### I. Non-Discrimination Laws**

<table>
<thead>
<tr>
<th>Employment</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Housing</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
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<tbody>
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</table>

<table>
<thead>
<tr>
<th>Public Accommodations</th>
<th>State</th>
<th>County</th>
<th>Municipal</th>
<th>Available</th>
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<tbody>
<tr>
<td></td>
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<td>5</td>
</tr>
</tbody>
</table>

**SCORE 30 out of 30**

#### FLEX

- **Single-Occupancy All-Gender Facilities**: +0
- **Protects Youth from Conversion Therapy**: -2

**SCORE 14 out of 28**

#### FLEX

- **City Employee Domestic Partner Benefits**: +1

**TOTAL SCORE 76 + TOTAL FLEX SCORE 2 = Final Score 78**

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### IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ+ 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>
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</thead>
<tbody>
<tr>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Reported 2020 Hate Crimes Statistics to FBI</th>
<th>Municipal</th>
<th>Available</th>
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<tbody>
<tr>
<td></td>
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</table>

**SCORE 22 out of 22**

### 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.

<table>
<thead>
<tr>
<th>Leadership's Public Position on LGBTQ+ Equality</th>
<th>Municipal</th>
<th>Available</th>
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<td></td>
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</table>

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

**SCORE 5 out of 8**

#### FLEX

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

**TOTAL FLEX SCORE 2**

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**Final Score 78**

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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 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.**

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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.

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**PTS FOR SEXUAL ORIENTATION**

**PTS FOR GENDER IDENTITY**

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