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.

**Non-Discrimination in City Employment**
- Single-Occupancy All-Gender Facilities
- Protects Youth from Conversion Therapy

**City Contractor Non-Discrimination Ordinance**
- Inclusive Workplace

This section assesses the efforts of the city to ensure LGBTQ+ 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**
- 30 out of 30

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

**Leadership’s Public Position on LGBTQ+ Equality**

**Leadership’s Pro-Equality Legislative or Policy Efforts**

**Score**
- 7 out of 8

**Score**
- 16 out of 28

**City Employee Domestic Partner Benefits**

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.

By offering equivalent benefits and protections to LGBTQ+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ+ employees equally.

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

**Score**
- 2 out of 2

**City Contractor Non-Discrimination Ordinance**
- Inclusive Workplace

**Score**
- 2 out of 2

**City Employee Domestic Partner Benefits**

**Score**
- 0 out of 0

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.

**Score**
- 5 out of 12

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

**Score**
- 0 out of 0

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.

**Score**
- 0 out of 0

City Provides Services to People Living with HIV or AIDS
- City Provides Services to the Transgender Community

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.