I. Non-Discrimination Laws**
This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the state, county, or municipality.

### Employment
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS
- City Provides Services to People Experiencing Homelessness
- City Provides Services to Older Adults

### Housing
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

### Public Accommodations
- City Provides Services to LGBTQ+ residents

**FLEX**
- City Employee Domestic Partner Benefits
- Transgender-Inclusive Healthcare Benefits
- City Contractor Non-Discrimination Ordinance
- Non-Discrimination in City Employment

### SCORE
25 out of 30

**TOTAL SCORE 80 + TOTAL FLEX SCORE 2 = Final Score 82**

CANNOT EXCEED 100

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.

### Employment
- City Contractor Non-Discrimination Ordinance
- Transgender-Inclusive Healthcare Benefits
- Non-Discrimination in City Employment
- City Employee Domestic Partner Benefits

**FLEX**
- City Contractor Non-Discrimination Ordinance
- Transgender-Inclusive Healthcare Benefits
- Non-Discrimination in City Employment
- City Employee Domestic Partner Benefits

### SCORE
14 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.

### Human Rights Commission
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

### NDO Enforcement by Human Rights Commission
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

### LGBT+ Liaison in City Executive’s Office
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

### SCORE
12 out of 12

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
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

**FLEX**
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

### SCORE
22 out of 22

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

### Leadership’s Pro-Equality Legislative or Policy Efforts
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

**FLEX**
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

### SCORE
7 out of 8

**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 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.**

**PTS FOR GENDER IDENTITY**
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

**PTS FOR SEXUAL ORIENTATION**
- City Provides Services to LGBTQ+ residents
- City Provides Services to People Living with HIV or AIDS

**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.