

## 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                                         |  |  |  |  |
| Housing                                            |  |  |  |  |
| Public Accommodations                              |  |  |  |  |
| <b>SCORE</b>                                       | <b>30 out of 30</b>                                                                 |                                                                                     |                                                                                     |                                                                                     |
| <b>FLEX</b> Single-Occupancy All-Gender Facilities |  |  |  |  |
| <b>FLEX</b> Protects Youth from Conversion Therapy |  |  |  |  |

## 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.

|                                                     | COUNTY              | MUNICIPAL                                                                             | AVAILABLE                                                                             |
|-----------------------------------------------------|---------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Non-Discrimination in City Employment               |                     |    |    |
| Transgender-Inclusive Healthcare Benefits           |                     |    |    |
| City Contractor Non-Discrimination Ordinance        |                     |   |   |
| Inclusive Workplace                                 |                     |  |  |
| <b>SCORE</b>                                        | <b>16 out of 28</b> |                                                                                       |                                                                                       |
| <b>FLEX</b> City Employee Domestic Partner Benefits |                     |  |  |

## 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                                                      |  |  |  |
| NDO Enforcement by Human Rights Commission                                   |  |  |  |
| LGBTQ Liaison in City Executive's Office                                     |                                                                                       |  |  |
| <b>SCORE</b>                                                                 | <b>0 out of 12</b>                                                                    |                                                                                       |                                                                                       |
| <b>FLEX</b> Youth Bullying Prevention Policy for City Services               |  |  |  |
| <b>FLEX</b> City Provides Services to LGBTQ Youth                            |                                                                                       |  |  |
| <b>FLEX</b> City Provides Services to LGBTQ People Experiencing Homelessness |                                                                                       |  |  |
| <b>FLEX</b> City Provides Services to LGBTQ Older Adults                     |                                                                                       |  |  |
| <b>FLEX</b> City Provides Services to People Living with HIV or AIDS         |                                                                                       |  |  |
| <b>FLEX</b> 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.

LGBTQ Liaison/Task Force in Police Department  
Reported 2018 Hate Crimes Statistics to the FBI

COUNTY MUNICIPAL AVAILABLE



**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.

Leadership's Public Position on LGBTQ Equality  
Leadership's Pro-Equality Legislative or Policy Efforts

COUNTY MUNICIPAL AVAILABLE



**SCORE**

**6** out of 8

**FLEX** Openly LGBTQ Elected or Appointed Leaders



**FLEX** City Tests Limits of Restrictive State Law



**TOTAL SCORE 75 + TOTAL FLEX 0 =**

**Final Score 75**

**CANNOT EXCEED 100**

PTS FOR SEXUAL ORIENTATION



PTS FOR GENDER IDENTITY



FLEX 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](https://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](mailto:mei@hrc.org).

[hrc.org/mei](https://hrc.org/mei)