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>Employment</th>
<th>Housing</th>
<th>Public Accommodations</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
</tbody>
</table>

**SCORE:** 29 out of 30

**BONUS:**
- Single-Occupancy All-Gender Facilities
- Protects Youth from Conversion Therapy

II. Municipality as Employer

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

<table>
<thead>
<tr>
<th>Non-Discrimination in City Employment</th>
<th>Transgender-Inclusive Healthcare Benefits</th>
<th>City Contractor Non-Discrimination Ordinance</th>
<th>Inclusive Workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>

**SCORE:** 28 out of 28

**BONUS:**
- City Employee Domestic Partner Benefits

III. Municipal Services

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

<table>
<thead>
<tr>
<th>Human Rights Commission</th>
<th>NDO Enforcement by Human Rights Commission</th>
<th>LGBTQ Liaison in City Executive’s Office</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>

**SCORE:** 12 out of 12

**BONUS:**
- Youth Bullying Prevention Policy for City Services
- City Provides Services to LGBTQA Youth
- City Provides Services to LGBTQA Homeless People
- City Provides Services to LGBTQA Elders
- City Provides Services to LGBTQA Population
- 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 LGBTQA community in a thoughtful and respectful way.

<table>
<thead>
<tr>
<th>LGBTQ Police Liaison or Task Force</th>
<th>Reported 2017 Hate Crimes Statistics to the FBI</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SCORE:** 22 out of 22

**BONUS:**
- Openly LGBTQA Elected or Appointed Municipal Leaders
- City Tests Limits of Restrictive State Law

V. Leadership on LGBTQA Equality

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

<table>
<thead>
<tr>
<th>Leadership’s Public Position on LGBTQA Equality</th>
<th>Leadership’s Pro-Equality Legislative or Policy Efforts</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SCORE:** 8 out of 8

**BONUS:**
- Openly LGBTQA Elected or Appointed Municipal Leaders
- City Tests Limits of Restrictive State Law

**TOTAL SCORE:** 99 + **TOTAL BONUS 3** = 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.