I. Non-Discrimination Laws*

This category evaluates the city’s laws to determine if discrimination based on sexual orientation and gender identity is prohibited and protected. The city must have measures in place to ensure LGBTQ+ residents are included in various areas of life.

** 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 LGBTQ+-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.

Fair enforcement of the law includes: responsible reporting of hate crimes and engaging with the LGBTQ+ community in a thoughtful and respectful way. **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>Employment</th>
<th>Housing</th>
<th>Public Accommodations</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
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</table>

**SCORE** 0 out of 30

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

**SCORE** 14 out of 28

FLEX: City Employee Domestic Partner Benefits +0 +0 +1

**SCORE** 0 out of 12

FLEX: Youth Bullying Prevention Policy for City Services +0 +0 +1
FLEX: City Provides Services to LGBTQ+ Youth +0 +2
FLEX: City Provides Services to LGBTQ+ People Experiencing Homelessness +0 +2
FLEX: City Provides Services to LGBTQ+ Older Adults +0 +2
FLEX: City Provides Services to People Living with HIV or AIDS +0 +2
FLEX: City Provides Services to the Transgender Community +0 +2

**SCORE** 0 out of 12

**FINAL SCORE** 14 out of 28 + **FLEX** 0 = Final Score 14

CANNOT EXCEED 100

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II. Municipality as Employer

By offering equal 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.

III. Municipal Services

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

**TOTAL SCORE 26** + **TOTAL FLEX SCORE 0** = **Final Score 26**

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.