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.

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**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.

**Score:** 12 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.

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**Score:** 16 out of 16

BONUS: Enforcement mechanism in Human Rights Commission

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.

**Score:** 10 out of 22

BONUS: LGBTQ Police Liaison or Task Force

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.

**Score:** 8 out of 8

BONUS: Openly LGBTQ elected or appointed municipal leaders

BONUS: Cities are pro-equality despite restrictive state law

**Final Score:** 86

CANNOT EXCEED 100