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>5</td>
<td>4</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Housing</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>5</td>
</tr>
</tbody>
</table>

SCORE 26 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.

<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>0</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Inclusive Workplace</td>
<td>0</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

SCORE 20 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.

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

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
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

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.

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

SCORE 5 out of 8

** On June 15, 2020, the U.S. Supreme Court ruled in Bostock v. Clayton County, Georgia that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBTQ-inclusive comprehensive non-discrimination laws since it will likely take additional litigation for Bostock to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.

TOTAL SCORE 70 + TOTAL FLEX 3 = Final Score 73
CANNOT EXCEED 100