### 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.

<table>
<thead>
<tr>
<th>Employment</th>
<th>Housing</th>
<th>Public Accommodations</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**

26 out of 30

**FLEX**

- Single-Occcupancy All-Gender Facilities: +0
- Protects Youth from Conversion Therapy: +0

**TOTAL SCORE**

91 + **TOTAL FLEX SCORE**

12 = Final Score

### 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>Transgender-Inclusive Healthcare Benefits</th>
<th>City Contractor Non-Discrimination Ordinance</th>
<th>Inclusive Workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

**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>NDO Enforcement by Human Rights Commission</th>
<th>LGBT+ Liaison in City Executive's Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE**

7 out of 12

**FLEX**

- Youth Bullying Prevention Policy for City Services: +1
- City Provides Services to LGBT+ Youth: +1
- 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: +1
- City Provides Services to People Living with HIV or AIDS: +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.

- LGBT+ Liaison/Task Force in Police Department
  - Reported 2020 Hate Crime Statistics

**SCORE**

22 out of 22

**FLEX**

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

### 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.

<table>
<thead>
<tr>
<th>Leadership's Pro-Equality Legislative or Policy Efforts</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
</tr>
</tbody>
</table>

**SCORE**

8 out of 8

**FLEX**

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

**TOTAL SCORE**

91 + **TOTAL FLEX SCORE**

12 = Final Score

**CANNOT EXCEED 100**