THE LOOK FORWARD

2023 CEI Educational Series
Welcome to today’s installment of The Look Forward Webinar Series
• 2023 Educational Series every other Monday
• 50 Minutes (Including Q&A)

Purpose of this Webinar: Policy – Training – Best Practices
• 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 for workplace inclusion
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*
FAQs before we get started

- *All slides and resources will be shared with attendees*
- This session is being recorded
- There will be no CEI survey calendar year 2022
- 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

• Background: The Current Landscape

• Issues of Concern
  ○ Lack of clarity and understanding
  ○ Impact of anti-trans sentiment
  ○ Inadequate leave policies

• Best Practices
  ○ Intentional support for transitioning employees
  ○ Expanding coverage

• Further Considerations for Inclusion
  ○ New global standards

• Q&A
PLEASE NOTE:
Today’s presentation will be about Transgender-Inclusive Benefits.

For a more general overview of the criteria changes:
● Watch our 2023 CEI Informational Webinar
● Check out the 2023 CEI Criteria Toolkit or
● Review the CEI criteria webpage
Background

The Current Landscape
Current Landscape: CEI vs. Reality

Despite top scores for coverage of baseline transition care, many transitioning employees of CEI-rated companies struggle to access or understand their benefits:

- While plan documents affirm coverage for benefits, in general, there often very little specific information similar to other covered services
  - Clinical policies typically defer to contract documents
- Employees report that company leadership may not understand the medical and social needs of trans employees
- This disconnect is part of the reason for updated criteria, but more can and should be done to ensure adequate coverage
Issues of Concern

Transgender-Inclusive Healthcare Benefits
Lack of Clarity and Understanding

Employers

Employers tend not to understand what is actually covered under their plans (often overestimate the quality of coverage), how the coverage is administered, or the needs of trans/nb employees in general.

Employees

Limited and difficult to understand plans and lack of knowledge on the part of employers and insurers can make obtaining care very difficult; Cost of inclusive plan options can be cost-prohibitive.

Insurers

Account managers and others within insurance companies tend to have a limited understanding of trans care and trans people generally; Slow to accept necessity of essential care and slow to remove unnecessary barriers to care.
Inadequate leave policies

Minimal or standard leave policies do not provide adequate time off to recover from some gender transition procedures.

- Adequate rest is a necessary part of any recovery for a medical procedure. Trans employees that do not have enough time accrued or savings to offset STD insurance may be forced to return to work before fully healed.
- Efforts should be made by employers to modify regulations that stipulate leave periods to reduce the burden on employees or the detriment to their health inflicted by inadequate healing time, when necessary
  - This applies to many health conditions, not just transitioning employees
Impact of Anti-Trans Sentiment

Ongoing legislative attacks over the past 3 years are having a demonstrable impact on the mental health and well-being of LGBTQ+ people.

- Two-thirds of LGBTQ+ youth report that recent debates about state laws restricting the rights of transgender individuals have negatively impacted their mental health.
- LGBTQ+ mental health hotlines, such as the Trevor Project, have experienced a dramatic increase in calls recently
  - Many cite the ongoing attacks on trans rights as a culprit
- Barriers to medically necessary care contribute to the sense of hopelessness that can drive some transgender people to despair and suicidal ideation
Best Practices

What are best-in-class employers doing to support trans employees?
Intentional support for trans employees

Holistic approach to care, including dedicated specialists or care teams for difficult or complex life changes

- Some internal HR or DEI professionals with specialized training
- Others are outside specialists as a part of EAP or concierge services
- Most robust programs were universal, but included special support for those transitioning in the workplace
Expanding coverage

Robust approach to coverage of surgical, non-surgical, and even non-medical transition care

- Use of concierge services with high-quality, robust plans with contemporary care options like telehealth (Included Health, Folx, etc.)
- Reimbursement for services that may not have adequate care networks (e.g. hair removal)
- Aggressive approach to self-funded benefits to ensure coverage of essential care (hair removal, FFS, lipoplasty/filling, etc.)
- Coverage for non-medical necessities that may be overlooked, like clothing, outside of the health plan.
Further Considerations

Transgender-Inclusive Healthcare Benefits
Changing global guidance

ICD-11
Stigmatizing labels like “transsexualism” will no longer exist in the mental health chapter of the ICD. Instead, a new chapter entitled “Conditions Related to Sexual Health” has been adopted, and ICD-11 has redefined gender identity-related health as “gender incongruence of adolescence and adulthood” and “gender incongruence of childhood.” Takes time for US to catch up to these changes. May make harmonization of benefits difficult.

WPATH SOC v8
The World Professional Association for Transgender Health (WPATH) will be releasing version 8 of the Standards of Care in late 2022. The extent of the changes will not be known until the release.
Unsure about your benefits? We’re here to help!

Reach out to us at cei@hrc.org!
Q+A

Transgender Inclusive Health Care Benefits
FAQs before we get started

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Questions?

Please use the Q&A function to ask your questions!
Next Session Details:

Monday, June 6th
@ 3pm ET
THANK YOU!

HUMAN RIGHTS CAMPAIGN FOUNDATION