municipality of Employer	Non-Discrii	,		State	County	City 5 5
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrii City Contracto	mination in City Employment	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contrac	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contract	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance	2 2	State	County	5 5
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	Non-Discrii City Contracto City Contrac  Domesti	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4	State	County	5 5 0 0 4
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	Non-Discrii City Contracto City Contrac  Domesti	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  20 out of 2	5 5 0 0 0 4 4 4 2 2 0 0 0 0 0 0 0 0 0 0 0 0
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	Non-Discrin City Contracto City Contract Domesti Lega	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			5 5 0 0 0 4 4 4 2 2 0 0
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  ctor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 Tota			5 5 0 0 0 4 4 4 4 2 2 0 0 0 0 0 0 0 0 0 0 0



Cleveland, Ohio

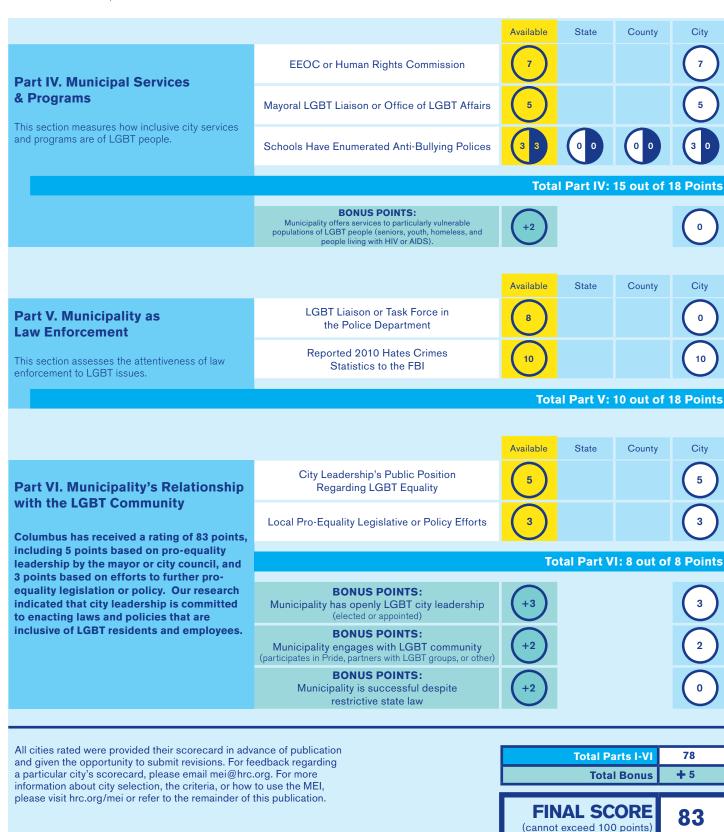




			Available	State	County	City
Part I. Non-Discrimination Laws	Employment		3 3	0	0 0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	00	00	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	PONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			2 2
Part III. Municipality as Employer  This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			4
employees, and the extent to which they require their contractors to do the same.	Legal Dependent Benefits		2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	15 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			(0)
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	Health Ben	BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			



Columbus, Ohio





Part II. Relationship Recognition Because the jet an evaluation of municipalities, and a states, and marriage is a state-level policy, this section is very little of the training relationship recognition and municipality as Employer  Part III. Municipality as Employer  This action is the most heavily weighted because it is an area in which almost every to do much goal may be a state, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage for other state and marriage is a state-level policy.  County: Domestic Partner Registry  County: Domestic Partner Registry  12 0 0  Total Part III. 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was proempted by restrictive state law  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 cortrol and the power to do much goal. It measures how crites treat their is CBI amployees, and the extent to which they require their contractors to do the same.  Equivalent Family Leave  2 0  Total Part III. 5 out of 25 Points  BONUS POINTS:  Grossing Up of Employee Benefits  Equivalent Family Leave  2 0  Total Part III. 5 out of 25 Points  BONUS POINTS:  Grossing Up of Employee Benefits  Equivalent Family Leave  2 0  Total Part III. 5 out of 25 Points  BONUS POINTS:  Whoreightily so Wilconsing Points:  BONUS POINTS:  Whoreightily so Wilconsing Pleas to Work  44  Health Benefits are Transgender Inclusive  BONUS POINTS:  Whoreightily so Wilconsing Pleas to Work  44  BONUS POINTS:  Whoreightily so Wilconsing Pleas to Work  44  BONUS POINTS:  Whoreightily so Wilconsing Pleas to Work  44  BONUS POINTS:  Whoreightily so Wilconsing Pleas to Work  44							
Total Part II. Out of 18 Points  Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of points are wanted for marriage (or other state relationship recognition)  Part III. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of states, and marriage is a state-level policy, or of states and state-level policy, or of states and state-level policy.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III. 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was prompted by restrictive state law  Non-Discrimination in City Employment  Bonus Points  City Contractor Registry  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits Ordinance  It is an area in which almost cerup municipally will have extensive control and the power to do much good. It measures how cites treat that LGBI municipality as the extensive control and the power to do much good. It measures how cites treat that LGBI municipality as Employer.  Bonus Points:  Logal Dependent Benefits  City Contractor Registry  Logal Dependent Benefits  City Contractor Registry  City Contractor Registry  City Contractor Registry  City Contractor Registry  Available State County  City Contractor Registry  City Contractor Registry  City Contractor Registry  Available State  County City  Onestic Partner Health Benefits  County City  Available State  County City  Onestic Partner Health Benefits  Onestic				Available	State	County	City
Total Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-level policy of states and marriage is a state-level policy of states. Administration of municipalities, not states, and marriage is a state-level policy of states of several policy of states. Administration of municipalities, not states, and marriage is a state-level policy of states of several policy of states. Administration of municipalities, not states, and marriage is a state-level policy of section is weighted to that an equal number of states, and marriage is a state-level policy of section is weighted to that an equal number of the states, and marriage is a state-level policy of section is weighted to that an equal number of the states, and marriage is a state-level policy of section is weighted to that an equal number of the states, and marriage is a state-level policy of section is weighted to that an equal number of the states, and marriage is a state-level policy of the section is weighted to that an equal number of the states, and marriage is a state-level policy of the state of th	Part I Non-Discrimination Laws		Employment	3 3	0 0	00	0
Part II. Relationship Recognition  Because this is an evaluation of municipalities, not stately, and marriage is a state-level policy, of points are awarded for marriage (or there state and an evaluation of municipality).  County: Domestic Partnerships  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  12 0 0  Total Part III. 0 out of 12 Points  BONUS POINTS:  Municipality had eliationship inecognition that was provenitionally an eliated by reading the provided by restriction eliate law and provided by restriction eliate law and provided in the power to do much good. It measures how eliate start lite it LEBT amployees, and the extent to which they require their contractors to do the same.  BONUS POINTS:  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Family Leave  City Contractor Family Leave  City Contractor Son-Discrimination or Columnance  City Contractor Family Leave  City Contractor Family Leave  City Contractor Son-Discrimination Contractor Equal Benefits Ordinance  City Contractor Family Leave  City Contractor Family Leave  City Contractor Family Leave  City Contractor Son-Discrimination Contractor Equal Benefits  City Contractor Family Leave  City Contractor Family Leave  City Contractor Family Leave  City Contractor Son-Discrimination Contractor Equal Benefits  City Contractor Family Leave  City Contractor Famil	This category evaluates whether discrimination on	Housing		3 3	00	00	0
Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage is a state-level policy. County: Domestic Partnerships  County: Domestic Partner Registry  County: Domestic Partner Registry  City: Domestic Partner Regist	is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	00
Part III. 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 Registry  County: Domestic Partner Registry  City: Domestic Partner Regi				To	otal Part I	0 out of	18 Points
Part III. 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 Registry  County: Domestic Partner Registry  City: Domestic Partner Regi							
State: Civil Unions Domestic Partnerships  County: Domestic Partner Registry  City: D				Available	State	County	City
County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits  Domestic Partner Health Benefits  City Contractor Equal Benef	Part II. Relationship Recognition	State:	Civil Unions	12	0		
Total Part III: 0 out of 12 Points  BONUS POINTS:  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 LEBT employees, and the extent to which they require their contractors to do the same.  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:  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  Available  State County  City  Non-Discrimination in City Employment  5 5 5 6 5 0 0 0  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  4 0 0  Domestic Partner Health Benefits  4 0 0  Total Part III: 5 out of 26 Points  BONUS POINTS:  Grossing Up of Employee Benefits  4 3 0  Domestic Partner Registry  5 5 0 0 0  Total Part III: 5 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Wunicipality is a Weldoching Place to Work	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	County:	Domestic Partner Registry	12		0	
BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  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.  City Contractor Ron-Discrimination Ordinance  City Contractor Fundal 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:  B	of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				То	tal Part II	0 out of	12 Points
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City			ACNUE DOINTS:				
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits 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.  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:  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Health Benefits Welcoming Place to Work		Municipality had	relationship recognition that was	+2			0
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.  City Contractor Equal Benefits Ordinance  Domestic Partner Health Benefits  Legal Dependent 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:				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.  Domestic Partner Health Benefits  Legal Dependent 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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work		Non-Discrir	mination in City Employment	5 5			5 0
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.  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:  Health Benefits are Transgender Inclusive  Bonus Points:  Municipality is a Welcoming Place to Work	Part III. Municipality as Employer	City Contracto	r Non-Discrimination Ordinance	2 2			0 0
Domestic Partner Health Benefits  Domestic Partner Health Benefits  Legal Dependent 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:  Bo	This section is the most heavily weighted because	City Contractor Equal Benefits Ordinance		4			0
Equivalent Family Leave  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:  Bonus P	have extensive control and the power to do much good. It measures how cities treat their LGBT	Domestic Partner Health Benefits		4			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  Total Part III: 5 out of 26 Points  BONUS POINTS:  43  44  44  44  44  46  47  48  49  40  40  41  41  41  42  41  42  43  44  44  44  44  44  44  44  44	their contractors to do the same.	Legal Dependent Benefits		2			0
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:  Bonus Points:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Welcoming Place to Work  Municipality is a Welcoming Place to Work		Equ	ivalent Family Leave	2			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work				Tot	al Part III	5 out of	26 Points
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work				+3			(0)
BONUS POINTS:  Municipality is a Welcoming Place to Work	not accessible to all cities at this time. For more information about the MEI Scoring System, please		+4			(0)	
(Retirement, Training, or Employee Pride Alliance)	reter to page 11.	Municipality	+2			0	

