

SCORES

Full scorecards for each city at hrc.org/mei

| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|----------|-------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| ALABAMA | Auburn | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 21 | 2 | 23 |
| | Birmingham | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 94 | 8 | 100 |
| | Florence | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Hoover | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 12 | 0 | 12 |
| | Huntsville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 20 | 0 | 20 |
| | Mobile | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 17 | 2 | 19 |
| | Montgomery | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 36 | 4 | 40 |
| | Tuscaloosa | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 22 | 2 | 24 |
| ALASKA | Anchorage | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 88 | 4 | 92 |
| | Fairbanks | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 32 | 2 | 34 |
| | Homer | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 5 | 2 | 7 |
| | Juneau | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 84 | 4 | 88 |
| | Ketchikan | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 38 | 0 | 38 |
| | Sitka | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 36 | 0 | 36 |
| | Wasilla | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 12 | 0 | 12 |
| ARIZONA | Avondale | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 37 | 1 | 38 |
| | Chandler | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 0 | 66 |
| | Flagstaff | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 81 | 7 | 88 |
| | Gilbert | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 68 | 7 | 75 |
| | Glendale | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 70 | 2 | 72 |
| | Mesa | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 64 | 0 | 64 |
| | Peoria | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 46 | 9 | 55 |
| | Phoenix | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 11 | 100 |
| | Scottsdale | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 69 | 11 | 80 |
| | Tempe | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 9 | 100 |
| | Tucson | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 93 | 11 | 100 |
| ARKANSAS | Conway | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 16 | 0 | 16 |
| | Eureka Springs | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 60 | 3 | 63 |
| | Fayetteville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 39 | 5 | 44 |
| | Fort Smith | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 19 | 2 | 21 |
| | Jonesboro | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Little Rock | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 61 | 5 | 66 |
| | North Little Rock | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 15 | 0 | 15 |
| | Springdale | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 19 | 0 | 19 |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

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| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|------------|-----------------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| CALIFORNIA | Anaheim | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 78 | 9 | 87 |
| | Bakersfield | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 4 | 58 |
| | Berkeley | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 93 | 13 | 100 |
| | Brisbane | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 49 | 4 | 53 |
| | Cathedral City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 81 | 19 | 100 |
| | Chula Vista | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 89 | 11 | 100 |
| | Concord | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 69 | 12 | 81 |
| | Corona | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 4 | 59 |
| | Elk Grove | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 78 | 4 | 82 |
| | Escondido | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 5 | 60 |
| | Fontana | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 4 | 59 |
| | Fremont | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 81 | 9 | 90 |
| | Fresno | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 50 | 5 | 55 |
| | Fullerton | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 73 | 6 | 79 |
| | Garden Grove | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 49 | 4 | 53 |
| | Glendale | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 65 | 5 | 70 |
| | Guerneville (Sonoma County) | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 81 | 13 | 94 |
| | Hayward | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 75 | 4 | 79 |
| | Huntington Beach | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 4 | 59 |
| | Irvine | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 84 | 9 | 93 |
| | Lancaster | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 73 | 4 | 77 |
| | Long Beach | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 11 | 100 |
| | Los Angeles | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 93 | 15 | 100 |
| | Modesto | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 5 | 60 |
| | Moreno Valley | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 56 | 4 | 60 |
| | Oakland | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 94 | 15 | 100 |
| | Oceanside | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 90 | 14 | 100 |
| | Ontario | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 48 | 4 | 52 |
| | Orange | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 67 | 4 | 71 |
| | Oxnard | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 4 | 58 |
| | Palm Desert | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 83 | 11 | 94 |
| | Palm Springs | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 19 | 100 |
| | Palmdale | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 71 | 5 | 76 |
| | Pasadena | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 84 | 9 | 93 |
| | Pomona | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 68 | 4 | 72 |
| | Rancho Cucamonga | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 62 | 6 | 68 |
| | Rancho Mirage | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 87 | 16 | 100 |

