**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 2019 Hate Crimes Statistics to the FBI

**Score**

22 out of 22

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**Non-Discrimination in City Employment**

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Inclusive Workplace

**Score**

7 out of 28

**City Employee Domestic Partner Benefits**

**FLEX** City Employee Domestic Partner Benefits

**Score**

5 out of 12

**Youth Bullying Prevention Policy for City Services**

**FLEX** City Provides Services to LGBTQ+ Youth

**Score**

5 out of 12

**City Provides Services to LGBTQ+ 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

---

**Leadership’s Public Position on LGBTQ+ Equality**

Leadership’s Public Position on LGBTQ+ Equality

Leadership’s Pro-Equality Legislative or Policy Efforts

**Score**

6 out of 8

**Openly LGBTQ+ Elected or Appointed Leaders**

**FLEX** City Tests Limits of Restrictive State Law

**Score**

2 out of 3

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**City Contractors Non-Discrimination Ordinance**

**Score**

1 out of 4

**Transgender-Inclusive Healthcare Benefits**

**Score**

1 out of 2

**City Contractor Non-Discrimination Ordinance**

**Score**

1 out of 3

**Inclusive Workplace**

**Score**

1 out of 2

**City Employee Domestic Partner Benefits**

**Score**

1 out of 1

**Youth Bullying Prevention Policy for City Services**

**FLEX** City Provides Services to LGBTQ+ Youth

**Score**

1 out of 2

**City Provides Services to LGBTQ+ 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

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**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.

<table>
<thead>
<tr>
<th>Area</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
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<tr>
<td>Housing</td>
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<td>Available</td>
</tr>
<tr>
<td>Public Accommodations</td>
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<td>0</td>
<td>1</td>
<td>Available</td>
</tr>
</tbody>
</table>

**Score**

30 out of 30

**FLEX** Single-Occupancy All-Gender Facilities

**FLEX** Protects Youth from Conversion Therapy

**Score**

7 out of 28

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**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.

**Score**

70 out of 100

**FLEX** City Services

**Score**

2 out of 10

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**IV. Law Enforcement**

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**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.

**Score**

70 out of 100

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**TOTAL FLEX SCORE 2**

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**Final Score 72**

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<table>
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<tr>
<th><strong>WEISHE SARDIC</strong></th>
<th><strong>2021 MUNICIPAL EQUALITY INDEX SCORECARD</strong></th>
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<th>**COUNTY</th>
<th>**MUNICIPAL</th>
<th>**AVAILABLE</th>
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<tbody>
<tr>
<td>I. Non-Discrimination Laws**</td>
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<td>II. Municipality as Employer</td>
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**TOTAL SCORE 70 + TOTAL FLEX SCORE 2 = Final Score 72**

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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 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. 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.**

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**PTS FOR GENDER IDENTITY**

**PTS FOR SEXUAL ORIENTATION**

**FLEX PTS for criteria not accessible to all cities at this time.**

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**For more information about city selection, criteria or the MEI scoring system, please visit hrc.org/mei.**

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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 mai@hrc.org.