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

Non-Discrimination in City Employment

- State: 0
- County: 0
- Municipal: 0
- Available: 0

### Housing

Transgender-Inclusive Healthcare Benefits

- State: 0
- County: 0
- Municipal: 0
- Available: 0

City Contractor Non-Discrimination Ordinance

- State: 0
- County: 0
- Municipal: 0
- Available: 0

### Public Accommodations

Inclusive Workplace

- State: 0
- County: 0
- Municipal: 0
- Available: 0

**SCORE**

10 out of 30

FLEX 

- Single-Occupancy All-Gender Facilities
  - State: +0
  - County: +2
  - Municipal: +0
  - Available: +0
- Protects Youth from Conversion Therapy
  - State: +0
  - County: +2
  - Municipal: +0
  - Available: +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.

### Non-Discrimination in City Employment

- State: 0
- County: 0
- Municipal: 0
- Available: 0

### Transgender-Inclusive Healthcare Benefits

- State: 0
- County: 0
- Municipal: 0
- Available: 0

### City Contractor Non-Discrimination Ordinance

- State: 0
- County: 0
- Municipal: 0
- Available: 0

**SCORE**

14 out of 28

FLEX 

- City Employee Domestic Partner Benefits
  - State: +0
  - County: +1
  - Municipal: +0
  - Available: +0

III. Municipal Services

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

### Human Rights Commission

- State: 0
- County: 0
- Municipal: 0
- Available: 0

### NDO Enforcement by Human Rights Commission

- State: 0
- County: 0
- Municipal: 0
- Available: 0

### LGBT+ Liaison in City Executive’s Office

- State: 0
- County: 0
- Municipal: 0
- Available: 0

**SCORE**

5 out of 12

FLEX 

- Youth Bullying Prevention Policy for City Services
  - State: +0
  - County: +1
  - Municipal: +0
  - Available: +0
- City Provides Services to LGBT+ Youth
  - State: +0
  - County: +2
  - Municipal: +0
  - Available: +0
- City Provides Services to LGBT+ People Experiencing Homelessness
  - State: +0
  - County: +2
  - Municipal: +0
  - Available: +0
- City Provides Services to LGBT+ Older Adults
  - State: +0
  - County: +2
  - Municipal: +0
  - Available: +0
- City Provides Services to People Living with HIV or AIDS
  - State: +1
  - County: +2
  - Municipal: +0
  - Available: +0
- City Provides Services to the Transgender Community
  - State: +0
  - County: +2
  - Municipal: +0
  - Available: +0

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.

### LGBT+ Liaison/Task Force in Police Department

- State: 0
- County: 12
- Municipal: 0
- Available: 0

### Reported 2020 Hate Crimes Statistics to the FBI

- State: 0
- County: 12
- Municipal: 0
- Available: 0

**SCORE**

12 out of 22

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.

### Leadership’s Public Position on LGBT+ Equality

- State: 0
- County: 0
- Municipal: 0
- Available: 0

### Leadership’s Pro-Equality Legislative or Policy Efforts

- State: 0
- County: 0
- Municipal: 0
- Available: 0

**SCORE**

0 out of 8

**FLEX**

- Openly LGBT+ Elected or Appointed Leaders
  - State: +0
  - County: +2
  - Municipal: +0
  - Available: +0
- City Tests Limits of Restrictive State Law
  - State: +0
  - County: +3
  - Municipal: +0
  - Available: +0

**TOTAL SCORE 41 + TOTAL FLEX SCORE 2 = Final Score 43**

FLEX PTS FOR GENDER IDENTITY

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single-Occupancy All-Gender Facilities</td>
<td>+0</td>
<td>+2</td>
<td>+0</td>
<td>+0</td>
</tr>
<tr>
<td>Protects Youth from Conversion Therapy</td>
<td>+0</td>
<td>+2</td>
<td>+0</td>
<td>+0</td>
</tr>
<tr>
<td>City Employee Domestic Partner Benefits</td>
<td>+0</td>
<td>+1</td>
<td>+0</td>
<td>+0</td>
</tr>
</tbody>
</table>

**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.**