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.

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>4</td>
<td>4</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Housing</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>5</td>
</tr>
</tbody>
</table>

**Score:** 28 out of 30

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.

<table>
<thead>
<tr>
<th>Category</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Discrimination in City Employment</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td>6</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>1</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Inclusive Workplace</td>
<td>2</td>
<td></td>
<td>2</td>
</tr>
</tbody>
</table>

**Score:** 24 out of 28

III. Municipal Services

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

<table>
<thead>
<tr>
<th>Category</th>
<th>County</th>
<th>City</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Commission</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>LGBTQ Liaison in City Executive’s Office</td>
<td>5</td>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

**Score:** 5 out of 12
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.

<table>
<thead>
<tr>
<th></th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBTQ Liaison/Task Force in Police Department</td>
<td>0</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Reported 2018 Hate Crimes Statistics to the FBI</td>
<td>0</td>
<td>12</td>
<td>12</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th></th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership’s Public Position on LGBTQ Equality</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>0</td>
<td>1</td>
<td>3</td>
</tr>
</tbody>
</table>

SCORE: 6 out of 8

FLEX

- Openly LGBTQ Elected or Appointed Leaders +0 +0 +2
- City Tests Limits of Restrictive State Law +0 +0 +3

TOTAL SCORE 85 + TOTAL FLEX 9 = Final Score 94

CANNOT EXCEED 100