HUMAN RIGHTS CAMPAIGN FOUNDATION

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2020 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	4 5	4 5	5 5
Housing	4 4	4 5	4 5	5 5
Public Accommodations	5 5	4 5	4 5	5 5
SCORE			**29** out of 30	
FLEX Single-Occupancy All-Gender Facilities	+0	+0	+0	+2
FLEX 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.

	COUNTY	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment		7 7	7 7
Transgender-Inclusive Healthcare Benefits		0	6
City Contractor Non-Discrimination Ordinance		0 0	3 3
Inclusive Workplace		0	2
SCORE		**14** out of 28	
FLEX City Employee Domestic Partner Benefits		+0	+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	0	2
LGBTQ Liaison in City Executive's Office		0	5
SCORE		**5** out of 12	
FLEX Youth Bullying Prevention Policy for City Services	+0 +0	+0 +0	+1 +1
FLEX City Provides Services to LGBTQ Youth		+0	+2
FLEX City Provides Services to LGBTQ People Experiencing Homelessness		+0	+2
FLEX City Provides Services to LGBTQ Older Adults		+0	+2
FLEX City Provides Services to People Living with HIV or AIDS		+0	+2
FLEX City Provides Services to the Transgender Community		+0	+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.

	COUNTY	MUNICIPAL	AVAILABLE
LGBTQ Liaison/Task Force in Police Department	0	0	10
Reported 2018 Hate Crimes Statistics to the FBI	0	12	12
SCORE		**12** 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.

	COUNTY	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ Equality	0	1	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	1	3
SCORE		**2** out of 8	
FLEX Openly LGBTQ Elected or Appointed Leaders	+0	+0	+2
FLEX City Tests Limits of Restrictive State Law	+0	+0	+3

TOTAL SCORE 62 + TOTAL FLEX 2 = Final Score **64**

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**.