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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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 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.

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

SCORE 11 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 12 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 0 out of 8
BONUS Openly LGBTQ elected or appointed municipal leaders
BONUS Cities are pro-equality despite restrictive state law

TOTAL SCORE 65 + TOTAL BONUS 0 = Final Score 65
CANNOT EXCEED 100