## 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

- **State**: 5
- **County**: 5
- **Municipal**: 5
- **Available**: 5

### Housing

- **State**: 5
- **County**: 5
- **Municipal**: 5
- **Available**: 5

### Public Accommodations

- **State**: 5
- **County**: 5
- **Municipal**: 5
- **Available**: 5

### SCORE

**SCORE 30 out of 30**

**FLEX**

- Single-Occupancy All-Gender Facilities: +2
- Protects Youth from Conversion Therapy: +2
- Domestic Partner Benefits: +2
- Inclusive Workplace: 0

### 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.

<table>
<thead>
<tr>
<th>Non-Discrimination in City Employment</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State</strong> 5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td><strong>County</strong> 5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td><strong>Municipal</strong> 5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

### CITY Contractor Non-Discrimination Ordinance

- **State**: 5
- **County**: 5
- **Municipal**: 5
- **Available**: 5

### Transgender-Inclusive Healthcare Benefits

- **State**: 5
- **County**: 5
- **Municipal**: 5
- **Available**: 5

### City Contractor Non-Discrimination Ordinance

- **State**: 5
- **County**: 5
- **Municipal**: 5
- **Available**: 5

### Inclusive Workplace

- **State**: 5
- **County**: 5
- **Municipal**: 2
- **Available**: 2

### SCORE

**SCORE 28 out of 28**

**FLEX**

- City Employee Domestic Partner Benefits: +1

### III. Municipal Services

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

<table>
<thead>
<tr>
<th>Human Rights Commission</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State</strong> 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NDO Enforcement by Human Rights Commission</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State</strong> 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LGBT+ Liaison in City Executive’s Office</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State</strong> 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### SCORE

**SCORE 10 out of 12**

**FLEX**

- Youth Bullying Prevention Policy for City Services: +1
- City Provides Services to LGBT+ Youth: +2
- City Provides Services to LGBT+ People Experiencing Homelessness: +2
- City Provides Services to LGBT+ Older Adults: +2
- City Provides Services to People Living with HIV or AIDS: +2
- City Provides Services to the Transgender Community: +2

### 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.

<table>
<thead>
<tr>
<th>LGBT+ Liaison/Task Force in Police Department</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State</strong> 10</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td><strong>County</strong> 12</td>
<td>12</td>
<td>12</td>
</tr>
</tbody>
</table>

### REPORTED 2019 HATE CRIMES STATISTICS TO THE FBI

- **State**: 22
- **County**: 22
- **Municipal**: 22
- **Available**: 22

### SCORE

**SCORE 22 out of 22**

**FLEX**

- Openly LGBT+ Elected or Appointed Leaders: +2
- City Tests Limits of Restrictive State Law: +3

### V. Leadership on LGBT+ Equality

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

<table>
<thead>
<tr>
<th>Leadership’s Pro-Equality Legislative or Policy Efforts</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State</strong> 4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td><strong>County</strong> 3</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

### CITY’s Scorecard

**TOTAL FLEX SCORE 7**

**Final Score 100**

**FLEX PTS 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.**