I. Non-Discrimination Laws**

This category evaluates whether the city, county, or state in areas of employment, housing, and public accommodations.

### Employment

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**Out of 28**

### Housing

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**Out of 28**

### Public Accommodations

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**Out of 28**

**SCORE**: 30 out of 30

### FLEX

- Single-Occupancy All-Gender Facilities [+2]
- Protects Youth from Conversion Therapy [+2]

**Out of 8**

**TOTAL FLEX SCORE**: 4

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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**Out of 12**

**Non-Discrimination in City Employment** [+1]

**Out of 3**

**Transgender-Inclusive Healthcare Benefits** [+1]

**Out of 3**

**City Contractor Non-Discrimination Ordinance** [+1]

**Out of 3**

**Inclusive Workplace** [0]

**Out of 2**

**TOTAL SCORE**: 24 out of 28

### FLEX

- City Employee Domestic Partner Benefits [+1]

**Out of 1**

**TOTAL FLEX SCORE**: 1

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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**Out of 20**

**Human Rights Commission** [5]

**Out of 5**

**NDO Enforcement by Human Rights Commission** [2]

**Out of 2**

**LGBT+ Liaison in City Executive’s Office** [5]

**Out of 5**

**SCORE**: 12 out of 12

### FLEX

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

**Out of 8**

**TOTAL FLEX SCORE**: 7

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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**Out of 22**

**SCORE**: 22 out of 22

### FLEX

- Liaison/Task Force in Police Department [+2]
- City Tests Limits of Restrictive State Law [+2]

**Out of 8**

**TOTAL FLEX SCORE**: 4

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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**Out of 10**

**Leadership’s Public Position on LGBTQ+ Equality** [5]

**Leadership’s Pro-Equality Legislative or Policy Efforts** [3]

**TOTAL SCORE 96 + TOTAL FLEX SCORE 4 = Final Score 100**

**CANNOT EXCEED 100**

**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 LGBT+-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.**

**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 mail@hrc.org.**