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: 20 out of 20
- BONUS: City Employee Domestic Partner Benefits +1

### Housing

- Score: 30 out of 30
- BONUS: Single-Occupancy All-Gender Facilities +0

### Public Accommodations

- Score: 30 out of 30
- BONUS: Protects Youth from Conversion Therapy +0

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ employees equally.

### Non-Discrimination in City Employment

- Score: 7 out of 7

### Transgender-Inclusive Healthcare Benefits

- Score: 0 out of 6

### City Contractor Non-Discrimination Ordinance

- Score: 3 out of 3

### Inclusive Workplace

- Score: 2 out of 2

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

- Score: 0 out of 5

### NDO Enforcement by Human Rights Commission

- Score: 2 out of 2

### LGBTQ Liaison in City Executive’s Office

- Score: 5 out of 5

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: 10 out of 10
- BONUS: +3

### Reported 2017 Hate Crimes Statistics to the FBI

- Score: 12 out of 12
- BONUS: +3

V. Leadership on LGBTQ Equality

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: 5 out of 5

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

- Score: 3 out of 3

### Openly LGBTQ Elected or Appointed Municipal Leaders

- BONUS: +2

### City Tests Limits of Restrictive State Law

- BONUS: +3

TOTAL SCORE 91 + TOTAL BONUS 9 = Final Score 100

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.