### 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>0</th>
<th>3</th>
<th>0</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Accommodations</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Score**

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

**Total Score**: 30 out of 30

### 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>0</th>
<th>3</th>
<th>0</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transgender-Inclusive Healthcare Benefits</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>City Contractor Non-Discrimination Ordinance</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Inclusive Workplace</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Score**

- **City Employee Domestic Partner Benefits**: +2

**Total Score**: 19 out of 28

### 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>0</th>
<th>3</th>
<th>0</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>NDO Enforcement by Human Rights Commission</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>LGBT+ Liaison in City Executive’s Office</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Score**

- **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

**Final Score**: 61 + Total Flex Score 4 = Final Score 65

### 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.

| LGBT+ Liaison/Task Force in Police Department | 0 | 10 |
| Reported 2020 Hate Crimes Statistics to the FBI | 0 | 12 |

**Score**

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

**Final Score**: 0 out of 8

### 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.

| Leadership’s Public Position on LGBT+ Equality | 0 | 3 |
| Leadership’s Pro-Equality Legislative or Policy Efforts | 0 | 3 |

**Score**

- **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

**Final Score**: 0 out of 8

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**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.