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.

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Housing</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE** 30 out of 30

II. Municipality as Employer

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

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Discrimination in City Employment</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td>6</td>
<td>6</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

**SCORE** 18 out of 24

**BONUS** Municipality is a Welcoming Place to Work +2

III. Municipal Services

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

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Commission</td>
<td>0</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>LGBT Liaison in the Mayor’s Office</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Enumerated Anti-Bullying School Policies</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

**SCORE** 11 out of 16

**BONUS** Enforcement mechanism in Human Rights Commission +3

**BONUS** City provides services to LGBT youth +2

**BONUS** City provides services to LGBT homeless +2

**BONUS** City provides services to LGBT elderly +2

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

IV. Law Enforcement

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

<table>
<thead>
<tr>
<th>Category</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBT Police Liaison or Task Force</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Reported 2013 Hate Crimes Statistics to the FBI</td>
<td>12</td>
<td>12</td>
</tr>
</tbody>
</table>

**SCORE** 22 out of 22

V. Relationship with the LGBT Community

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

<table>
<thead>
<tr>
<th>Category</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership’s Public Position on LGBT Equality</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>0</td>
<td>3</td>
</tr>
</tbody>
</table>

**SCORE** 0 out of 8

**BONUS** Openly LGBT elected or appointed municipal leaders +3

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

**TOTAL SCORE 81 + TOTAL BONUS 2 = Final Score 83**

CANNOT EXCEED 100

For comments or questions about the Municipal Equality Index, please contact the Human Rights Campaign’s LGBT Civic Engagement department at mei@hrc.org.