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|-------------|--------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| CALIFORNIA | Richmond | ● | ◐ | ● | ● | ◐ | 90 | 4 | 94 |
| | Riverside | ● | ● | ◐ | ● | ◐ | 94 | 7 | 100 |
| | Sacramento | ● | ● | ◐ | ● | ◐ | 91 | 17 | 100 |
| | Salinas | ● | ◐ | ○ | ◐ | ○ | 60 | 4 | 64 |
| | San Bernardino | ● | ○ | ◐ | ◐ | ○ | 49 | 4 | 53 |
| | San Diego | ● | ● | ● | ● | ● | 100 | 11 | 100 |
| | San Francisco | ● | ● | ● | ● | ● | 100 | 17 | 100 |
| | San Jose | ● | ◐ | ◐ | ● | ● | 93 | 4 | 97 |
| | Santa Ana | ● | ◐ | ◐ | ◐ | ◐ | 57 | 4 | 61 |
| | Santa Clarita | ● | ◐ | ◐ | ● | ○ | 70 | 4 | 74 |
| | Santa Monica | ● | ● | ◐ | ● | ● | 98 | 7 | 100 |
| | Santa Rosa | ● | ◐ | ◐ | ◐ | ◐ | 71 | 7 | 78 |
| | Signal Hill | ● | ◐ | ◐ | ◐ | ◐ | 80 | 16 | 96 |
| | Stockton | ● | ◐ | ○ | ● | ◐ | 67 | 4 | 71 |
| | Sunnyvale | ● | ◐ | ● | ◐ | ◐ | 80 | 9 | 89 |
| | Thousand Oaks | ● | ◐ | ○ | ◐ | ◐ | 63 | 5 | 68 |
| | Torrance | ● | ◐ | ◐ | ◐ | ◐ | 54 | 4 | 58 |
| | Vallejo | ● | ◐ | ◐ | ◐ | ◐ | 77 | 4 | 81 |
| | Visalia | ● | ◐ | ○ | ◐ | ◐ | 58 | 4 | 62 |
| | West Hollywood | ● | ● | ◐ | ● | ● | 98 | 17 | 100 |
| COLORADO | Aspen | ● | ◐ | ○ | ◐ | ○ | 57 | 4 | 61 |
| | Aurora | ● | ◐ | ◐ | ◐ | ◐ | 69 | 5 | 74 |
| | Boulder | ● | ◐ | ● | ● | ◐ | 96 | 14 | 100 |
| | Colorado Springs | ● | ◐ | ◐ | ◐ | ○ | 58 | 3 | 61 |
| | Denver | ● | ◐ | ● | ● | ● | 98 | 9 | 100 |
| | Fort Collins | ● | ◐ | ◐ | ● | ◐ | 88 | 7 | 95 |
| | Lakewood | ● | ◐ | ○ | ◐ | ○ | 56 | 2 | 58 |
| | Littleton | ● | ◐ | ○ | ◐ | ○ | 49 | 2 | 51 |
| | | | | | | | | | |
| CONNECTICUT | Bridgeport | ◐ | ○ | ○ | ◐ | ◐ | 40 | 2 | 42 |
| | Fairfield | ◐ | ◐ | ○ | ◐ | ◐ | 44 | 2 | 46 |
| | Hartford | ◐ | ◐ | ◐ | ● | ◐ | 89 | 10 | 99 |
| | New Britain | ◐ | ◐ | ◐ | ◐ | ● | 65 | 6 | 71 |
| | New Haven | ◐ | ◐ | ◐ | ● | ◐ | 79 | 4 | 83 |
| | Norwalk | ◐ | ◐ | ● | ● | ◐ | 92 | 14 | 100 |
| | Stamford | ◐ | ● | ● | ● | ● | 94 | 6 | 100 |
| | Storrs (Mansfield) | ◐ | ◐ | ◐ | ◐ | ○ | 55 | 6 | 61 |
| | | | | | | | | | |