Oklahoma City, Oklahoma



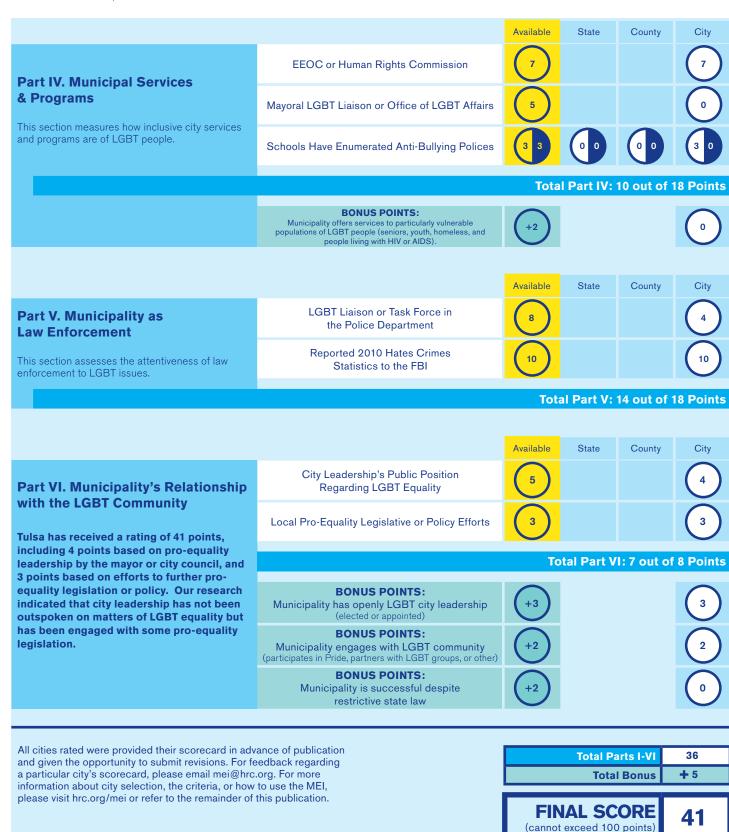


Tulsa, Oklahoma

- 1								
			Available	State	County	City		
	Employment		3 3	0 0	0 0	0 0		
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on	Housing		3 3	0 0	0 0	0 0		
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub							
	Fub	lic Accommodations	3 3					
			To	Total Part I: 0 out of 18 Points				
			Available	State	County	City		
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0				
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	County:	Domestic Partner Registry	12		0			
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0		
	Total Part II: 0 out of 12 Points							
	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law		+2			0		
			Available	State	County	City		
	Non-Discrir	nination in City Employment	5 5	Otato	County	5 0		
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			00		
This section is the most heavily weighted because	City Contractor Equal Benefits Ordinance		4			0		
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	Domestic Partner Health Benefits		4			0		
employees, and the extent to which they require their contractors to do the same.	Legal Dependent Benefits		2			0		
	Equ	ivalent Family Leave	2			0		
	Total Part III: 5 out of 26 F							
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0		
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0		
efer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0		



Tulsa, Oklahoma





		Available	State	County	City
Employment		3 3	3 3	00	0 0
Housing		3 3	3 3	0 0	0 0
Pub	lic Accommodations	3 3	3 3	0 0	00
		Tot	tal Part I:	18 out of 1	18 Points
		Available	State	County	City
State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
County:	Domestic Partner Registry	12		0	
City:	Domestic Partner Registry	12			0
		Tota	al Part II:	12 out of 1	12 Points
В	ONUS POINTS:				
Municipality had preempt	relationship recognition that was ed by restrictive state law	+2			0
		Available	State	County	City
Non-Discrir	nination in City Employment	5 5			5 5
City Contractor	Non-Discrimination Ordinance	2 2			2 0
City Contrac	tor Equal Benefits Ordinance	4			0
Domestic	Partner Health Benefits	4			4
Lega	Dependent Benefits	2			2
Equ	ivalent Family Leave	2			0
		Tota	l Part III:	18 out of 2	26 Points
		+3			0
Health Bene	BONUS POINTS:  fits are Transgender Inclusive  BONUS POINTS:	+4			0
	State: County: City:  Municipality had preempte  Non-Discrin City Contractor City Contractor Lega Equ	Housing  Public Accommodations  State: Marriage Equality Civil Unions Domestic Partnerships  County: Domestic Partner Registry	Housing  Housing  Available  State: Marriage Equality Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Tota  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  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  Tota  Tota  BONUS POINTS:  Lagal Dependent Benefits  Equivalent Family Leave	Employment  Housing  Housing  Public Accommodations  Total Part I:  **Novailable**  State: Marriage Equality Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  **Total Part II:  **BONUS POINTS:**  Municipality had relationship recognition that was preempted by restrictive state law  **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:**  **Total Part III:*  **Total Part III:**  **	Employment  Housing  Housing  Public Accommodations  Total Part I: 18 out of 1  State: Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II: 12 out of 1  Sonus Points:  Municipality had relationship recognition that was preempted by restrictive state law  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 2  Total Part III: 18 out of 2

Eugene, Oregon

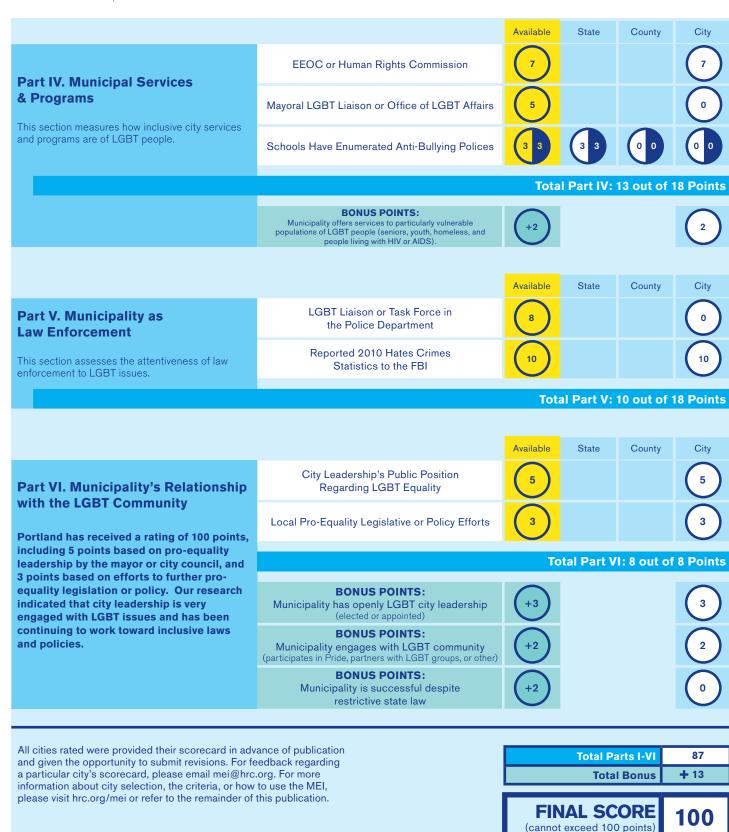




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		SONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	l Dependent Benefits	2			2
	Equ	iivalent Family Leave	2			2
			Tota	l Part III:	26 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	Health Bend	BONUS POINTS: efits are Transgender Inclusive	+4			4
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2



Portland, Oregon

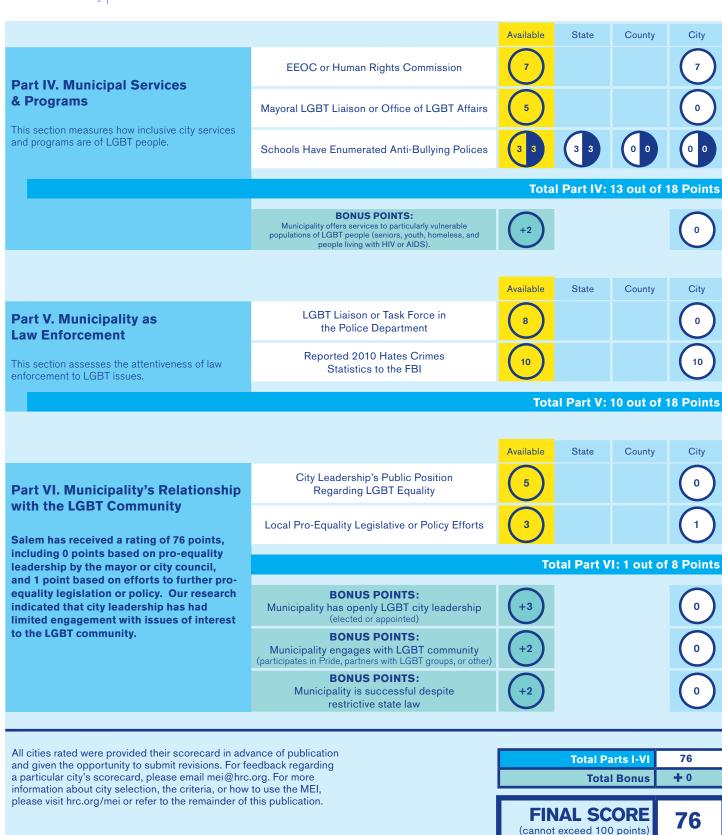




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0 0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	3 3	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0 0	3 3
			To	tal Part I:	18 out of	8 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	PONUS POINTS: relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	Part III:	22 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			(0)
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	Health Bend	BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			



Salem, Oregon





# **2012 Municipal Equality Index // Scorecard** Harrisburg, Pennsylvania

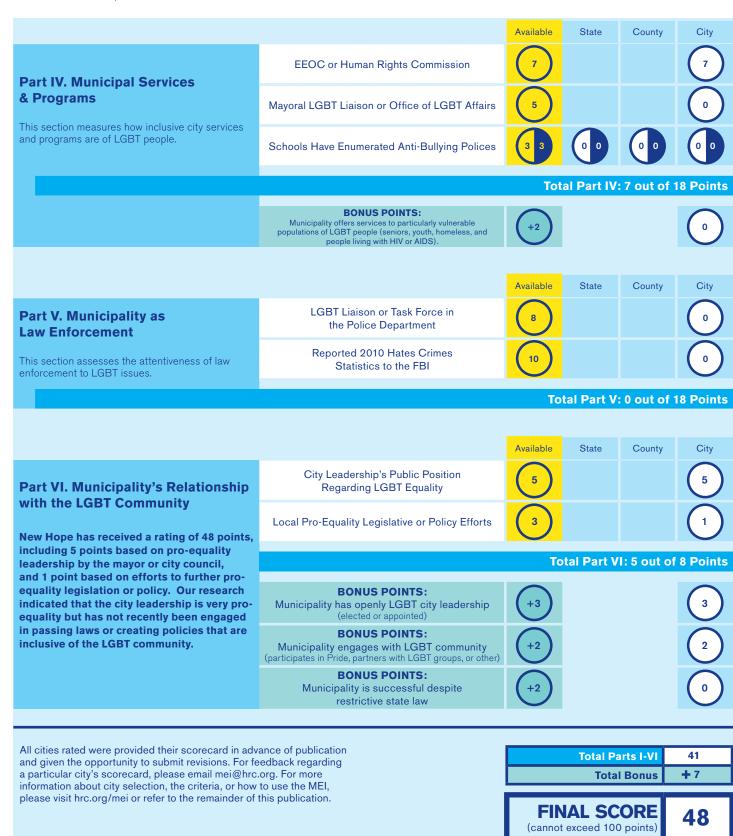
'						
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	P	ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			
		•				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	Part III:	22 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
not accessible to all cities at this time. For more information about the MEI Scoring System, please		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
		BONUS POINTS:	$\sim$			$\times$

Harrisburg, Pennsylvania



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	00	0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		ONLIC DOINTS				
	Municipality had	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law				(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	10 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
Total to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)

