**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>3</td>
<td>3</td>
<td>5</td>
</tr>
</tbody>
</table>

**SCORE** 30 out of 30

**FLEX**

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

**III. Municipal Services**

This section assesses the efforts of the city to ensure LGBTQ+ 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>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCORE** 5 out of 12

**FLEX**

- Youth Bullying Prevention Policy for City Services: +0
- City Provides Services to LGBT+ Youth: +2
- 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: +2
- City Provides Services to the Transgender Community: +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.

<table>
<thead>
<tr>
<th>LGBT+ Liaison/Task Force in Police Department</th>
<th>Reported 2020 Hate Crimes Statistics to the FBI</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>12</td>
</tr>
</tbody>
</table>

**SCORE** 22 out of 22

**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>
<th>Leadership’s Public Position on LGBT+ Equality</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<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: +0

**TOTAL FLEX SCORE** 13

**FINAL SCORE** 100

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**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.