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|-------------|-----------------------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| CONNECTICUT | Waterbury | ◐ | ◐ | ◐ | ◐ | ○ | 63 | 4 | 67 |
| DELAWARE | Bethany Beach | ◐ | ◐ | ○ | ○ | ○ | 35 | 2 | 37 |
| | Dover | ◐ | ◐ | ◐ | ◐ | ○ | 52 | 2 | 54 |
| | Middletown | ◐ | ○ | ○ | ○ | ○ | 28 | 2 | 30 |
| | Milford | ◐ | ◐ | ○ | ◐ | ◐ | 67 | 2 | 69 |
| | Newark | ◐ | ◐ | ○ | ◐ | ○ | 54 | 2 | 56 |
| | Rehoboth Beach | ◐ | ◐ | ○ | ◐ | ○ | 54 | 4 | 58 |
| | Smyrna | ◐ | ○ | ○ | ◐ | ○ | 40 | 3 | 43 |
| | Wilmington | ◐ | ◐ | ◐ | ● | ◐ | 83 | 5 | 88 |
| FLORIDA | Cape Coral | ◐ | ◐ | ○ | ◐ | ◐ | 48 | 1 | 49 |
| | Coral Gables | ◐ | ◐ | ● | ● | ◐ | 90 | 1 | 91 |
| | Daytona Beach | ● | ○ | ○ | ○ | ○ | 30 | 0 | 30 |
| | Fort Lauderdale | ● | ● | ● | ● | ● | 100 | 10 | 100 |
| | Gainesville | ● | ◐ | ◐ | ● | ● | 88 | 7 | 95 |
| | Hialeah | ◐ | ◐ | ◐ | ○ | ○ | 40 | 0 | 40 |
| | Hollywood | ◐ | ◐ | ◐ | ● | ◐ | 80 | 3 | 83 |
| | Jacksonville | ◐ | ◐ | ◐ | ● | ◐ | 81 | 0 | 81 |
| | Miami | ◐ | ◐ | ● | ● | ○ | 70 | 5 | 75 |
| | Miami Shores | ◐ | ◐ | ● | ◐ | ◐ | 81 | 1 | 82 |
| | Oakland Park | ◐ | ◐ | ● | ● | ● | 90 | 9 | 99 |
| | Orlando | ● | ◐ | ● | ● | ● | 98 | 17 | 100 |
| | Pembroke Pines | ◐ | ◐ | ◐ | ◐ | ◐ | 70 | 3 | 73 |
| | Port Saint Lucie | ◐ | ◐ | ◐ | ◐ | ◐ | 53 | 0 | 53 |
| | St. Petersburg | ◐ | ● | ● | ● | ● | 97 | 14 | 100 |
| | Tallahassee | ● | ◐ | ◐ | ● | ● | 92 | 14 | 100 |
| | Tampa | ● | ◐ | ● | ● | ● | 98 | 16 | 100 |
| | Wilton Manors | ◐ | ● | ● | ● | ● | 96 | 18 | 100 |
| GEORGIA | Athens-Clarke County | ○ | ◐ | ◐ | ○ | ◐ | 24 | 5 | 29 |
| | Atlanta | ● | ● | ● | ● | ● | 100 | 9 | 100 |
| | Augusta-Richmond County | ○ | ◐ | ○ | ◐ | ◐ | 28 | 0 | 28 |
| | Avondale Estates | ○ | ◐ | ○ | ○ | ◐ | 18 | 0 | 18 |
| | Columbus | ○ | ◐ | ◐ | ● | ◐ | 61 | 2 | 63 |
| | Decatur | ● | ● | ◐ | ◐ | ● | 86 | 0 | 86 |
| | North Druid Hills (DeKalb County) | ○ | ◐ | ○ | ○ | ○ | 7 | 0 | 7 |
| | Roswell | ◐ | ○ | ○ | ○ | ○ | 5 | 0 | 5 |
| | | | | | | | | | |

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|----------|-----------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| GEORGIA | Sandy Springs | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 21 | 0 | 21 |
| | Savannah | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 75 | 3 | 78 |
| HAWAII | Hawaii County | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 50 | 2 | 52 |
| | Honolulu County | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 58 | 2 | 60 |
| | Kalawao County | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 33 | 2 | 35 |
| | Kauai County | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 30 | 2 | 32 |
| | Maui County | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 4 | 70 |
| IDAHO | Boise | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 75 | 0 | 75 |
| | Coeur d'Alene | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 0 | 66 |
| | Idaho Falls | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 58 | 0 | 58 |
| | Meridian | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 50 | 0 | 50 |
| | Moscow | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 68 | 1 | 69 |
| | Nampa | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 18 | 0 | 18 |
| | Pocatello | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 71 | 0 | 71 |
| ILLINOIS | Aurora | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 77 | 6 | 83 |
| | Carbondale | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 45 | 4 | 49 |
| | Champaign | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 75 | 9 | 84 |
| | Chicago | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 93 | 11 | 100 |
| | Joliet | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 61 | 4 | 65 |
| | Naperville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 4 | 70 |
| | Peoria | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 68 | 6 | 74 |
| | Rockford | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 77 | 4 | 81 |
| | Springfield | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 63 | 5 | 68 |
| INDIANA | Bloomington | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 6 | 100 |
| | Evansville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 80 | 2 | 82 |
| | Fort Wayne | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 40 | 0 | 40 |
| | Hammond | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 71 | 0 | 71 |
| | Indianapolis | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 86 | 3 | 89 |
| | Muncie | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 69 | 0 | 69 |
| | South Bend | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 75 | 0 | 75 |
| | Terre Haute | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 90 | 0 | 90 |
| | West Lafayette | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 85 | 0 | 85 |

