## I. Non-Discrimination Laws**

<table>
<thead>
<tr>
<th>Employment</th>
<th>Housing</th>
<th>Public Accommodations</th>
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<tbody>
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<td>3</td>
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** For 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.

### Score

**FLEX**

- Single-Occupancy All-Gender Facilities: +1 out of +2
- Protects Youth from Conversion Therapy: +1 out of +2

**Total Score**: 89

### FLEX Score

- City Employee Domestic Partner Benefits: +1 out of +2

**Total FLEX Score**: 7

**Final Score**: 96

## II. Municipality as Employer

- Non-Discrimination in City Employment: 3 out of 4
- Transgender-Inclusive Healthcare Benefits: 5 out of 6
- City Contractor Non-Discrimination Ordinance: 3 out of 4
- Inclusive Workplace: 2 out of 5

**Total Score**: 22 out of 30

## III. Municipal Services

- Human Rights Commission: 5 out of 6
- NDO Enforcement by Human Rights Commission: 2 out of 2
- LGBTQ+ Liaison in City Executive’s Office: 5 out of 5

**Total Score**: 7 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.

### Leadership on LGBTQ+ Equality

- Leadership’s Public Position on LGBTQ+ Equality: 5 out of 5
- Leadership’s Pro-Equality Legislative or Policy Efforts: 3 out of 3

**Score**: 8 out of 8

### Law Enforcement

- City Tests Limits of Restrictive State Law
  - FLEX: +2

**Total Score**: 89 + 7 = 96

## V. Leadership on LGBTQ+ Equality

- Leadership’s Public Position on LGBTQ+ Equality: 5 out of 5
- Leadership’s Pro-Equality Legislative or Policy Efforts: 3 out of 3

**Score**: 8 out of 8

### Law Enforcement

- City Tests Limits of Restrictive State Law
  - FLEX: +2

**Total Score**: 89 + 7 = 96

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**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 mail@hrc.org.

**PTS for sexual orientation + PTS for gender identity + FLEX PTS for criteria not accessible to all cities at this time.**