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

**SCOREx**

**FLEX**

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

**COUNTY**

**TOTAL FLEX SCOREx**: 10

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.

<table>
<thead>
<tr>
<th>Non-Discrimination in City Employment</th>
<th>Transgender-Inclusive Healthcare Benefits</th>
<th>City Contractor Non-Discrimination Ordinance</th>
<th>Inclusive Workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>2</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCOREx**

**FLEX**

- City Employee Domestic Partner Benefits: +1

**COUNTY**

**TOTAL FLEX SCOREx**: 5

III. Municipal Services

This section assesses the efforts of the city to ensure LGBT+ 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>3</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**SCOREx**

**FLEX**

- Youth Bullying Prevention Policy for City Services: +2
- 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

**COUNTY**

**TOTAL FLEX SCOREx**: 10

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>10</td>
</tr>
</tbody>
</table>

**SCOREx**

**FLEX**

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

**COUNTY**

**TOTAL FLEX SCOREx**: 10

V. Leadership on LGBT+ 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>5</td>
</tr>
</tbody>
</table>

**SCOREx**

**FLEX**

- LGBT+ Commission

**COUNTY**

**TOTAL FLEX SCOREx**: 1 out of 8

**TOTAL SCORE 73 + TOTAL FLEX SCOREx =** Final Score 78

**CANNOT EXCEED 100**

**FTx**

**PTS FOR GENDER IDENTITY**

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.

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