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|-----------|-----------------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| IOWA | Ames | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 82 | 6 | 88 |
| | Cedar Rapids | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 2 | 100 |
| | Davenport | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 80 | 4 | 84 |
| | Des Moines | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 88 | 0 | 88 |
| | Dubuque | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 95 | 5 | 100 |
| | Iowa City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 12 | 100 |
| | Sioux City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 2 | 57 |
| | Waterloo | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 59 | 0 | 59 |
| | West Des Moines | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 94 | 5 | 99 |
| KANSAS | Emporia | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 63 | 0 | 63 |
| | Hutchinson | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 61 | 0 | 61 |
| | Kansas City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 64 | 4 | 68 |
| | Lawrence | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 92 | 6 | 98 |
| | Manhattan | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 81 | 0 | 81 |
| | Olathe | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 68 | 3 | 71 |
| | Overland Park | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 88 | 5 | 93 |
| | Topeka | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 77 | 3 | 80 |
| | Wichita | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 59 | 0 | 59 |
| KENTUCKY | Berea | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 35 | 0 | 35 |
| | Bowling Green | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 20 | 0 | 20 |
| | Covington | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 89 | 7 | 96 |
| | Frankfort | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 0 | 66 |
| | Lexington | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 86 | 9 | 95 |
| | Louisville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 96 | 7 | 100 |
| | Morehead | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 0 | 55 |
| | Owensboro | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 18 | 0 | 18 |
| LOUISIANA | Alexandria | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 39 | 4 | 43 |
| | Baton Rouge | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 44 | 6 | 50 |
| | Lafayette | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 14 | 0 | 14 |
| | Lake Charles | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 12 | 0 | 12 |
| | Metairie (Jefferson Parish) | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 26 | 0 | 26 |
| | Monroe | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 12 | 0 | 12 |
| | New Orleans | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 8 | 100 |
| | Shreveport | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 77 | 0 | 77 |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

Full scorecards for each city at hrc.org/mei

| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|---------------|---------------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| MAINE | Auburn | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 34 | 4 | 38 |
| | Augusta | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 46 | 6 | 52 |
| | Bangor | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 40 | 7 | 47 |
| | Brunswick | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 33 | 6 | 39 |
| | Lewiston | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 52 | 4 | 56 |
| | Orono | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 26 | 6 | 32 |
| | Portland | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 89 | 5 | 94 |
| | Scarborough | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 7 | 61 |
| | South Portland | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 4 | 58 |
| MARYLAND | Annapolis | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 80 | 4 | 84 |
| | Baltimore | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 94 | 6 | 100 |
| | Bowie | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 56 | 4 | 60 |
| | College Park | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 92 | 9 | 100 |
| | Columbia (Howard County) | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 90 | 12 | 100 |
| | Frederick | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 96 | 4 | 100 |
| | Gaithersburg | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 87 | 6 | 93 |
| | Hagerstown | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 2 | 68 |
| | Rockville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 10 | 100 |
| | Towson (Baltimore County) | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 82 | 4 | 86 |
| MASSACHUSETTS | Amherst | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 71 | 7 | 78 |
| | Arlington | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 92 | 8 | 100 |
| | Boston | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 8 | 100 |
| | Cambridge | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 14 | 100 |
| | Lowell | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 48 | 2 | 50 |
| | Northampton | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 94 | 10 | 100 |
| | Provincetown | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 94 | 8 | 100 |
| | Salem | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 2 | 100 |
| | Springfield | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 68 | 6 | 74 |
| | Worcester | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 99 | 4 | 100 |
| MICHIGAN | Ann Arbor | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 5 | 100 |
| | Detroit | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 95 | 11 | 100 |
| | East Lansing | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 6 | 100 |
| | Ferndale | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 93 | 12 | 100 |
| | Grand Rapids | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 90 | 2 | 92 |
| | Kalamazoo | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 78 | 2 | 80 |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

Full scorecards for each city at hrc.org/mei

| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|-------------|------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| MICHIGAN | Lansing | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 84 | 2 | 86 |
| | Pleasant Ridge | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 0 | 55 |
| | Sterling Heights | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 39 | 0 | 39 |
| | Traverse City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 82 | 2 | 84 |
| | Warren | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 16 | 0 | 16 |
| MINNESOTA | Bloomington | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 77 | 0 | 77 |
| | Duluth | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 82 | 8 | 90 |
| | Eden Prairie | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 51 | 0 | 51 |
| | Minneapolis | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 4 | 100 |
| | Minnetonka | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 43 | 0 | 43 |
| | Rochester | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 60 | 4 | 64 |
| | Saint Cloud | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 48 | 0 | 48 |
| | Saint Paul | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 99 | 5 | 100 |
| MISSISSIPPI | Bay St. Louis | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 3 | 0 | 3 |
| | Biloxi | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 30 | 0 | 30 |
| | Gulfport | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 13 | 0 | 13 |
| | Hattiesburg | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 35 | 3 | 38 |
| | Jackson | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 80 | 0 | 80 |
| | Ocean Springs | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 4 | 0 | 4 |
| | Oxford | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 17 | 0 | 17 |
| | Southaven | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Starkville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 16 | 0 | 16 |
| MISSOURI | Cape Girardeau | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Columbia | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 99 | 9 | 100 |
| | Independence | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 18 | 0 | 18 |
| | Jefferson City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 57 | 0 | 57 |
| | Kansas City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 85 | 9 | 94 |
| | Springfield | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 45 | 2 | 47 |
| | St. Charles | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 49 | 0 | 49 |
| | St. Louis | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 10 | 100 |
| MONTANA | Billings | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 20 | 0 | 20 |
| | Bozeman | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 75 | 3 | 78 |
| | Butte-Silver Bow | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 36 | 0 | 36 |
| | Great Falls | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 6 | 0 | 6 |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

