

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.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Housing	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
Public Accommodations	<div><div>5</div><div>5</div></div>	<div><div>0</div><div>0</div></div>	<div><div>0</div><div>0</div></div>	<div><div>5</div><div>5</div></div>
SCORE	30 out of 30			
BONUS	Single-Occupancy All-Gender Facilities	<div><div>+2</div></div>	<div><div>+0</div></div>	<div><div>+2</div></div>
BONUS	Protects Youth from Conversion Therapy	<div><div>+2</div></div>	<div><div>+0</div></div>	<div><div>+2</div></div>

II. Municipality as Employer

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.

	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment	<div><div>7</div><div>7</div></div>	<div><div>7</div><div>7</div></div>
Transgender-Inclusive Healthcare Benefits	<div><div>0</div></div>	<div><div>6</div></div>
City Contractor Non-Discrimination Ordinance	<div><div>0</div><div>0</div></div>	<div><div>3</div><div>3</div></div>
Inclusive Workplace	<div><div>0</div></div>	<div><div>2</div></div>
SCORE	14 out of 28	
BONUS	City Employee Domestic Partner Benefits	<div><div>+0</div><div>+1</div></div>

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.

	COUNTY	CITY	AVAILABLE
Human Rights Commission	<div><div>0</div></div>	<div><div>5</div></div>	<div><div>5</div></div>
NDO Enforcement by Human Rights Commission	<div><div>0</div></div>	<div><div>0</div></div>	<div><div>2</div></div>
LGBTQ Liaison in City Executive's Office		<div><div>0</div></div>	<div><div>5</div></div>
SCORE	0 out of 12		
BONUS	Youth Bullying Prevention Policy for City Services	<div><div>+0</div><div>+0</div></div>	<div><div>+1</div><div>+1</div></div>
BONUS	City Provides Services to LGBTQ Youth	<div><div>+0</div></div>	<div><div>+2</div></div>
BONUS	City Provides Services to LGBTQ Homeless	<div><div>+0</div></div>	<div><div>+2</div></div>
BONUS	City Provides Services to LGBTQ Elders	<div><div>+0</div></div>	<div><div>+2</div></div>
BONUS	City Provides Services HIV/AIDS Population	<div><div>+0</div></div>	<div><div>+2</div></div>
BONUS	City Provides Services to the Transgender Community	<div><div>+0</div></div>	<div><div>+2</div></div>

IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.

	MUNICIPAL	AVAILABLE
LGBTQ Police Liaison or Task Force	<div><div>0</div></div>	<div><div>10</div></div>
Reported 2016 Hate Crimes Statistics to the FBI	<div><div>12</div></div>	<div><div>12</div></div>
SCORE	12 out of 22	

V. Leadership on LGBTQ Equality

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

	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ Equality	<div><div>0</div></div>	<div><div>5</div></div>
Leadership's Pro-Equality Legislative or Policy Efforts	<div><div>0</div></div>	<div><div>3</div></div>
SCORE	0 out of 8	
BONUS	Openly LGBTQ Elected or Appointed Municipal Leaders	<div><div>+0</div><div>+2</div></div>
BONUS	City Tests Limits of Restrictive State Law	<div><div>+0</div><div>+3</div></div>

TOTAL SCORE 61 + TOTAL BONUS 4 = Final Score 65

CANNOT EXCEED 100