### I. Non-Discrimination Laws**

<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></td>
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<tr>
<td>Housing</td>
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<tr>
<td>Public Accommodations</td>
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</table>

**SCOR**

<table>
<thead>
<tr>
<th>Flex</th>
<th>Single-Occupancy All-Gender Facilities</th>
<th>+2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flex</td>
<td>Protects Youth from Conversion Therapy</td>
<td>+2</td>
</tr>
</tbody>
</table>

**SCORE**

27 out of 30

### II. Municipality as Employer

- Non-Discrimination in City Employment
- Transgender-Inclusive Healthcare Benefits
- City Contractor Non-Discrimination Ordinance
- Inclusive Workplace

**SCORE**

28 out of 28

### III. Municipal Services

- Human Rights Commission
- NDO Enforcement by Human Rights Commission
- LGBTIQ+ Liaison in City Executive’s Office

**SCORE**

12 out of 12

### IV. Law Enforcement

- LGBTIQ+ Liaison/Task Force in Police Department
- Reported 2019 Hate Crimes Statistics to the FBI

**SCORE**

22 out of 22

### V. Leadership on LGBTIQ+ Equality

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

**SCORE**

7 out of 8

**TOTAL SCORE 96 + TOTAL FLEX SCORE 13 = Final Score 100**

CANNOT EXCEED 100

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**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 LGBTIQ+-inclusive 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.**