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.

Employment

Housing

Public Accommodations

SCORE 30 out of 30

FLEX Single-Occupancy All-Gender Facilities

FLEX Protects Youth from Conversion Therapy

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.

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Inclusive Workplace

SCORE 10 out of 28

FLEX City Employee Domestic Partner Benefits

III. Municipal Services

This section assesses the efforts of the city to ensure LGBT+ residents are included in city services and programs.

Human Rights Commission

NDO Enforcement by Human Rights Commission

LGBTQ+ Liaison in City Executive’s Office

SCORE 12 out of 12

FLEX Youth Bullying Prevention Policy for City Services

FLEX City Provides Services to LGBT+ Youth

FLEX City Provides Services to LGBT+ People Experiencing Homelessness

FLEX City Provides Services to LGBT+ Older Adults

FLEX City Provides Services to People Living with HIV or AIDS

FLEX City Provides Services to the Transgender Community

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.

LGBTQ+ Liaison/Task Force in Police Department

Reported 2020 Hate Crimes Statistics to the FBI

SCORE 22 out of 22

FLEX Openly LGBT+ Elected or Appointed Leaders

FLEX City Tests Limits of Restrictive State Law

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.

Leadership’s Public Position on LGBTQ+ Equality

Leadership’s Pro-Equality Legislative or Policy Efforts

SCORE 8 out of 8

FLEX LGBTQ+ Liaison/Task Force in City Leadership

FLEX LGBTQ+ Community Engagement

TOTAL SCORE 82 + TOTAL FLEX SCORE 7 = Final Score 89

** 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 mai@hrc.org.