Full scorecards for each city at hrc.org/mei

| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|---------------|---------------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| MONTANA | Helena | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 58 | 0 | 58 |
| | Kalispell | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 18 | 0 | 18 |
| | Missoula | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 93 | 6 | 99 |
| | Whitefish | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 57 | 1 | 58 |
| NEBRASKA | Bellevue | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 46 | 0 | 46 |
| | Fremont | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 20 | 0 | 20 |
| | Grand Island | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 47 | 0 | 47 |
| | Kearney | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 32 | 0 | 32 |
| | Lincoln | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 77 | 6 | 83 |
| | North Platte | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 32 | 0 | 32 |
| | Omaha | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 71 | 0 | 71 |
| NEVADA | Carson City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 48 | 2 | 50 |
| | Elko | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 48 | 2 | 50 |
| | Enterprise (Clark County) | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 91 | 10 | 100 |
| | Henderson | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 85 | 9 | 94 |
| | Las Vegas | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 87 | 15 | 100 |
| | Mesquite | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 29 | 2 | 31 |
| | North Las Vegas | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 2 | 56 |
| | Paradise (Clark County) | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 91 | 10 | 100 |
| | Reno | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 96 | 16 | 100 |
| | Sparks | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 42 | 2 | 44 |
| NEW HAMPSHIRE | Concord | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 71 | 2 | 73 |
| | Derry | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 56 | 4 | 60 |
| | Dover | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 2 | 68 |
| | Durham | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 86 | 4 | 90 |
| | Keene | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 65 | 4 | 69 |
| | Manchester | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 59 | 2 | 61 |
| | Nashua | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 50 | 2 | 52 |
| | Plymouth | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 42 | 2 | 44 |
| | Portsmouth | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 51 | 4 | 55 |
| | Rochester | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 37 | 4 | 41 |
| NEW JERSEY | Asbury Park | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 92 | 4 | 96 |
| | Elizabeth | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 69 | 2 | 71 |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

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| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|----------------|----------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| NEW JERSEY | Hoboken | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 91 | 12 | 100 |
| | Jersey City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 5 | 100 |
| | Lambertville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 91 | 7 | 98 |
| | Montclair | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 71 | 7 | 78 |
| | New Brunswick | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 65 | 2 | 67 |
| | Newark | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 59 | 2 | 61 |
| | Ocean Grove | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 82 | 7 | 89 |
| | Paterson | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 60 | 2 | 62 |
| | Princeton | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 96 | 9 | 100 |
| | Trenton | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 87 | 8 | 95 |
| NEW MEXICO | Albuquerque | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 78 | 13 | 91 |
| | Eldorado at Santa Fe | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 42 | 4 | 46 |
| | Farmington | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 38 | 4 | 42 |
| | Gallup | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 33 | 4 | 37 |
| | Las Cruces | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 47 | 9 | 56 |
| | Rio Rancho | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 40 | 4 | 44 |
| | Roswell | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 40 | 4 | 44 |
| | Santa Fe | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 56 | 9 | 65 |
| NEW YORK | Albany | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 13 | 100 |
| | Brookhaven | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 57 | 2 | 59 |
| | Buffalo | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 85 | 6 | 91 |
| | Ithaca | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 93 | 5 | 98 |
| | New York | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 95 | 17 | 100 |
| | Northwest Harbor | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 40 | 2 | 42 |
| | Rochester | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 93 | 9 | 100 |
| | Syracuse | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 65 | 7 | 72 |
| | White Plains | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 92 | 4 | 96 |
| | Yonkers | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 97 | 4 | 100 |
| NORTH CAROLINA | Carrboro | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 64 | 12 | 76 |
| | Cary | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Chapel Hill | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 68 | 18 | 86 |
| | Charlotte | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 57 | 5 | 62 |
| | Durham | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 10 | 65 |
| | Fayetteville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 37 | 2 | 39 |
| | Greensboro | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 64 | 15 | 79 |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

