

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	AVAILABLE
Employment			
Housing			
Public Accommodations			
SCORE			30 out of 30
FLEX Single-Occupancy All-Gender Facilities			
FLEX 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	AVAILABLE
Non-Discrimination in City Employment		
Transgender-Inclusive Healthcare Benefits		
City Contractor Non-Discrimination Ordinance		
Inclusive Workplace		
SCORE	26 out of 28	
FLEX 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	AVAILABLE
Human Rights Commission		
NDO Enforcement by Human Rights Commission		
LGBTQ Liaison to City Executive's Office		
SCORE	7 out of 12	
FLEX Youth Bullying Prevention Policy for City Services		
FLEX City Provides Services to LGBTQ Youth		
FLEX City Provides Services to LGBTQ People Experiencing Homelessness		
FLEX City Provides Services to LGBTQ Older Adults		
FLEX City Provides Services to People Living with HIV or AIDS		
FLEX City Provides Services to the Transgender Community		

*UNINCORPORATED, RATED HOWARD COUNTY

IV. Law Enforcement

	COUNTY	AVAILABLE	
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	10	10
	Reported 2018 Hate Crimes Statistics to the FBI	12	12
SCORE		22 out of 22	

V. Leadership on LGBTQ Equality

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

TOTAL SCORE 90 + TOTAL FLEX 12 =

Final Score 100

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.

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.