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.

Employment

Housing

Public Accommodations

SCORE 0 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.

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Inclusive Workplace

SCORE 7 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.

Human Rights Commission

NDO Enforcement by Human Rights Commission

LGBTQ Liaison in City Executive's Office

SCORE 12 out of 12

FLEX Youth Bullying Prevention Policy for City Services

FLEX City Provides Services to LGBTQ Youth

FLEX City Provides Services to 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 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

SCORE 4 out of 8

FLEX Openly LGBTQ Elected or Appointed Leaders

FLEX City Tests Limits of Restrictive State Law

TOTAL SCORE 45 + TOTAL FLEX 9 = Final Score 54

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.