## I. Non-Discrimination Laws

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

### Employment

- **Score**: 5 out of 30

### Housing

- **Score**: 0 out of 30

### Public Accommodations

- **Score**: 0 out of 30

### Non-Discrimination in City Employment

- **Score**: 0 out of 24

### Transgender-Inclusive Healthcare Benefits

- **Score**: 0 out of 24

### City Contractor Non-Discrimination Ordinance

- **Score**: 0 out of 24

### BONUS

- **Municipality is a Welcoming Place to Work**: +2

## 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.

### Human Rights Commission

- **Score**: 0 out of 5

### LGBTQ Liaison in the Mayor’s Office

- **Score**: 0 out of 5

### Enumerated Anti-Bullying School Policies

- **Score**: 3 out of 6

### Enforcement mechanism in Human Rights Commission

- **Score**: +2

### City provides services to LGBTQ youth

- **Score**: +2

### City provides services to LGBTQ homeless

- **Score**: +2

### City provides services to LGBTQ elderly

- **Score**: +2

### City provides services to people living with HIV/AIDS

- **Score**: +2

### City provides services to the transgender community

- **Score**: +2

## III. Municipal Services

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

### Leadership’s Public Position on LGBTQ Equality

- **Score**: 0 out of 5

### Leadership’s Pro-Equality Legislative or Policy Efforts

- **Score**: 3 out of 8

### BONUS

- **Openly LGBTQ elected or appointed municipal leaders**: +2

### Cities are pro-equality despite restrictive state law

- **Score**: +4

### BONUS

- **City provides services to LGBTQ youth**: +2

- **City provides services to LGBTQ homeless**: +2

- **City provides services to LGBTQ elderly**: +2

- **City provides services to people living with HIV/AIDS**: +2

- **City provides services to the transgender community**: +2

**TOTAL SCORE 11 + TOTAL BONUS 0 = Final Score 11**

**CANNOT EXCEED 100**

## 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.

### LGBTQ Police Liaison or Task Force

- **Score**: 0 out of 22

### Reported 2014 Hate Crimes Statistics to the FBI

- **Score**: 0 out of 22

### BONUS

- **LGBTQ Police Liaison or Task Force**: +10

- **Reported 2014 Hate Crimes Statistics to the FBI**: +12

**TOTAL SCORE 11 + TOTAL BONUS 0 = Final Score 11**

**CANNOT EXCEED 100**

## 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

- **Score**: 0 out of 5

### Leadership’s Pro-Equality Legislative or Policy Efforts

- **Score**: 3 out of 8

### BONUS

- **Openly LGBTQ elected or appointed municipal leaders**: +2

- **Cities are pro-equality despite restrictive state law**: +4

**TOTAL SCORE 11 + TOTAL BONUS 0 = Final Score 11**

**CANNOT EXCEED 100**

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

For more information about city selection, criteria or the MEI Scoring System, please visit hrc.org/mei.

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 mai@hrc.org.