### I. Non-Discrimination Laws

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

- Employment
- Housing
- Public Accommodations

**Score**: 30 out of 30

### II. Municipality as Employer

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

- Non-Discrimination in City Employment
- Transgender-Inclusive Healthcare Benefits
- City Contractor Non-Discrimination Ordinance

**Score**: 18 out of 24

**Bonus**: Municipality is a Welcoming Place to Work

### III. Municipal Services

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

- Human Rights Commission
- LGBTQ Liaison in the Mayor's Office
- Enumerated Anti-Bullying School Policies

**Score**: 16 out of 16

**Bonus**: Enforcement mechanism in Human Rights Commission

**Bonus**: City provides services to LGBTQ youth

**Bonus**: City provides services to LGBTQ homeless

**Bonus**: City provides services to LGBTQ elderly

**Bonus**: City provides services to people living with HIV/AIDS

**Bonus**: City provides services to the transgender community

### IV. Law Enforcement

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

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- LGBTQ Police Liaison or Task Force
- Reported 2014 Hate Crimes Statistics to the FBI

**Score**: 22 out of 22

### V. Relationship with the LGBTQ Community

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

- Leadership’s Public Position on LGBTQ Equality
- Leadership’s Pro-Equality Legislative or Policy Efforts

**Score**: 6 out of 8

**Bonus**: Openly LGBTQ elected or appointed municipal leaders

**Bonus**: Cities are pro-equality despite restrictive state law

**Total Score**: 92 + **Total Bonus** 6 = **Final Score** 98

**Cannot Exceed 100**

**For More Information About City Selection, Criteria or the MEI Scoring System, Please Visit HRC.ORG/MEI. All Cities Rated Were Provided Their Scorecard in Advance of Publication and Given the Opportunity to Submit Revisions. For Feedback Regarding a Particular City’s Scorecard, Please Email mei@hrc.org. hrc.org/mei**