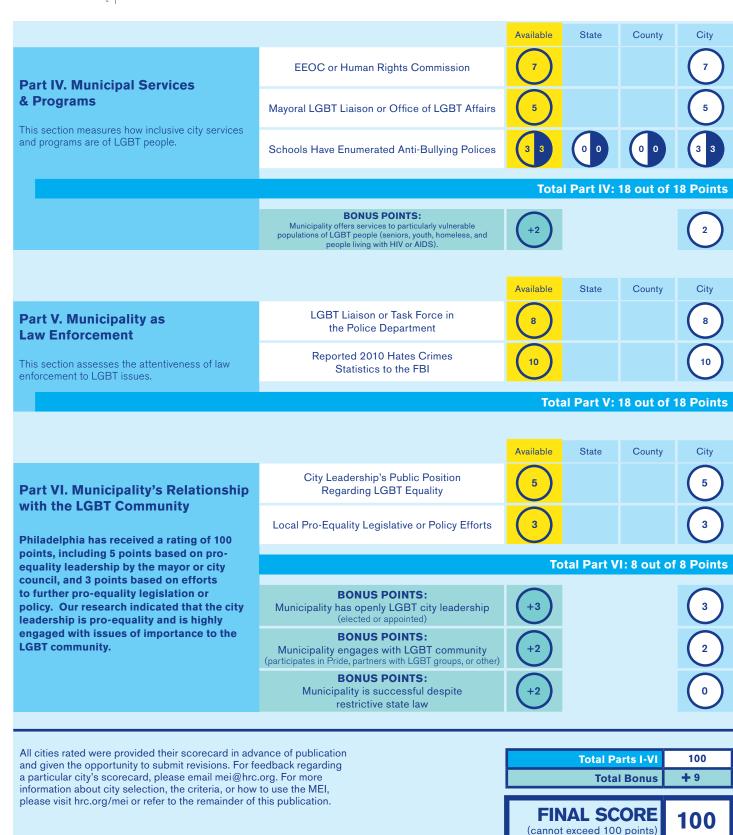
New Hope, Pennsylvania



# **2012 Municipal Equality Index // Scorecard** Philadelphia, Pennsylvania

- 1						
			Available	State	County	City
		Employment	3 3	0 0	0 0	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	0 0	0 0	3 3
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tot	al Part II:	12 out of	12 Points
	Municipality had	BONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	ргостр	ou 27 (001) 011/0 01410 1411				
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	l Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	26 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2

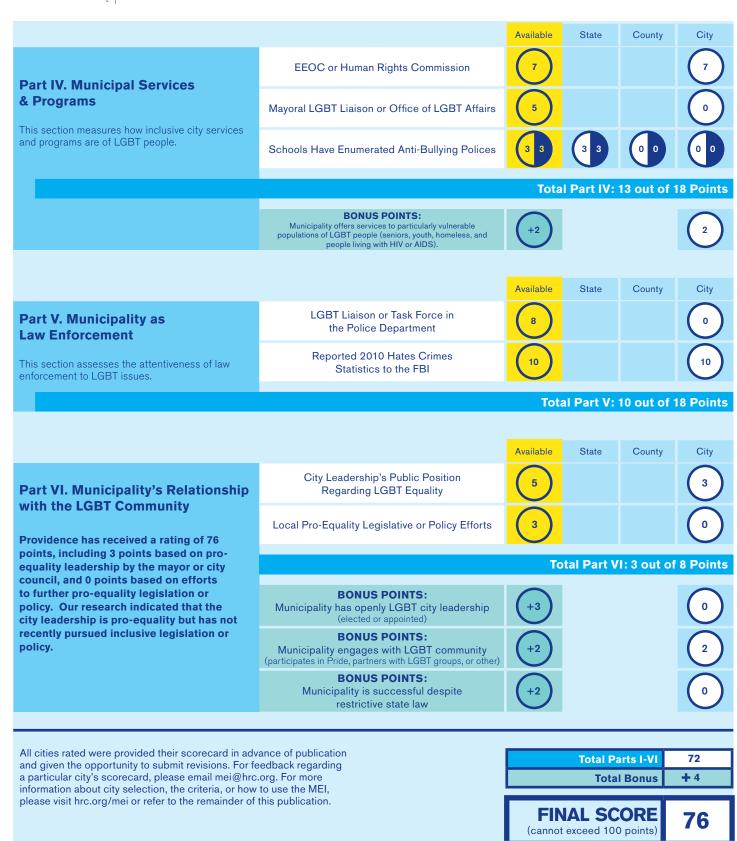
#### Philadelphia, Pennsylvania



# **2012 Municipal Equality Index // Scorecard**Providence, Rhode Island

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	00	30
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	0 0	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	30
			To	tal Part I:	18 out of	18 Points
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	State 12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tot	al Part II:	12 out of	12 Points
	В	SONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	16 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please		BONUS POINTS: efits are Transgender Inclusive	+4			0
		BONUS POINTS: is a Welcoming Place to Work	+2			

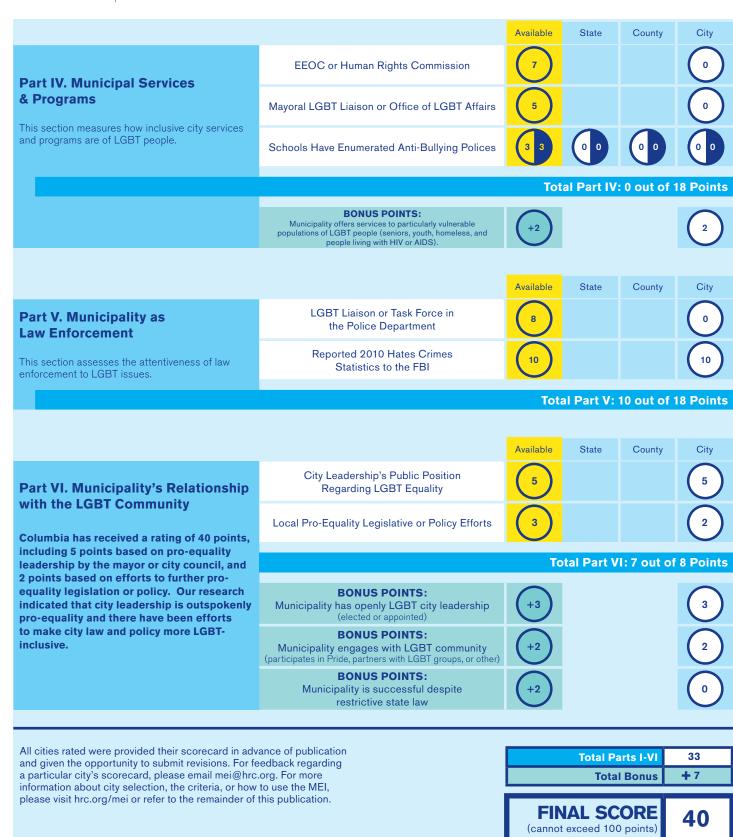
Providence, Rhode Island





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	0	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	00	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0	3 0
			To	otal Part I	6 out of	8 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	2 Points
		PONILE POINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	(+2)			
		,				
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			(0)
			Tota	l Part III:	10 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			(0)
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)

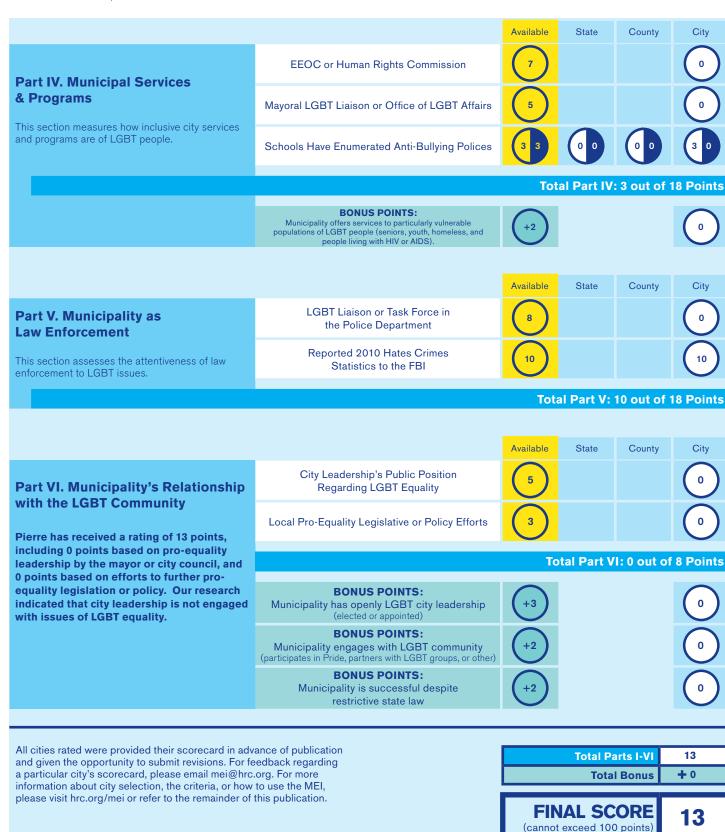
Columbia, South Carolina



# **2012 Municipal Equality Index // Scorecard**Pierre, South Dakota

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0 0	0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	0	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II:	0 out of	12 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			6
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	Domesti	c Partner Health Benefits	4			0
		c Partner Health Benefits	4 2			(·)
good. It measures how cities treat their LGBT employees, and the extent to which they require	Lega		$\times$			(·) (·)
good. It measures how cities treat their LGBT employees, and the extent to which they require	Lega	l Dependent Benefits	2 2	al Part III:	0 out of 2	<u>•</u>
good. It measures how cities treat their LGBT employees, and the extent to which they require their contractors to do the same.	Lega Equ	l Dependent Benefits	2 2	al Part III:	0 out of 2	<u>•</u>
good. It measures how cities treat their LGBT employees, and the extent to which they require	Lega Equ Grossin	I Dependent Benefits ivalent Family Leave BONUS POINTS:	2 2 Tot	al Part III:	0 out of 2	<u>•</u>

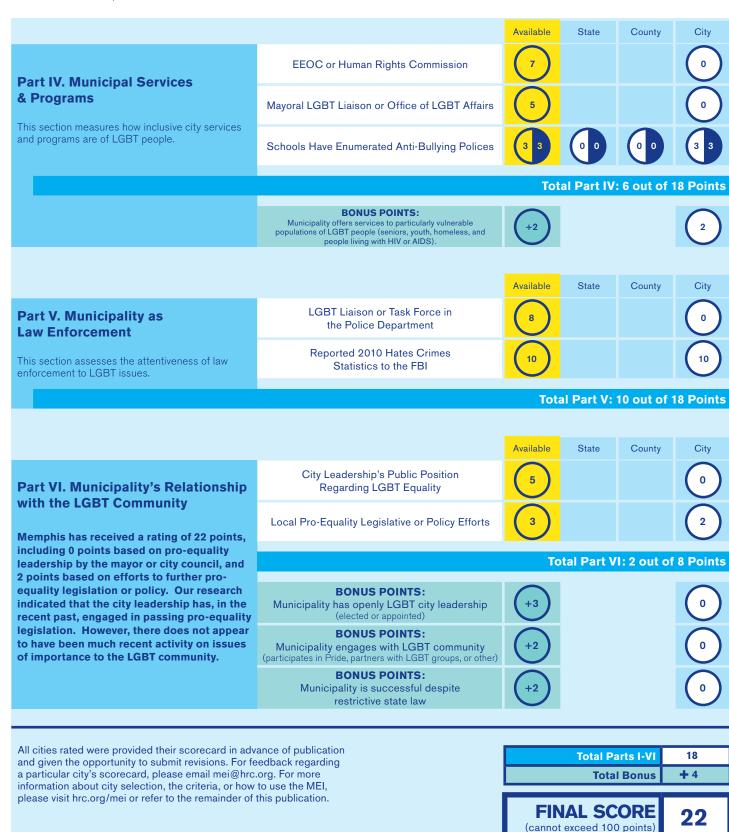
Pierre, South Dakota



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	0	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	Municipality had relationship recognition that was preempted by restrictive state law				(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			0
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: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)



