

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 | 0/0 | 0/0 | 5/5 | 5/5 |
| Housing | 0/0 | 0/0 | 5/5 | 5/5 |
| Public Accommodations | 0/0 | 0/0 | 5/2 | 5/5 |
| SCORE | | | | 27 out of 30 |
| FLEX Single-Occupancy All-Gender Facilities | +0 | +0 | +0 | +2 |
| FLEX Protects Youth from Conversion Therapy | +0 | +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 | | 6 | 6 |
| City Contractor Non-Discrimination Ordinance | | 3/3 | 3/3 |
| Inclusive Workplace | | 2 | 2 |
| SCORE | | | 28 out of 28 |
| FLEX 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.

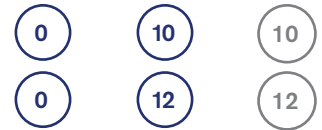
| | COUNTY | CITY | AVAILABLE |
|--|--------|------|---------------------|
| Human Rights Commission | 0 | 5 | 5 |
| NDO Enforcement by Human Rights Commission | 0 | 2 | 2 |
| LGBTQ Liaison in City Executive's Office | | 5 | 5 |
| SCORE | | | 12 out of 12 |
| FLEX Youth Bullying Prevention Policy for City Services | +0+0 | +1+1 | +1+1 |
| FLEX City Provides Services to LGBTQ Youth | | +2 | +2 |
| FLEX City Provides Services to LGBTQ People Experiencing Homelessness | | +2 | +2 |
| FLEX City Provides Services to LGBTQ Older Adults | | +0 | +2 |
| FLEX City Provides Services to People Living with HIV or AIDS | | +2 | +2 |
| FLEX City Provides Services to the Transgender Community | | +0 | +2 |

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 95 + TOTAL FLEX 11 =

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.