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>Service</th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Rights Commission</td>
<td>5</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>LGBTQ+ Liaison in City Executive’s Office</td>
<td>5</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

**Score:** 12 out of 12

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

**Score:** 22 out of 22

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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>Measure</th>
<th>MUNICIPAL</th>
<th>AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership’s Public Position on LGBTQ+ Equality</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Leadership’s Pro-Equality Legislative or Policy Efforts</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

**Score:** 8 out of 8

---

**Final Score:** 100

---

**Notes:**

- **Non-Discrimination Laws**
  - Employment, Housing, Public Accommodations

- **Municipality as Employer**
  - Non-Discrimination in City Employment
  - Transgender-Inclusive Healthcare Benefits
  - City Contractor Non-Discrimination Ordinance
  - Inclusive Workplace

- **Municipal Services**
  - Human Rights Commission
  - NDO Enforcement by Human Rights Commission
  - LGBTQ+ Liaison in City Executive’s Office

- **Law Enforcement**
  - LBGTQ+ Liaison/Task Force in Police Department
  - Reported 2020 Hate Crimes Statistics to the FBI

- **Leadership on LGBTQ+ Equality**
  - Leadership’s Public Position on LGBTQ+ Equality
  - Leadership’s Pro-Equality Legislative or Policy Efforts

**Final Score Calculation:**

Final Score = Total Score + Total FLEX Score

**Total Score:** 100

**Total FLEX Score:** 2

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**Total Score Calculation:**

Final Score = 100 + 2 = 102

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**PTS for Sexual Orientation:**

- 0

**PTS for Gender Identity:**

- 0

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**PTS for Criteria not Accessible to all Cities at this Time:**

- Cannot exceed 100

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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.