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.

** 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.

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II. Municipality as Employer

By offering equivalent benefits and protections to LGBT+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBT+ employees equally.

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III. Municipal Services

This section assesses the efforts of the city to ensure LGBT+ residents are included in city services and programs.

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IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT+ community in a thoughtful and respectful way.

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V. Leadership on LGBTQ+ Equality

This category measures the city leadership’s commitment to fully include the LGBT+ community and to advocate for full equality.

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TOTAL SCORE = TOTAL FLEX SCORE = Final Score