### 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>Housing</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
</tbody>
</table>

**SCORE**

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

**TOTAL FLEX SCORE**

### II. Municipality as Employer

- **Non-Discrimination in City Employment**: 7
- **Transgender-Inclusive Healthcare Benefits**: 6
- **City Contractor Non-Discrimination Ordinance**: 3
- **Inclusive Workplace**: 2

**SCORE**

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

### III. Municipal Services

- **Human Rights Commission**: 5
- **NDFO Enforcement by Human Rights Commission**: 2
- **LGBTQ+ Liaison in City Executive’s Office**: 5

**SCORE**

- **FLEX** Youth Bullying Prevention Policy for City Services: 0
- **FLEX** City Provides Services to LGBTIQ+ Youth: +2
- **FLEX** City Provides Services to LGBTIQ+ People Experiencing Homelessness: +2
- **FLEX** City Provides Services to LGBTIQ+ Older Adults: +2
- **FLEX** City Provides Services to People Living with HIV or AIDS: +2
- **FLEX** City Provides Services to the Transgender Community: +2

**TOTAL FLEX SCORE**

### IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTIQ+ community in a thoughtful and respectful way.

- **LGBTQ+ Liaison/Task Force in Police Department**: 12
- **Reported 2020 Hate Crimes Statistics to the FBI**: 12

**SCORE**

### V. Leadership on LGBTIQ+ Equality

This category measures the city leadership’s commitment to fully include the LGBTIQ+ community and to advocate for full equality.

- **Leadership’s Public Position on LGBTIQ+ Equality**: 3
- **Leadership’s Pro-Equality Legislative or Policy Efforts**: 3

**SCORE**

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

**TOTAL SCORE + TOTAL FLEX SCORE = Final Score**

- **SCORE**: 58
- **FLEX**: 4

**FINAL SCORE**: 62

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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 LGBTIQ+ 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 GENDER IDENTITY**

**PTS FOR SEXUAL ORIENTATION**

**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.