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
- Non-Discrimination in City Employment: 0 out of 3
- Transgender-Inclusive Healthcare Benefits: 0 out of 2
- City Contractor Non-Discrimination Ordinance: 0 out of 3

### Housing
- Inclusive Workplace: 0 out of 2

### Public Accommodations
- Single-Occupancy All-Gender Facilities: +2
- Protects Youth from Conversion Therapy: +2

**FLEX**
- City Employee Domestic Partner Benefits: +1

**SCORE**
- 30 out of 30

**TOTAL FLEX SCORE 12**

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.

### Non-Discrimination in City Employment

**SCORE**
- 0 out of 28

**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.

**SCORE**
- 5 out of 8

**TOTAL SCORE 47 + TOTAL FLEX SCORE 12 =** Final Score 59

**TOTAL CANNOT EXCEED 100**

**II. Municipal Services**

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

### Human Rights Commission
- NDO Enforcement by Human Rights Commission: 0 out of 5
- LGBT+ Liaison in City Executive’s Office: 0 out of 2

**SCORE**
- 0 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.

**SCORE**
- 0 out of 22

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

**TOTAL FLEX SCORE 5**

**FLEX PTS FOR SEXUAL ORIENTATION**
- 0

**FLEX PTS FOR GENDER IDENTITY**
- 0

**FLEX PTS FOR CRITERIA NOT ACCESSIBLE TO ALL CITIES AT THIS TIME.**

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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.**

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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.