



HUMAN
RIGHTS
CAMPAIGN
FOUNDATIONTM

THE LOOK FORWARD



2023 CEI Educational Series

THE LOOK FORWARD Today's Hosts!



Raina Nelson

they/them

Senior Manager

Workplace Equality Program



Marcos Garcia

he/him

Deputy Director

Workplace Equality Program



Shawnie Hawkins

she/her

Director

Workplace Equality Program



How to engage...

This is a recorded Presentation followed by Q&A

- Microphones are automatically muted
- Type in your questions via the Q&A function

Recording and all slides will be shared with attendees



Welcome to The Look Forward

Welcome to today's installment of The Look Forward Webinar Series

- 2023 CEI Educational Series every other Monday
- 50 Minutes (Including Q&A)

Purpose of this Webinar:

- The Workplace Equality team is bringing you HRC Foundation's new **webinar series** – timely topics to help guide your efforts in your own organizations.
- Engage with diversity & inclusion thought-leaders
- Stay up to date with information relevant to LGBTQ+ workplace equality



Who's this for?

- HR professionals
- D&I professionals
- LGBTQ+ Employee Resource and Affinity Group members
- Executive Sponsors of LGBTQ+ employee groups
- Other stakeholders in workplace inclusion



FAQs before we get started

- *All slides and resources will be shared with attendees*
- This session is being recorded
- The ***2023 CEI survey will open in Spring 2023***
 - Employers will have 3 months to complete the survey
- All changes need to be in place by the submission deadline in 2023



Today's Agenda

- 2023 CEI Preliminary Scorecard Review
- Update from the Director of the Workplace Equality Program
- Open Q&A



Today's Agenda

PLEASE NOTE:

Today's presentation will only cover the 2023 Preliminary Scorecard email you received

For an overview of the criteria changes or guidance on specific criteria:

- View our 2023 CEI Informational Webinar
- Check out the 2023 CEI Criteria Toolkit
- Review our past criteria webinars

2023 CEI Preliminary Scorecard Review

2023 Preliminary Scorecard Email



CORPORATE EQUALITY INDEX

RATING WORKPLACES ON EQUALITY AND INCLUSION FOR LGBTQ+ EMPLOYEES

Hello Marcos,

On behalf of the Human Rights Campaign Foundation, we would like to thank you and HRC Hospital for your continued support of our work for the advancement of the LGBTQ+ community.

We have included the 2023 CEI Preliminary Scorecard for your review below. In the Preliminary Scorecard you will find a breakdown of the 2023 CEI Scoring Criteria and the possible scores your company can receive. In the rightmost column of the table, we have used your 2022 CEI data to pre-fill the score your company could receive if the benefits and initiatives you already provide remain in effect for the 2023 CEI survey cycle.

We'd also like to remind you of our bi-monthly webinar: ***The Look Forward: 2023 CEI Educational Series*** taking place this Monday, **December 5, 2022 at 3pm ET/12pm PT**. We invite you to join us as we walk you through the scorecard and discuss important updates to the upcoming CEI 2023 survey. [Use this link](#) to register for Monday's webinar.

A few important notes about the 2023 CEI Preliminary Scorecard breakdown:

The missing 15 points: You will see initiatives for which you did not receive points and may be concerned about. In the CEI 2023 Criteria there are three new score areas (each worth 5 points) about which you *have not been asked*:

- [2a. Training and Accountability](#) (webinar link)
- [2d. LGBTQ+ Benefits Guide](#) (FAQ PDF link)
- [3c. Transgender Inclusion Best Practices](#) (webinar link)



2023 Preliminary Scorecard

2023 CEI Preliminary Score Breakdown	Points Possible	Points Earned
1) Workforce Protection (5 points possible)		
a. EEO/END policy includes sexual orientation and gender identity for all operations	5	0
2) Inclusive Benefits (50 Points Possible)		
a. Parity between same and different-sex partner benefits	10	0
b. Parity in spousal and domestic partner family formation benefits regardless of sex	10	10
c. Transgender-Inclusive Health Care Coverage (Affirmation in contract documentation, removal of exclusions and barriers to care; at least 5 additional essential services)	25	10
d. LGBTQ+ Benefits Guide	5	Not evaluated in 2022
3) Supporting an Inclusive Culture (25 Points Possible)		
a. Demonstrate at least 4 LGBTQ+ internal training and accountability best practices	5	Not evaluated in 2022
b. Demonstrate at least 1 LGBTQ+ data collection effort	5	0
c. Transgender inclusion best practices (Implementation of gender transition guidelines and at least 1 other policy or practice)	5	No evaluated in 2022
d. LGBTQ+ Employee Resource Group—OR— Diversity Council with LGBTQ+ focus	10	10
4) Corporate Social Responsibility (20 Points Possible)		
a. At least 5 distinct efforts outreach or external with the LGBTQ+ community	15	0
b. LGBTQ+ Corporate Social Responsibility	5	5
2023 Preliminary CEI Score	100	35

- What is the scorecard?
- How were scores calculated?
- What does this score mean for the 2023 CEI?

