HUMAN RIGHTS CAMPAIGN FOUNDATION

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2019 MUNICIPAL EQUALITY INDEX SCORECARD

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.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	5 5	0 0	5 5	5 5
Housing	5 5	0 0	5 5	5 5
Public Accommodations	5 5	0 0	5 5	5 5
SCORE			**30** out of 30	
BONUS Single-Occupancy All-Gender Facilities	+0	+0	+2	+2
BONUS Protects Youth from Conversion Therapy	+2	+0	+0	+2

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.

	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment	7 7	7 7
Transgender-Inclusive Healthcare Benefits	6	6
City Contractor Non-Discrimination Ordinance	3 3	3 3
Inclusive Workplace	0	2
SCORE	**26** out of 28	
BONUS City Employee Domestic Partner Benefits	+1	+1

III. Municipal Services

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

	COUNTY	CITY	AVAILABLE
Human Rights Commission	0	5	5
NDO Enforcement by Human Rights Commission	0	2	2
LGBTQ Liaison in City Executive's Office		5	5
SCORE		**12** out of 12	
BONUS Youth Bullying Prevention Policy for City Services	+0 +0		+1 +1
BONUS City Provides Services to LGBTQ Youth		+2	+2
BONUS City Provides Services to LGBTQ Homeless People		+0	+2
BONUS City Provides Services to LGBTQ Elders		+2	+2
BONUS City Provides Services HIV/AIDS Population		+0	+2
BONUS City Provides Services to the Transgender Community		+2	+2

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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.

	MUNICIPAL	AVAILABLE
LGBTQ Police Liaison or Task Force	10	10
Reported 2017 Hate Crimes Statistics to the FBI	12	12
SCORE	**22** out of 22	

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.

	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	**8** out of 8	
BONUS Openly LGBTQ Elected or Appointed Municipal Leaders	+2	+2
BONUS City Tests Limits of Restrictive State Law	+0	+3

TOTAL SCORE 98 + TOTAL BONUS 13 = Final Score **100**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — **PTS FOR GENDER IDENTITY**

+ BONUS PTS for criteria not accessible to all cities at this time.

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**.

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