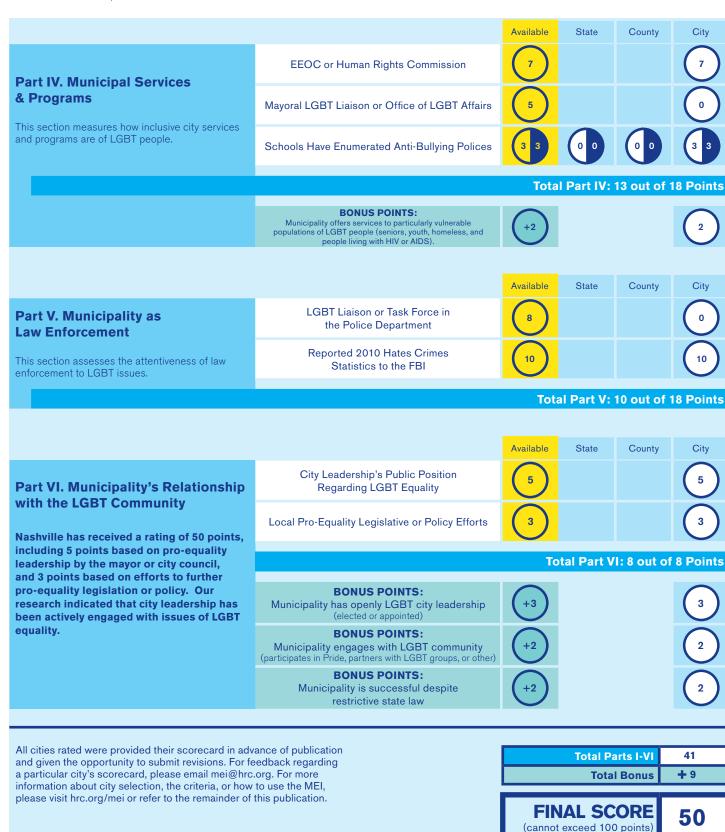
Memphis, Tennessee





			Available	State	County	City
		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	0 0	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
						0 Dainta
			10	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II:	0 out of	12 Points
	Municipality had	BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law				0
			Available	State	County	City
	Non-Discrii	mination in City Employment	5 5			5 5
	City Contractor Non-Discrimination Ordinance					
art III. Municipality as Employer	City Contracto	r Non-Discrimination Ordinance	2 2			0 0
Part III. Municipality as Employer  This section is the most heavily weighted because	·	r Non-Discrimination Ordinance	4			0
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	City Contrac		4			0
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	City Contrac	tor Equal Benefits Ordinance	4			0
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	City Contrac Domesti Lega	tor Equal Benefits Ordinance c Partner Health Benefits	4			0
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	City Contrac Domesti Lega	tor Equal Benefits Ordinance c Partner Health Benefits l Dependent Benefits	4 2 2	Part III:	10 out of 2	<ul><li>•</li><li>•</li><li>•</li><li>•</li></ul>
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.	City Contrac Domesti Lega Equ	tor Equal Benefits Ordinance c Partner Health Benefits l Dependent Benefits	4 2 2	l Part III:	10 out of 2	<ul><li>•</li><li>•</li><li>•</li><li>•</li></ul>
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	City Contract  Domesti  Lega  Equ	tor Equal Benefits Ordinance c Partner Health Benefits Il Dependent Benefits iivalent Family Leave	4 2 2	Part III:	10 out of 2	<ul><li>•</li><li>•</li><li>•</li><li>•</li></ul>

Nashville, Tennessee





Part I. Non-Discrimination Laws  This sategory evaluates whether discrimination on the basis of sexual orientation and gender identity prohibited in second orientation and gender identity prohibited accommodations  Total Part II out of 18 Points  Available State County City  Part III. Relationship Recognition  Because this is an evaluation of trunicipalities, and states, and states, and states, and states or trunicipalities, and states or trunicipalities, and states or trunicipalities, and states or trunicipalities or the requirement of points are awarded for marriage for other states or trunicipality and trunicipality and marriage for other states or trunicipality and trunicipali							
Part II. Relationship Recognition Because this is an evaluation of muricipalities, and states, and marriage is a state-level policy, and states, and marriage is a state-level policy. County: Domestic Partner Registry  County: Domestic Partner Registry  County: Domestic Partner Registry  City: Domestic Partner Registry  City				Available	State	County	City
This category evaluates whether discrimination and the basis of sexual orientation and gender identity is profitible of a mass of employment, housing, and public Accommodations.  Public Accommodations  Total Part I: 0 out of 18 Points  Part III. Relationship Recognition  Because this is an evaluation of municipalities, or of the sexual manufacture of the	Part I Non-Discrimination I aws		Employment	3 3	0	00	00
Part II. Relationship Recognition  State: Marriage Equality Civil Unions Democrate Partnerships  County: Democrate Partnerships  County: Democrate Partner Registry 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
Part II. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriage a state-locel policy, this section is vegities so that an equal number of points are awarded for marriage (or other state relationship recognition) and municipal domestic Partner Registry  City: Domestic Partner Registry	is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	00
Part III. 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 for other state read of points are awarded for marriage for other state read of points are awarded for marriage for other state relationship recognition) and municipal domestic partner registres.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by readmented by				To	otal Part I	0 out of	18 Points
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 for other state read of points are awarded for marriage for other state relationship recognition) and municipal domestic partner registries.  County: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination ordinance  Vision are an which almost every municipality will have extensive control and the power to do munch good. It measures how cities treat their LGBT employees; and the extent to which they require their contractors to do the same.  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 related to page 11.  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, please relate to page 11.  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Bonus Points:  Health Benefits are frangegeder inclusive Bonus Points:  Bonu							
Part III. Relationship Recognition  Because this is an evaluation of municipalities, not states, and marriago 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.  County: Domestic Partner Registry  City: Domestic Partner Registry  Total Part III: 0 out of 12 Points  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  For the section is the most heavily weighted because it is an ear an which aimset every runnicipality will have extensive control and the power to do much good. It measures how cliest rest their LOBT amount of their contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all cities at this time. For more information about the MEI Scoring System, plasse refer to page 11.  State: Civil Unions Domestic Partnerships  County: Domestic Partner Registry  12  0  Total Part III: 0 out of 12 Points  Municipality as Employer  City Contractor Non-Discrimination Ordinance  2  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  Legal Dependent Benefits  Domestic Partner Registry  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Equal Benefits  Domestic Partner Registry  City County City  City Contractor Non-Discrimination ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Fequal Benefits  City Contractor Fequal Benefits  City Contractor Fequal Benefits  City C				Available	State	County	City
County: Domestic Partner Registry  City: Domestic Partner Registry  Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Domestic Partner Registry  Domestic Partner Registry  City: Domestic Partner Registry  Domestic Partner Re	Part II. Relationship Recognition	State:	Civil Unions	12	0		
Total Part III: 0 out of 12 Points  BONUS POINTS:  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 crites their Contractors to do the same.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are warded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are awarded for criteria which are not accessible to all crites at this time. For more information about the MEI Scoring System, please refer to page 11.  Bonus Points are warded for criteria which are not accessible to all crites at this time. For more information are awarded for criteria which are not accessible to all crites at this time. For more information are awarded for criteria which are not accessible to all crites at this time. For more information are awarded for criteria which are not accessible to all crites at this time. For more information ar	not states, and marriage is a state-level policy, this section is weighted so that an equal number	County:	Domestic Partner Registry	12		0	
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 LBT employees, and the extent to which they require their contractors to do the same.  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:  Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  5 5 5 5 5 0 0  City Contractor Non-Discrimination Ordinance  2 2 2 0 0 0  City Contractor Equal Benefits Ordinance  4 0 0  Domestic Partner Health Benefits  4 0 0  Total Part III: 5 out of 26 Points  BONUS POINTS:  Grossing Up of Employee Benefits  4 0 0  Total Part III: 5 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Health Benefits are Transgender Inclusive  Legal Dependent Benefits  4 0 0  Domestic Partner Health Benefits  5 0 0  Domestic Partner Health Benefits  4 0 0  Domestic Partner Health Benefits  5 0 0  Domestic Partner Heal	relationship recognition) and municipal domestic	City:	Domestic Partner Registry	12			0
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City				То	tal Part II	0 out of	12 Points
Municipality had relationship recognition that was preempted by restrictive state law    Available   State   County   City			ONIIS DOINTS:				
Non-Discrimination in City Employment    Non-Discrimination in City Employment		Municipality had	relationship recognition that was	(+2)			
Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits 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:  Bonus Point			•				
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.  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:  BONUS POINTS:  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Have a semination Ordinance  2 2 0 0 0  Total Part III: 5 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work				Available	State	County	City
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.    Domestic Partner Health Benefits		Non-Discrir	mination in City Employment	5 5			5 0
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.  Legal Dependent 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:  Health Benefits Ordinance  4  0  0  0  Domestic Partner Health Benefits  0  0  Domestic Partner Health Benefits  4  0  Domestic Partner Health Benefits  0  Domestic Partner Health Benefits  4  0  Domestic Partner Health Benefits  4  Domestic Partner Health Benefits  4  Domestic Partner Health Benefits  4  Domestic Partner Health Benefits  0  Domestic Partner Health Benefits  4  Domestic Partner Health Benefits  4  Domestic Partner Health Benefits  0  Domestic Partner Health Benefits  4  Domestic Partner Health Benefits  Domestic Partner Health Benefits  4  Domestic Partner Health Benefits	Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			0 0
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.  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:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work  Domestic Partner Health Benefits  4  0  0  Total Part III: 5 out of 26 Points  BONUS POINTS:  Health Benefits are Transgender Inclusive	This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
Equivalent Family Leave  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:  Bonus P	have extensive control and the power to do much good. It measures how cities treat their LGBT	Domesti	c Partner Health Benefits	4			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work		Lega	l Dependent Benefits	2			0
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:  Health Benefits are Transgender Inclusive  Bonus Points:  Health Benefits are Welcoming Place to Work  Municipality is a Welcoming Place to Work		Equ	ivalent Family Leave	2			0
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: Health Benefits are Transgender Inclusive  BONUS POINTS: Municipality is a Welcoming Place to Work  4  4  4  6  Crossing Up of Employee Benefits  BONUS POINTS: Municipality is a Welcoming Place to Work				Tot	al Part III:	5 out of 2	26 Points
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.  BONUS POINTS:  Health Benefits are Transgender Inclusive  BONUS POINTS:  Municipality is a Welcoming Place to Work				+3			0
BONUS POINTS:  Municipality is a Welcoming Place to Work  +2	not accessible to all cities at this time. For more information about the MEI Scoring System, please			+4			(0)
	Telefito page 11.	Municipality	is a Welcoming Place to Work	+2			0



