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
- **Score:** 0 out of 5
- **FLEX:** +2

### Housing
- **Score:** 0 out of 5
- **FLEX:** +2

### Public Accommodations
- **Score:** 0 out of 5
- **FLEX:** +2

### Non-Discrimination in City Employment
- **Score:** 0 out of 5
- **FLEX:** +2

### Transgender-Inclusive Healthcare Benefits
- **Score:** 0 out of 5
- **FLEX:** +2

### City Contractor Non-Discrimination Ordinance
- **Score:** 0 out of 5
- **FLEX:** +2

### Inclusive Workplace
- **Score:** 0 out of 5
- **FLEX:** +2

### Single-Occupancy All-Gender Facilities
- **Score:** 0 out of 5
- **FLEX:** +2

### Protects Youth from Conversion Therapy
- **Score:** 0 out of 5
- **FLEX:** +2

### City Employee Domestic Partner Benefits
- **Score:** 0 out of 5
- **FLEX:** +2

**Total Score:** 7 out of 28

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.

### Human Rights Commission
- **Score:** 0 out of 5
- **FLEX:** +2

### NDO Enforcement by Human Rights Commission
- **Score:** 0 out of 5
- **FLEX:** +2

### LGBT+ Liaison in City Executive’s Office
- **Score:** 0 out of 5
- **FLEX:** +2

### Youth Bullying Prevention Policy for City Services
- **Score:** 0 out of 5
- **FLEX:** +2

### City Provides Services to LGBT+ Youth
- **Score:** 0 out of 5
- **FLEX:** +2

### City Provides Services to LGBT+ People Experiencing Homelessness
- **Score:** 0 out of 5
- **FLEX:** +2

### City Provides Services to LGBT+ Older Adults
- **Score:** 0 out of 5
- **FLEX:** +2

### City Provides Services to People Living with HIV or AIDS
- **Score:** 0 out of 5
- **FLEX:** +2

### City Provides Services to the Transgender Community
- **Score:** 0 out of 5
- **FLEX:** +2

**Total Score:** 5 out of 12

III. Municipal Services

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

**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.

**Leadership’s Public Position on LGBT+ Equality**
- **Score:** 0 out of 5
- **FLEX:** +2

**Leadership’s Pro-Equality Legislative or Policy Efforts**
- **Score:** 0 out of 5
- **FLEX:** +2

**Total Score:** 1 out of 8

**V. Leadership on LGBT+ Equality**

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

**Final Score:** 60

**PMI: 55**

**Total Flex Score:** 5

**Final Score:** 60

**CANNOT EXCEED 100**

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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 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.**

**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 mei@hrc.org.