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|----------------|---------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| NORTH CAROLINA | Raleigh | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 51 | 13 | 64 |
| | Wilmington | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 29 | 0 | 29 |
| | Winston-Salem | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 45 | 9 | 54 |
| NORTH DAKOTA | Bismarck | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 63 | 0 | 63 |
| | Fargo | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 72 | 13 | 85 |
| | Grand Forks | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 78 | 0 | 78 |
| | Jamestown | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 37 | 0 | 37 |
| | Mandan | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 42 | 0 | 42 |
| | Minot | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 47 | 0 | 47 |
| | West Fargo | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 44 | 0 | 44 |
| | | | | | | | | | |
| OHIO | Akron | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 92 | 7 | 99 |
| | Cincinnati | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 96 | 14 | 100 |
| | Cleveland | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 94 | 9 | 100 |
| | Columbus | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 9 | 100 |
| | Dayton | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 97 | 4 | 100 |
| | Dublin | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 44 | 0 | 44 |
| | Lakewood | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 83 | 4 | 87 |
| | Toledo | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 89 | 9 | 98 |
| | | | | | | | | | |
| OKLAHOMA | Broken Arrow | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Edmond | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 26 | 0 | 26 |
| | Lawton | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 17 | 0 | 17 |
| | Moore | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Norman | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 92 | 0 | 92 |
| | Oklahoma City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 3 | 57 |
| | Stillwater | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 26 | 0 | 26 |
| | Tulsa | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 68 | 10 | 78 |
| | | | | | | | | | |
| OREGON | Ashland | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 49 | 6 | 55 |
| | Bend | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 56 | 2 | 58 |
| | Corvallis | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 62 | 2 | 64 |
| | Eugene | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 5 | 100 |
| | Gresham | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 4 | 70 |
| | Hillsboro | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 4 | 58 |
| | Portland | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 10 | 100 |
| | Salem | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 88 | 2 | 90 |
| | | | | | | | | | |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

Full scorecards for each city at hrc.org/mei

| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|----------------|----------------------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| PENNSYLVANIA | Allentown | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 8 | 100 |
| | Carlisle | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 86 | 0 | 86 |
| | Erie | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 78 | 2 | 80 |
| | Harrisburg | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 66 | 3 | 69 |
| | New Hope | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 86 | 3 | 89 |
| | Philadelphia | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 14 | 100 |
| | Pittsburgh | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 11 | 100 |
| | Reading | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 89 | 2 | 91 |
| | State College | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 94 | 8 | 100 |
| | Wilkes-Barre | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 86 | 4 | 90 |
| RHODE ISLAND | Cranston | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 2 | 57 |
| | East Providence | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 62 | 2 | 64 |
| | Kingston (South Kingstown) | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 54 | 2 | 56 |
| | Narragansett | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 48 | 2 | 50 |
| | Newport | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 55 | 5 | 60 |
| | Pawtucket | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 60 | 2 | 62 |
| | Providence | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 100 | 6 | 100 |
| | Warwick | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 61 | 4 | 65 |
| | | | | | | | | | |
| SOUTH CAROLINA | Charleston | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 73 | 8 | 81 |
| | Clemson | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Columbia | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 60 | 0 | 60 |
| | Greenville | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 33 | 0 | 33 |
| | Mount Pleasant | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 32 | 0 | 32 |
| | Myrtle Beach | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 50 | 2 | 52 |
| | North Charleston | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 38 | 2 | 40 |
| | Rock Hill | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 17 | 0 | 17 |
| | | | | | | | | | |
| SOUTH DAKOTA | Aberdeen | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 12 | 0 | 12 |
| | Brookings | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 98 | 4 | 100 |
| | Mitchell | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Pierre | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Rapid City | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 19 | 0 | 19 |
| | Sioux Falls | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 60 | 2 | 62 |
| | Spearfish | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 19 | 0 | 19 |
| | Vermillion | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 41 | 2 | 43 |
| | Watertown | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 29 | 0 | 29 |
| | | | | | | | | | |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