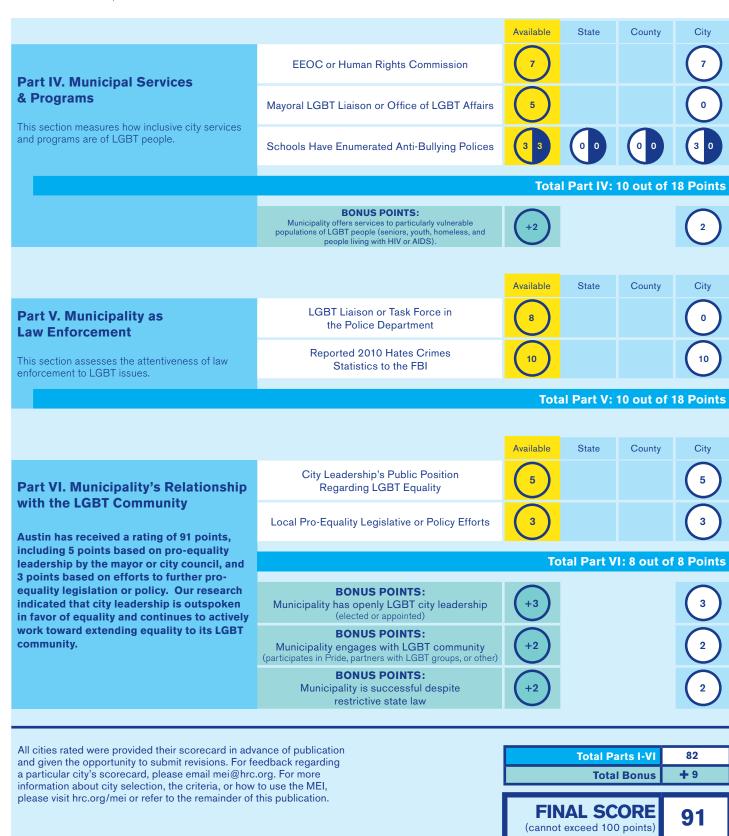
Arlington, Texas





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0 0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	00	3 3
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	PONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			2
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	Domesti	c Partner Health Benefits	4			4
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	24 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	Health Bend	BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

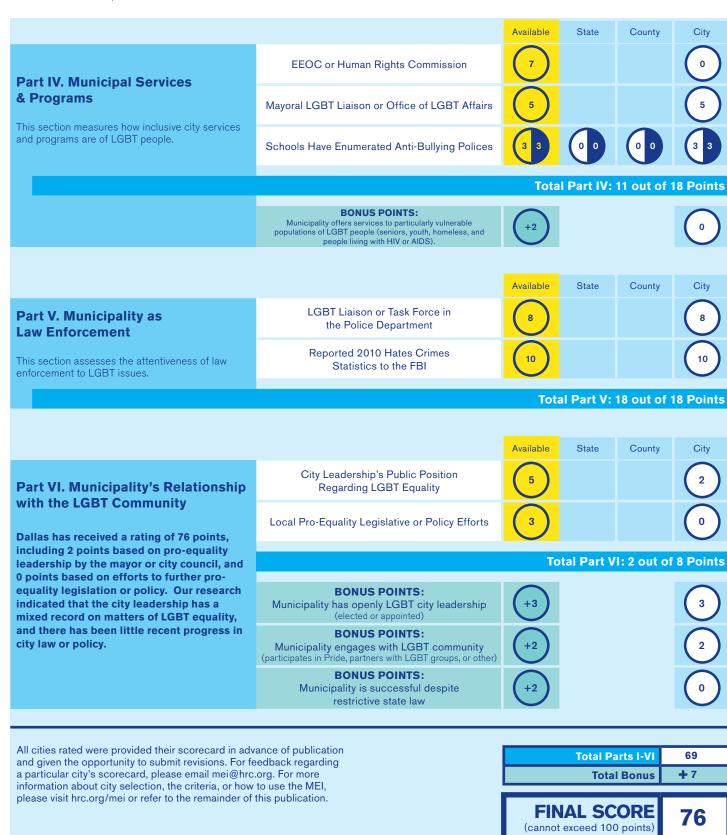
Austin, Texas



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	3 3	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	00	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	00	00	3 3
			To	tal Part I:	18 out of	18 Points
	•		Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		ONLIC DOINTS.				
	Municipality had	CONUS POINTS: relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			4
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	20 out of 2	26 Points
		BONUS POINTS:	+3			
Bonus Points are awarded for criteria which are	Grossin	g Up of Employee Benefits				Y
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	Health Ben	BONUS POINTS: efits are Transgender Inclusive	+4			(0)
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			$\left(\begin{array}{c}2\end{array}\right)$



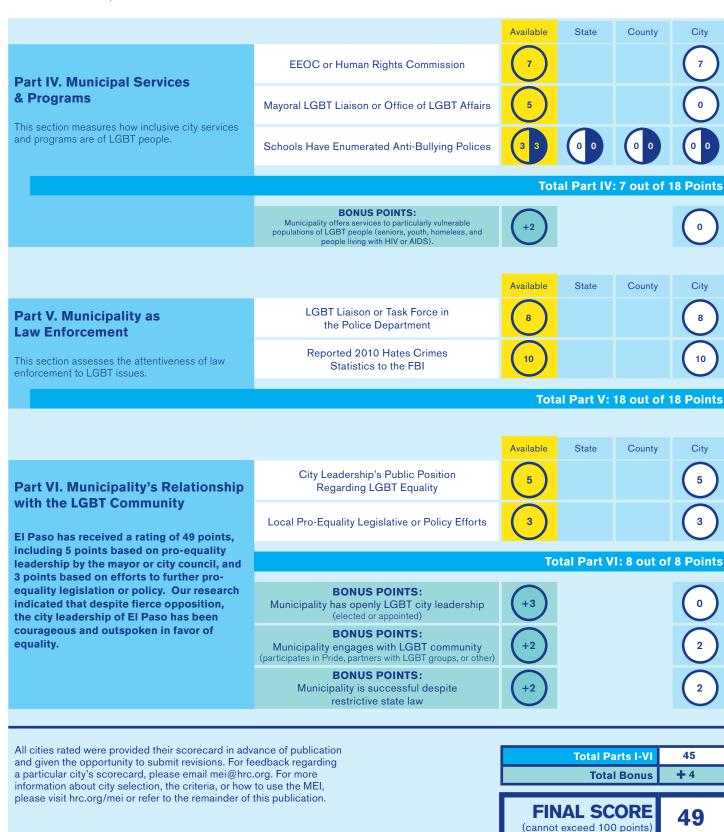
Dallas, Texas





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	00	00
This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	0 0	00	00
is prohibited in areas of employment, housing, and public accommodations.	Public Accommodations		3 3	00	00	3 3
			To	otal Part I	6 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			To	tal Part II	0 out of	12 Points
_						
	Municipality had	CONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrir	nination in City Employment	5 5			0 0
	City Contractor Non-Discrimination Ordinance		2 2			0 0
	City Contractor Equal Benefits Ordinance		4			0
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	Domestic Partner Health Benefits		4			4
their contractors to do the same.	Legal Dependent Benefits		2			2
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	6 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Health Benefits are Transgender Inclusive		+4			(0)
		BONUS POINTS: is a Welcoming Place to Work	+2			

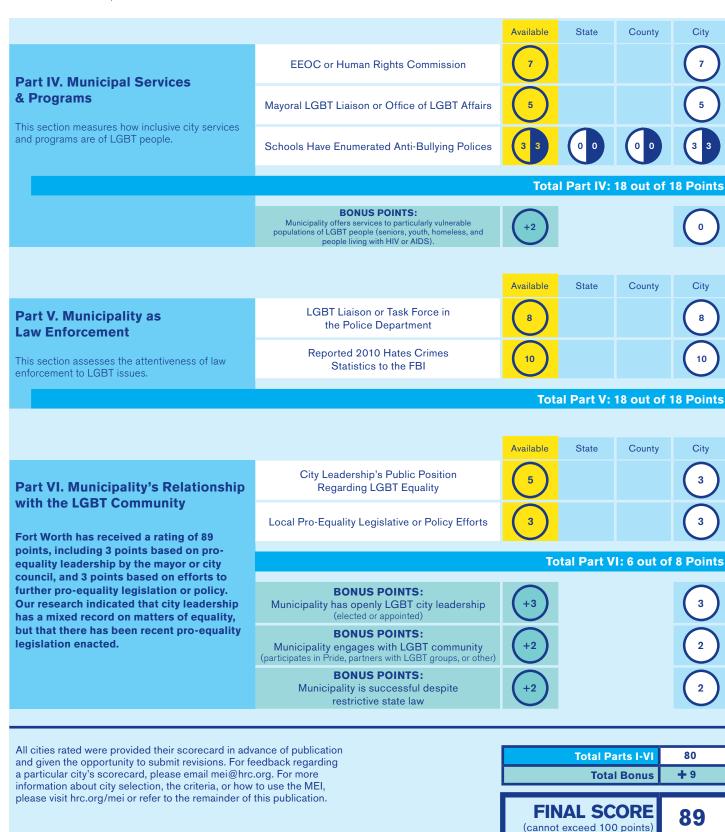
El Paso, Texas





		Available	State	County	City
	Employment	3 3	00	00	3 3
Housing		3 3	0 0	0 0	3 3
Public Accommodations		3 3	0	0	3 3
		Tot	al Part I:	18 out of	8 Points
		Available	State	County	City
State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
County:	Domestic Partner Registry	12		0	
City:	Domestic Partner Registry	12			0
		То	tal Part II:	0 out of	2 Points
	ONUS DOINTS:				
Municipality had	relationship recognition that was	+2			(0)
		Available	State	County	City
Non-Discrir	nination in City Employment	5 5			5 5
City Contractor	Non-Discrimination Ordinance	2 2			2 2
City Contractor Equal Benefits Ordinance		4			0
Domestic Partner Health Benefits		4			4
Legal Dependent Benefits		2			2
Equ	ivalent Family Leave	2			0
		Tota	Part III:	20 out of 2	26 Points
	BONUS POINTS: g Up of Employee Benefits	+3			(0)
BONUS POINTS: Health Benefits are Transgender Inclusive					$\times$
		+4			
	State: County: City:  Municipality had preempte  Non-Discrin City Contractor City Contractor Lega Equ	Housing  Public Accommodations  State: Marriage Equality Civil Unions Domestic Partnerships  County: Domestic Partner Registry  City: Domestic Partner Registry  BONUS POINTS:  Municipality had relationship recognition that was preempted by restrictive state law  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	Housing  Housing  Available  State: Marriage Equality Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  To  BONUS POINTS: Municipality had relationship recognition that was preempted by restrictive state law  Non-Discrimination in City Employment  City Contractor Non-Discrimination Ordinance  City Contractor Equal Benefits Ordinance  City Contractor Fartner Health Benefits  Legal Dependent Benefits  Equivalent Family Leave  Tota	Housing  Housing  Total Part I:  Available State: Civil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II:  Available  State  Available  State  Total Part II:  Total Part II:  Total Part II:  Available  State  Total Part III:  Ending Part III:  Available  State  Total Part III:  Total Part III:  Available  State  Total Part III:  Total Part III:  Total Part III:  Total Part III:  Total Part III:	Employment  Housing  Public Accommodations  Total Part I: 18 out of 1  Available  State: Marriage Equality Givil Unions Domestic Partner Registry  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II: 0 out of 1  Available  State  County  Total Part II: 0 out of 1  Available  State  County  Available  City: Domestic Partner Registry  City: Domestic Partner Registry  Total Part II: 0 out of 1  Available  State  County  Total Part II: 0 out of 1  Available  State  County  Total Part III: 0 out of 2  Total Part III: 0 out of 2  Total Part III: 0 out of 2  Total Part III: 0 out of 2