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3) Supporting an Inclusive Culture (25 Points Possible)		
a. Demonstrate at least 4 LGBTQ+ internal training and accountability best practices	5	Not evaluated in 2022
b. Demonstrate at least 1 LGBTQ+ data collection effort	5	0
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2023 Preliminary Scorecard

2) Inclusive Benefits (50 Points Possible)

a. Parity between same and different-sex partner benefits	10	0
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The missing 15 points: You will see initiatives for which you did not receive points and may be concerned about. In the CEI 2023 Criteria there are three new score areas (each worth 5 points) about which you *have not been asked*:

- [2d. LGBTQ+ Benefits Guide](#) (FAQ PDF link)
- [3a. Training and Accountability](#) (webinar link)
- [3c. Transgender Inclusion Best Practices](#) (webinar link)

- These are best practices that we have worked with many of you over the years to implement in your companies -- and we expect these can be implemented this year by other participating companies that have not yet implemented them using the resources we have linked above.
- You may be implementing some of this already, but these have not yet been asked so we have not granted these 15 points to any CEI participant in the Preliminary Scorecard. You will have a chance to increase your score (and receive these points) when you complete the CEI 2023 survey next year.

d. LGBTQ+ Employee Resource Group –OR– Diversity Council with LGBTQ+ focus	10	10
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New Criteria Categories

We have added some completely new requirements including trans inclusion best practices, and an LGBTQ+ benefits guide

Overview of these new requirements/criteria

- Transgender inclusion best practices
 - Gender transition guidelines now required
 - Plus one other inclusion BP: inclusive restroom policy, gender neutral dress code, policy/practice for optional pronoun sharing
- LGBTQ+ benefits guide
 - General overview of benefits important to the community (transition care, family formation, HIV/AIDS care)
 - Should also include contact information and information on appeals, where applicable
- For more on this, please see the following [past webinars](#)
 - 9/26 (Transgender Inclusion Best Practices)
 - 8/29 (LGBTQ+ Benefits Guide and Inclusive Benefits Refresher)



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a. At least 5 distinct efforts outreach or external with the LGBTQ+ community	15	0
b. LGBTQ+ Corporate Social Responsibility	5	5
2023 Preliminary CEI Score	100	35

To reiterate:

- This is **only** a Preliminary Score
- Information about the new scored questions (the 15 points) is in your email

*Update from the
Director of the
Workplace Equality Program*



Transgender-Inclusive Health Benefits

2023 CEI Transgender Inclusive Health Benefits Requirement (Legacy 2022 CEI Requirement)

Employer must have at least one firm-wide plan that explicitly affirms coverage for transition-related care

- Plan documentation should be readily available to employees and clearly communicate inclusive insurance options to employees and their eligible dependents
- Benefits available to other employees must extend to transgender individuals. The following benefits should all extend to transgender individuals, including for services related to gender transition (e.g., medically necessary services related to sex affirmation/reassignment):
 - Short term medical leave
 - Mental health benefits v. Pharmaceutical coverage (e.g., for hormone replacement therapies)
 - Coverage for medical visits or laboratory services
 - Coverage for reconstructive surgical procedures related to sex reassignment
 - Coverage of routine, chronic, or urgent non-transition services (e.g., for a transgender individual based on their sex or gender. For example, prostate exams for women with a transgender history and pelvic/gynecological exams for men with a transgender history must be covered.)

Employer must have removed all broad exclusions to transition-related health care coverage across all plan offerings.

Questions?

Please use the Q&A function to ask your questions!

Next Steps



Next Steps

Start preparing now!

- Review the criteria changes and compare them to your previous submission and current policies/practices/benefits.

Get your team ready

- Be sure to identify which departments/individuals will need to be involved in the CEI early on in the process AND which documents you will need to submit.

Re-review our webinars and resources

- Revisit our *The Look Forward* webinars for information
- Re-read the Criteria Evolution and LGBTQ+ Benefits Guide to ensure your company meets our criteria



Next Session Details:

**Monday, January 16
@ 3pm ET**

THANK YOU!



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