Full scorecards for each city at hrc.org/mei

| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|-----------|-----------------|----------------------------|------------------------------|-------------------------|------------------------|---------------------------------|-----------------|-------------|-------------|
| TENNESSEE | Chattanooga | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 45 | 0 | 45 |
| | Clarksville | <div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | <div></div> | 17 | 0 | 17 |
| | Franklin | <div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 19 | 0 | 19 |
| | Johnson City | <div></div> | <div></div> | <div></div> | <div><div></div></div> | <div></div> | 12 | 0 | 12 |
| | Knoxville | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 53 | 7 | 60 |
| | Memphis | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 45 | 3 | 48 |
| | Murfreesboro | <div></div> | <div></div> | <div></div> | <div><div></div></div> | <div></div> | 12 | 0 | 12 |
| | Nashville | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 64 | 14 | 78 |
| TEXAS | Amarillo | <div></div> | <div><div></div></div> | <div><div></div></div> | <div></div> | <div></div> | 19 | 2 | 21 |
| | Arlington | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 55 | 8 | 63 |
| | Austin | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 100 | 15 | 100 |
| | Brownsville | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 34 | 0 | 34 |
| | College Station | <div></div> | <div></div> | <div></div> | <div><div></div></div> | <div></div> | 12 | 0 | 12 |
| | Corpus Christi | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 46 | 2 | 48 |
| | Dallas | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 89 | 12 | 100 |
| | Denton | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 59 | 4 | 63 |
| | El Paso | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 48 | 5 | 53 |
| | Fort Worth | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 91 | 9 | 100 |
| | Garland | <div></div> | <div></div> | <div></div> | <div><div></div></div> | <div></div> | 12 | 2 | 14 |
| | Grand Prairie | <div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 27 | 0 | 27 |
| | Houston | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 63 | 13 | 76 |
| | Irving | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 36 | 0 | 36 |
| | Killeen | <div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 19 | 0 | 19 |
| | Laredo | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 0 | 0 |
| | Lubbock | <div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 26 | 0 | 26 |
| | McAllen | <div></div> | <div><div></div></div> | <div></div> | <div></div> | <div></div> | 7 | 0 | 7 |
| | McKinney | <div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 26 | 0 | 26 |
| | Mesquite | <div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 29 | 0 | 29 |
| | Pasadena | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 0 | 2 | 2 |
| | Plano | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 68 | 1 | 69 |
| | Round Rock | <div></div> | <div></div> | <div></div> | <div><div></div></div> | <div></div> | 12 | 0 | 12 |
| | San Antonio | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 83 | 18 | 100 |
| | Waco | <div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 32 | 2 | 34 |
| UTAH | Logan | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 46 | 2 | 48 |
| | Ogden City | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 54 | 4 | 58 |
| | Orem | <div><div></div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 20 | 2 | 22 |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

Full scorecards for each city at hrc.org/mei

| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|------------|----------------------|----------------------------|------------------------------|-------------------------|------------------------|---------------------------------|-----------------|-------------|-------------|
| UTAH | Park City | <div><div></div></div> | <div><div></div></div> | <div></div> | <div></div> | <div><div></div></div> | 35 | 2 | 37 |
| | Provo | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 50 | 2 | 52 |
| | Salt Lake City | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 70 | 5 | 75 |
| | West Jordan | <div><div></div></div> | <div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 34 | 2 | 36 |
| | West Valley City | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 46 | 2 | 48 |
| VERMONT | Barre | <div><div></div></div> | <div></div> | <div></div> | <div></div> | <div></div> | 28 | 4 | 32 |
| | Brattleboro | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 54 | 4 | 58 |
| | Burlington | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 91 | 7 | 98 |
| | Castleton | <div><div></div></div> | <div><div></div></div> | <div></div> | <div></div> | <div></div> | 42 | 4 | 46 |
| | Essex | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 54 | 4 | 58 |
| | Montpelier | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 46 | 6 | 52 |
| | Rutland | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 55 | 4 | 59 |
| | South Burlington | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 55 | 4 | 59 |
| | Winooski | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 56 | 4 | 60 |
| VIRGINIA | Alexandria | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 100 | 8 | 100 |
| | Arlington County | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 94 | 16 | 100 |
| | Charlottesville | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 84 | 5 | 89 |
| | Chesapeake | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div></div> | 59 | 2 | 61 |
| | Fairfax County | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 77 | 11 | 88 |
| | Hampton | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 72 | 6 | 77 |
| | Newport News | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 72 | 2 | 74 |
| | Norfolk | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 85 | 6 | 91 |
| | Richmond | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 100 | 5 | 100 |
| | Roanoke | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 50 | 4 | 54 |
| | Virginia Beach | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 100 | 13 | 100 |
| WASHINGTON | Bellevue | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 97 | 7 | 100 |
| | Bellingham | <div><div></div></div> | <div><div></div></div> | <div></div> | <div><div></div></div> | <div><div></div></div> | 61 | 3 | 64 |
| | Kent | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 75 | 5 | 80 |
| | Olympia | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 96 | 9 | 100 |
| | Pullman | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div></div> | 54 | 2 | 56 |
| | Seattle | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 98 | 13 | 100 |
| | Spokane | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 64 | 3 | 67 |
| | Tacoma | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 83 | 13 | 96 |
| | Vancouver | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 63 | 9 | 72 |
| | Vashon (King County) | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | <div><div></div></div> | 81 | 13 | 94 |