Fort Worth, Texas

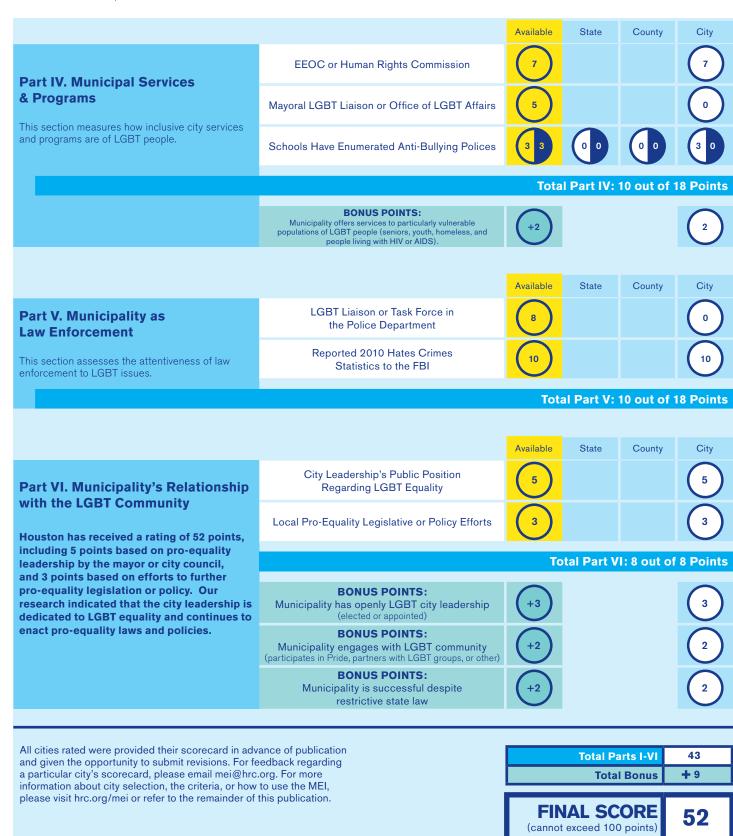




Houston, Texas

- 1						
			Available	State	County	City
		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	0 0	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 1
				tal Bassi		10 Dainta
			'	otal Part I	I out or	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		SONUS POINTS: relationship recognition that was	+2			
	preempt	ed by restrictive state law				
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	r Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domestic Partner Health Benefits		4			0
their contractors to do the same.	Lega	l Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tota	I Part III:	14 out of	26 Points
Bonus Points are awarded for criteria which are	BONUS POINTS: Grossing Up of Employee Benefits		+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

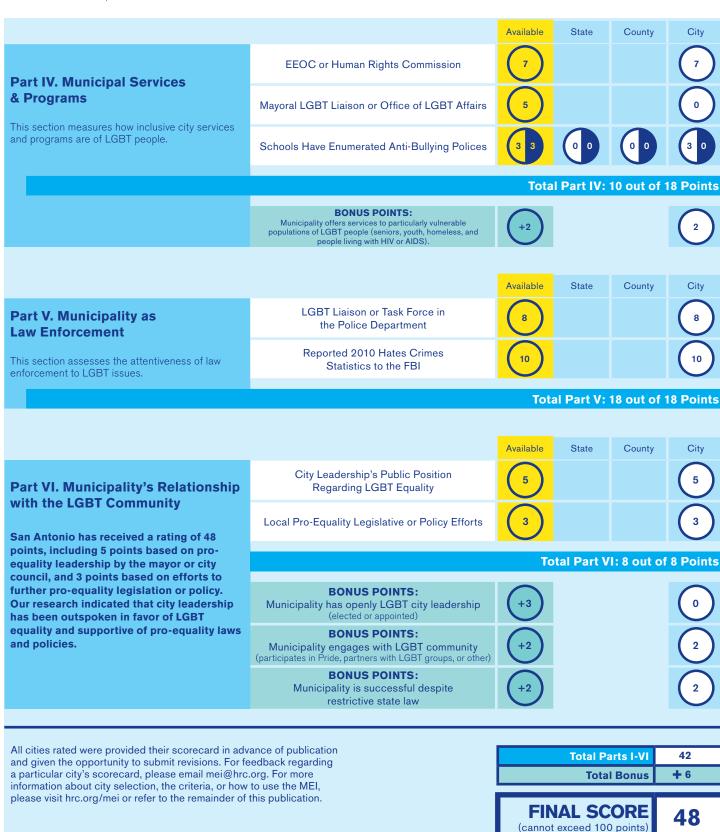
Houston, Texas





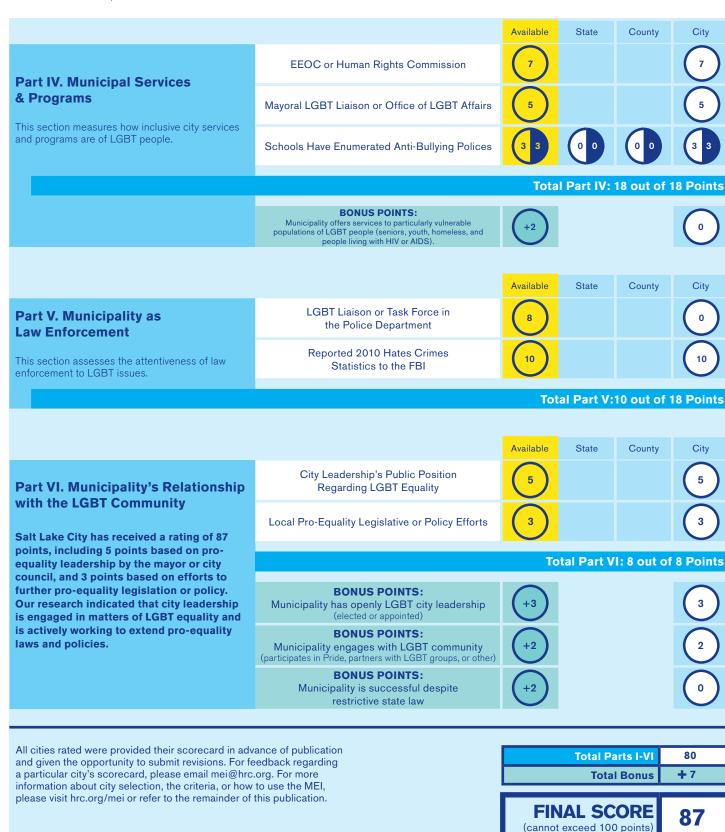
			Available	State	County	City
B. H. W Bis . Introduction		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on		Housing	3 3	0 0	0 0	0 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3			
	i db	ne 7000mmodations				
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had	relationship recognition that was ed by restrictive state law	+2			0
				_		
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contractor Equal Benefits Ordinance		4			0
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	Domestic	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	6 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	BONUS POINTS: Health Benefits are Transgender Inclusive		+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

San Antonio, Texas



			Available	State	County	City
		Employment	3 3	0 0	3 3	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity	Housing		3 3	0 0	3 3	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
				ol Double	10 aut of	10 Dointe
			10	lai Part I:	12 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	CONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer		nination in City Employment  Non-Discrimination Ordinance	5 5			5 5
Part III. Municipality as Employer  This section is the most heavily weighted because	City Contractor		X			5 5
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	City Contractor	Non-Discrimination Ordinance	X			2
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	City Contractor City Contrac	Non-Discrimination Ordinance	2 2			$\times$
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	City Contractor City Contrac  Domestic	Non-Discrimination Ordinance tor Equal Benefits Ordinance C Partner Health Benefits	4			4
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	City Contractor City Contrac  Domestic	Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	4 4 2 2	Part III:	20 out of 2	4 2 0
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.	City Contractor  City Contract  Domestic  Legal	Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	4 4 2 2	l Part III:	20 out of 2	4 2 0
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	City Contractor City Contract  Domestic  Lega  Equ	Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits ivalent Family Leave	2 2 4 4 4 2 2 2 2 Tota	l Part III:	20 out of 2	4 2 0

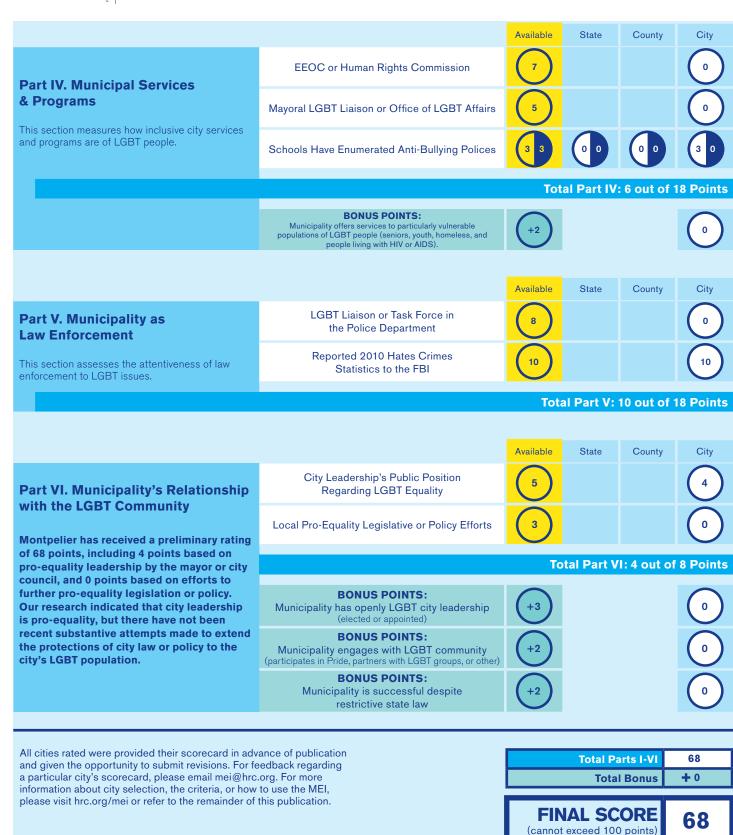
Salt Lake City, Utah





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	00	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	00	00
			To	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		SONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	(+2)			
		•				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	18 out of	26 Points
Ronus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			
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.	Grossin		+3			0

# Montpelier, Vermont



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0	3 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0	0	3 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0	0	3 0
			To	otal Part I	9 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	(+2)			
		•				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contracto	Non-Discrimination Ordinance	2 2			2 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	7 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			(0)
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.	Health Ben	BONUS POINTS: efits are Transgender Inclusive	+4			(0)
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			2



### Alexandria, Virginia





			Available	State	County	City
		Employment	3 3	0 0	0 0	3 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of accordance identity.		Housing	3 3	0 0	0 0	3 0
the basis of sexual orientation and gender identity is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	3 0
				atal David	9 out of	10 Doints
				Jiai Paiti	. 9 out or	16 Pollits
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	(0)		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	: 0 out of	12 Points
	Municipality had		+2			0
	preempt	ed by restrictive state law				
	preempt	ed by restrictive state law				
	preempt	ed by restrictive state law	Available	State	County	City
		,	Available 5 5	State	County	City 5 5
Part III. Municipality as Employer	Domestic Partnerships  County: Domestic Partner Registry		State	County	City 5 5	
Part III. Municipality as Employer  This section is the most heavily weighted because	Non-Discrii City Contracto	mination in City Employment r Non-Discrimination Ordinance	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contrac	mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance	5 5	State	County	5 5
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	Non-Discrin City Contracto City Contract	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits	2 2	State	County	0
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	Non-Discrii City Contracto City Contrac Domesti	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4	State	County	0
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	Non-Discrii City Contracto City Contrac Domesti	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  10 out of 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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-Discrin City Contracto City Contract Domesti Lega	mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0
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	Non-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  ctor Equal Benefits Ordinance c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 Tota			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0



Arlington, Virginia

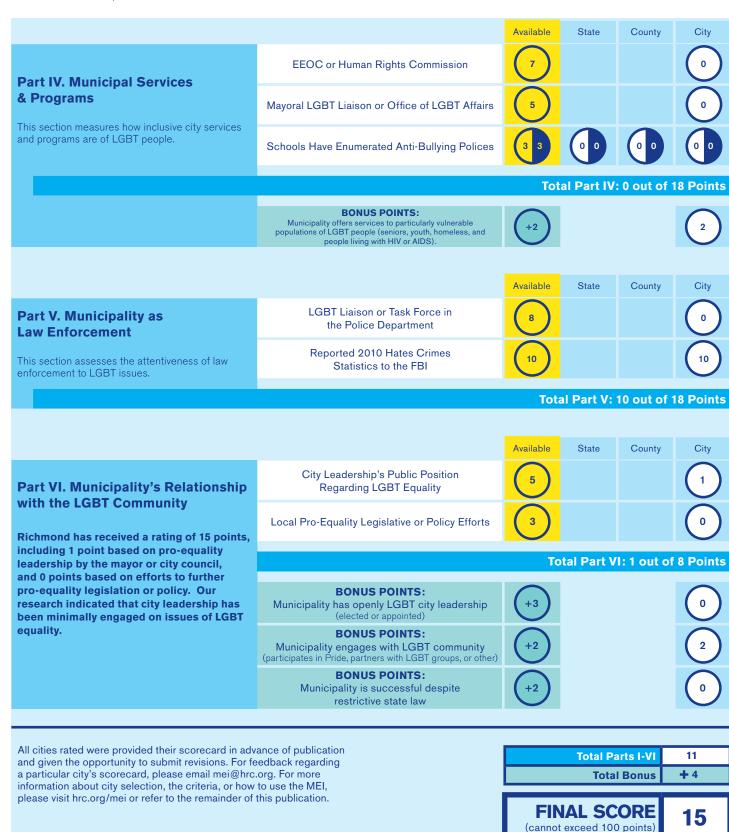




			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	0	0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	00	0	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
employees, and the extent to which they require their contractors to do the same.	Lega	Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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		BONUS POINTS: efits are Transgender Inclusive	+4			(°)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0



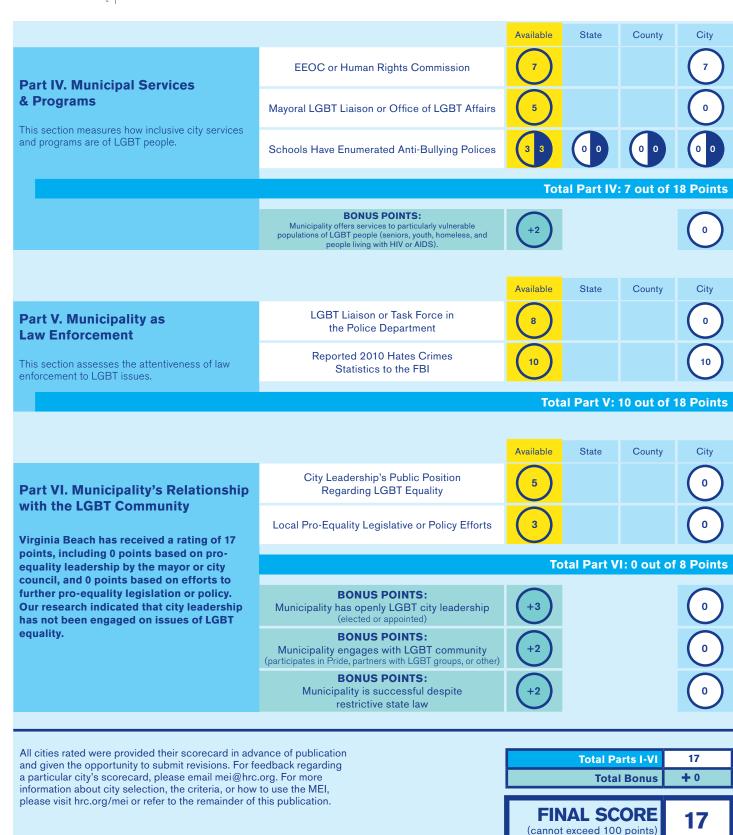
Richmond, Virginia





			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	00	0	0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	00	0	00
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0	00
			To	otal Part I	0 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	0		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
		ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	(+2)			
		,				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			0
their contractors to do the same.	Lega	I Dependent Benefits	2			0
	Equ	ivalent Family Leave	2			0
			Tot	al Part III	0 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			0
	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			0

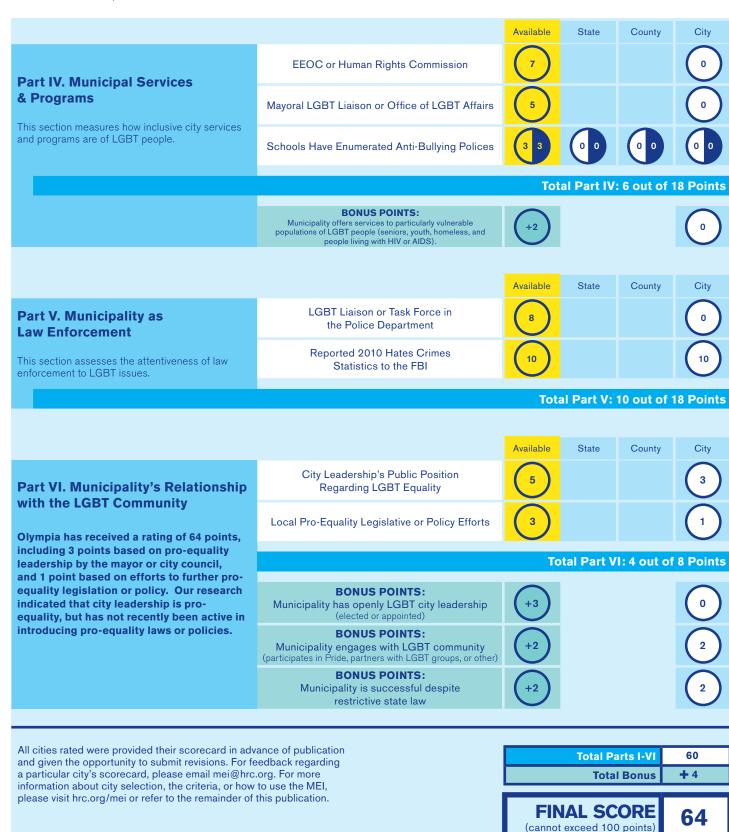
Virginia Beach, Virginia



			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	0	0 0
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	30	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	0	00
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
		ANNUE DOINTS.				
	Municipality had	relationship recognition that was ed by restrictive state law	+2			(0)
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			0 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	10 out of 2	26 Points
		BONUS POINTS: g Up of Employee Benefits	+3			(0)
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: efits are Transgender Inclusive	+4			(0)
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(°)



Olympia, Washington





				<b>0</b>		011
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	3 3	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	3 3	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	3 3	3 3
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	Available 12	12	County	City
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	CONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
		,				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0 0
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	22 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			4
		BONUS POINTS:				



Seattle, Washington





# HUMAN RIGHTS CAMPAIGN

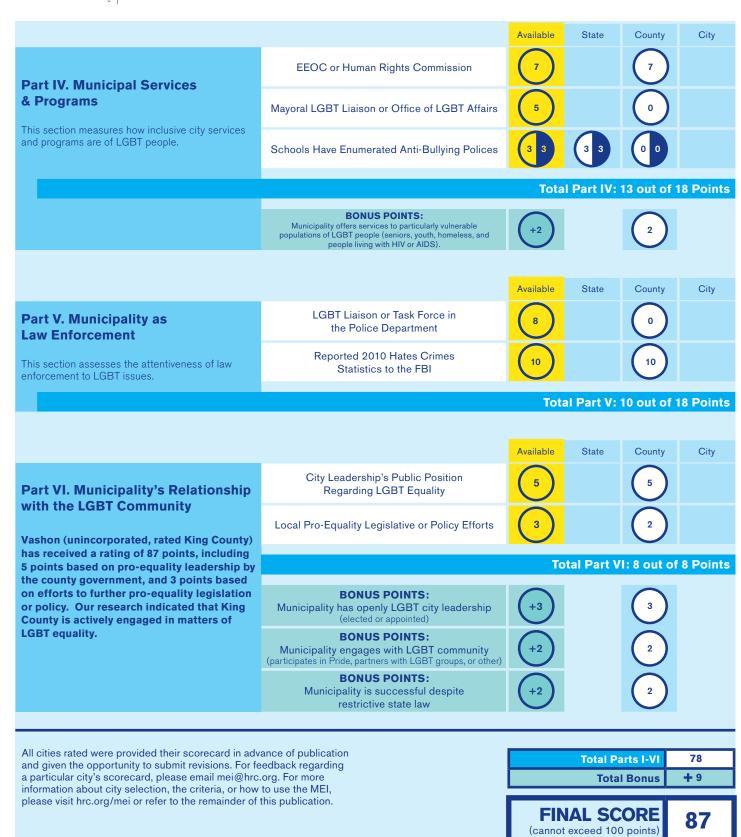
**2012 Municipal Equality Index // Scorecard**Vashon (unincorporated, rated King County), Washington