NO CREDIT PARTIAL MINORITY CREDIT HALF CREDIT PARTIAL MAJORITY CREDIT FULL CREDIT

SCORES

Full scorecards for each city at hrc.org/mei

| STATE | CITY | I. Non-Discrimination Laws | II. Municipality as Employer | III. Municipal Services | IV. Law Enforcement | V. Leadership on LGBTQ Equality | STANDARD POINTS | FLEX POINTS | FINAL SCORE |
|---------------|--------------|----------------------------|------------------------------|-------------------------|---------------------|---------------------------------|-----------------|-------------|-------------|
| WEST VIRGINIA | Charles Town | ● | 🕒 | ○ | ○ | ● | 45 | 0 | 45 |
| | Charleston | ● | 🕒 | ● | ● | ● | 88 | 4 | 92 |
| | Huntington | ● | 🕒 | ● | ● | ● | 98 | 6 | 100 |
| | Lewisburg | ● | ○ | 🕒 | ○ | ● | 43 | 2 | 45 |
| | Morgantown | ● | 🕒 | 🕒 | 🕒 | ● | 71 | 6 | 77 |
| | Parkersburg | ○ | ○ | ○ | 🕒 | 🕒 | 13 | 0 | 13 |
| | Wheeling | ● | ○ | 🕒 | 🕒 | ● | 57 | 2 | 59 |
| WISCONSIN | Appleton | ● | 🕒 | 🕒 | 🕒 | 🕒 | 70 | 4 | 74 |
| | Green Bay | 🕒 | 🕒 | 🕒 | ● | 🕒 | 60 | 0 | 60 |
| | Kenosha | 🕒 | 🕒 | ○ | ○ | ● | 37 | 2 | 39 |
| | Madison | ● | ● | ● | ● | ● | 100 | 18 | 100 |
| | Milwaukee | ● | 🕒 | ● | ● | ● | 98 | 5 | 100 |
| | Oshkosh | 🕒 | 🕒 | 🕒 | 🕒 | 🕒 | 61 | 0 | 61 |
| | Racine | ● | 🕒 | ● | 🕒 | ● | 80 | 6 | 86 |
| WYOMING | Casper | ○ | 🕒 | ○ | ○ | 🕒 | 11 | 0 | 11 |
| | Cheyenne | ○ | 🕒 | ○ | ○ | 🕒 | 16 | 0 | 16 |
| | Gillette | ○ | 🕒 | ○ | 🕒 | 🕒 | 22 | 0 | 22 |
| | Jackson | ● | 🕒 | ○ | 🕒 | ● | 62 | 0 | 62 |
| | Laramie | ● | 🕒 | 🕒 | 🕒 | ● | 69 | 3 | 72 |
| | Rock Springs | ○ | ○ | ○ | ○ | ○ | 0 | 0 | 0 |
| | Sheridan | ○ | ○ | ○ | 🕒 | ○ | 12 | 0 | 12 |

○ NO CREDIT

🕒 PARTIAL MINORITY CREDIT

🕒 HALF CREDIT

● PARTIAL MAJORITY CREDIT

● FULL CREDIT

ACKNOWLEDGEMENTS

ABOUT THE AUTHOR

XAVIER PERSAD serves as Senior Legislative Counsel at the Human Rights Campaign and provides his legal research and analysis skills and policy experience to ensure that the Municipal Equality Index is incisive, accurate, and resourceful. He focuses on state and local law and policy, including protections against conversion therapy and anti-discrimination safeguards in employment, housing, and public spaces. Xavier obtained his Master of Laws degree from the London School of Economics and Political Science and his law degree from Florida A&M University College of Law. He is a member of the Florida Bar.

ABOUT THE MEI TEAM

This project would not exist without the dedication, persistence, and ingenuity of the MEI team and those who have supported us. To reach the MEI team with questions, comments, suggestions, or requests for MEI hard copies or other resources, please email mei@hrc.org.

COLIN KUTNEY is one of HRC’s two-person core MEI team in the role of Senior Manager for State and Municipal Programs at the Human Rights Campaign. He expertly manages both the Municipal Equality Index and the State Equality Index each year. Colin conducts research, manages all project logistics, analyzes MEI data, and works one-on-one with cities across the country to advance LGBTQ equality. He carries the weight of this extensive project with incredible strength and a contagious optimism. Colin is a graduate of the University at Albany in Albany, NY.

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