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 3	3 3	
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 3	3 3	
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 3	3 3	
			Tot	tal Part I:	18 out of 1	8 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			
			Tota	al Part II:	12 out of 1	2 Points
		ONLIC DOINTS.				
	Municipality had preempt	RONUS POINTS: relationship recognition that was ed by restrictive state law	+2		0	
			Available	State	County	City
	Non-Discrir	mination in City Employment	5 5		5 0	
Part III. Municipality as Employer	City Contracto	r Non-Discrimination Ordinance	2 2		2 2	
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4		4	
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	Domesti	c Partner Health Benefits	4		4	
employees, and the extent to which they require their contractors to do the same.	Lega	l Dependant Benefits	2		0	
	Equ	iivalent Family Leave	2		0	
			Tota	l Part III:	17 out of 2	6 Points
		BONUS POINTS: g Up of Employee Benefits	+3		0	
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: efits are Transgender Inclusive	+4		0	
refer to page 11.	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2		2	

### HUMAN RIGHTS CAMPAIGN

### 2012 Municipal Equality Index // Scorecard

# Vashon (unincorporated, rated King County), Washington



			Available	State	County	City
B. II W. B. B. I. I. I. I.		Employment	3 3	0 0	0 0	3 3
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	3 3
			To	ol Dort II	18 out of	10 Dointe
			100	ai Fait i.	16 Out Of	10 Follits
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	(0)		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	: 0 out of	12 Points
	Municipality had	relationship recognition that was	+2			0
			Available	State	County	City
	Non-Discrii	nination in City Employment	Available 5 5	State	County	City 5 5
Part III Municipality as Employer	State: Marriage Equality Civil Unions Domestic Partnerships  County: Domestic Partner Registry		State	County	City 5 5 2 2 2	
Part III. Municipality as Employer  This section is the most heavily weighted because		5 5	State	County	5 5	
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	City Contracto City Contrac	r Non-Discrimination Ordinance tor Equal Benefits Ordinance	5 5	State	County	5 5
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	City Contracto City Contracto	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits	2 2	State	County	2 2
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	City Contracto City Contrac  Domesti Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	2 2 4	State	County	0 0
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	City Contracto City Contrac  Domesti Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  14 out of 2	0 0
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.	City Contracto City Contract  Domesti Lega	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			0 0
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	City Contracto City Contract  Domesti Lega Equ	r Non-Discrimination Ordinance tor Equal Benefits Ordinance c Partner Health Benefits I Dependent Benefits iivalent Family Leave	2 2 4 4 4 2 2 Tota			0 0

Charleston, West Virginia



				<b>0</b>		011
			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 0	0 0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	30	3 3	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	30	00	3 3
			Tot	tal Part I:	18 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12	County	Oity
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	County:	Domestic Partner Registry	12		12	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			12
			Tota	al Part II:	12 out of	12 Points
	Municipality had	CONUS POINTS: relationship recognition that was ed by restrictive state law	+2			0
	preempt	ed by restrictive state law				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 0
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			0
This section is the most heavily weighted because it is an area in which almost every municipality will	City Contrac	tor Equal Benefits Ordinance	4			4
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	Domestic	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			2
			Tota	l Part III:	17 out of	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more		BONUS POINTS:				
information about the MEI Scoring System, please refer to page 11.		efits are Transgender Inclusive	+4			Ů



Madison, Wisconsin

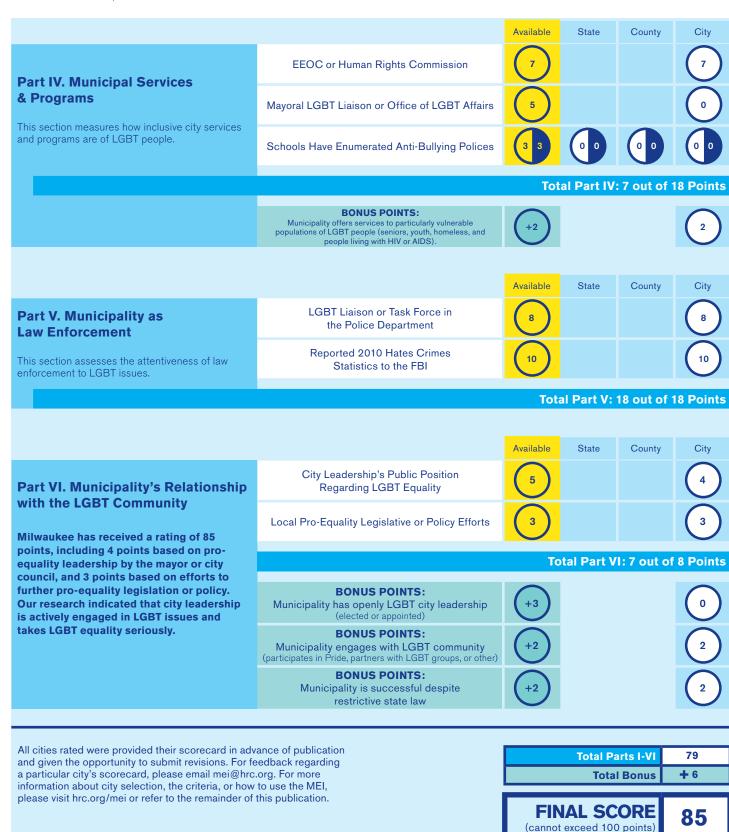




(cannot exceed 100 points)

			Available	State	County	City
Part I. Non-Discrimination Laws		Employment	3 3	3 0	0	3 3
This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	3 0	00	3 3
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	3 0	0	00
			To	tal Part I:	15 out of	18 Points
			Available	State	County	City
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions Domestic Partnerships	12	12		
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	County:	Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			Tota	al Part II:	12 out of	12 Points
	В	ONUS POINTS:				
	Municipality had	relationship recognition that was ed by restrictive state law	(+2)			
		•				
			Available	State	County	City
	Non-Discrir	nination in City Employment	5 5			5 5
Part III. Municipality as Employer	City Contractor	Non-Discrimination Ordinance	2 2			2 2
This section is the most heavily weighted because	City Contrac	tor Equal Benefits Ordinance	4			0
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	Domesti	c Partner Health Benefits	4			4
their contractors to do the same.	Lega	I Dependent Benefits	2			2
	Equ	ivalent Family Leave	2			0
			Tota	l Part III:	20 out of 2	26 Points
Bonus Points are awarded for criteria which are		BONUS POINTS: g Up of Employee Benefits	+3			0
not accessible to all cities at this time. For more information about the MEI Scoring System, please refer to page 11.		BONUS POINTS: efits are Transgender Inclusive	+4			(0)
Total to page 111	Municipality	BONUS POINTS: is a Welcoming Place to Work aining, or Employee Pride Alliance)	+2			(0)

Milwaukee, Wisconsin

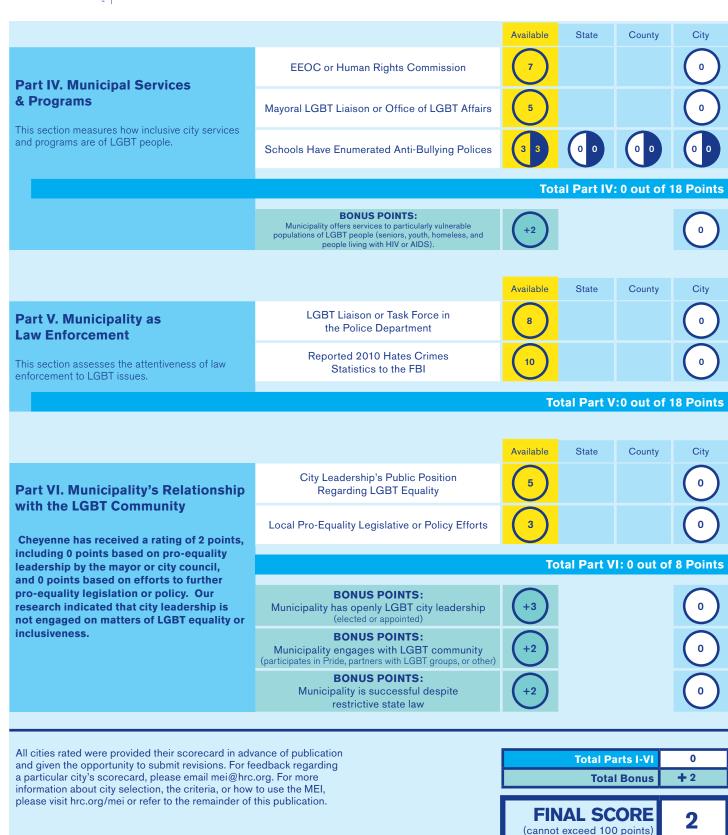




			Available	State	County	City
Daniel Man Biominination Laure		Employment	3 3	0 0	0 0	0 0
Part I. Non-Discrimination Laws  This category evaluates whether discrimination on the basis of sexual orientation and gender identity		Housing	3 3	0 0	0 0	0 0
is prohibited in areas of employment, housing, and public accommodations.	Pub	lic Accommodations	3 3	0 0	0 0	0 0
			Tr	tal Part I	0 out of	18 Points
					o out or	or onits
Part II. Relationship Recognition	State:	Marriage Equality Civil Unions	Available 12	State	County	City
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	County:	Domestic Partnerships  Domestic Partner Registry	12		0	
of points are awarded for marriage (or other state relationship recognition) and municipal domestic partner registries.	City:	Domestic Partner Registry	12			0
			То	tal Part II	0 out of	12 Points
	Municipality had		+2			0
	preempt					
	preempt		Available	Ctata	County	City
		ed by restrictive state law	Available	State	County	City
	Non-Discrii	ed by restrictive state law mination in City Employment	5 5	State	County	00
Part III. Municipality as Employer	Non-Discrii	ed by restrictive state law mination in City Employment		State	County	City
This section is the most heavily weighted because	State: Civil Unions Domestic Partnerships  County: Domestic Partner Registry	5 5	State	County	0 0	
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	Non-Discrin City Contracto City Contrac	ed by restrictive state law  mination in City Employment  r Non-Discrimination Ordinance  stor Equal Benefits Ordinance	5 5	State	County	0 0
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	Non-Discrin City Contracto City Contract	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2	State	County	0 0
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	Non-Discrii City Contracto City Contrac  Domesti	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4	State	County	0 0 0
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	Non-Discrii City Contracto City Contrac  Domesti	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		County  O out of 2	
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	Non-Discrin City Contracto City Contract  Domesti Lega	ed by restrictive state law mination in City Employment r Non-Discrimination Ordinance stor Equal Benefits Ordinance c Partner Health Benefits	2 2 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			
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-Discrin City Contracto City Contract Domesti Lega Equ	mination in City Employment  r Non-Discrimination Ordinance  tor Equal Benefits Ordinance  c Partner Health Benefits  I Dependent Benefits  iivalent Family Leave	2 2 4 4 4 2 2 2 Tot			



Cheyenne, Wyoming





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