



THE 2026 CORPORATE EQUALITY INDEX

Equality 100 Nuts and Bolts

Marcos R. Garcia, Deputy Director, Workplace Equality, he/him

June 18, 2025

Today's Presenter



Marcos Garcia

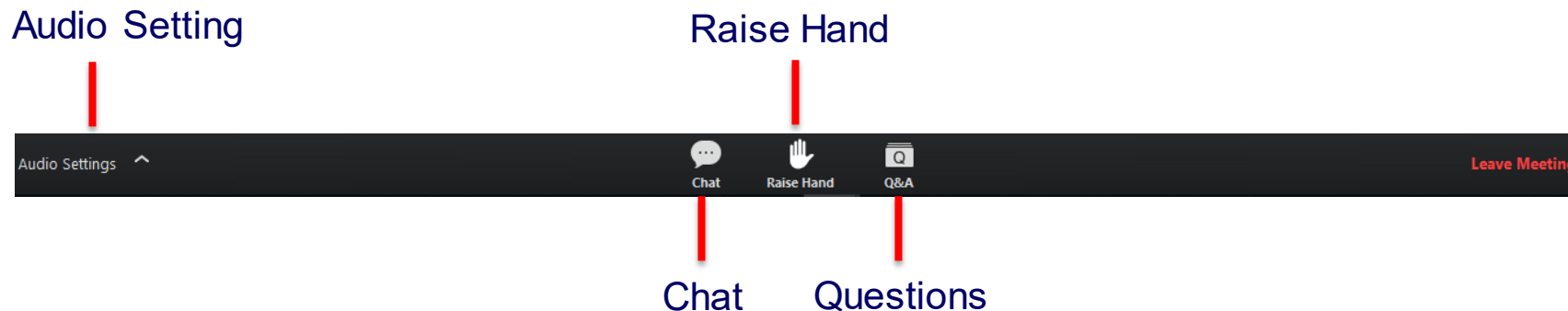
he/him

Deputy Director
Workplace Equality Program



Housekeeping

- This session is being recorded.
- The slide deck and recording will be shared with all registrants.
- All lines are muted.
- You may submit questions via the Control Panel to the Q&A
- You can chat with hosts
- Use Zoom's "Audio Setting" to access audio via your Telephone or your computer's Speakers.



Corporate Equality Index: Transforming Workplaces



Corporate Equality Index 2025

Rating Workplaces on Lesbian, Gay, Bisexual, Transgender and Queer Equality

The grid contains the following icons:

- Top row: ID card, pen writing, laptop.
- Middle row: person at desk, equals sign, coffee cup.
- Bottom row: calendar, envelope, calendar.

workplace equality program

HUMAN RIGHTS CAMPAIGN FOUNDATION

The Four Pillars of the CEI: Rooted in Fairness and Opportunity for All

WORKFORCE PROTECTIONS



Affirming every employee's right to a safe and outcome focused workplace

INCLUSIVE BENEFITS



Ensuring equal access to essential healthcare and family planning support for all employees.

INCLUSIVE CULTURE



Fostering a workplace where everyone, including LGBTQ+ employees, feels valued and able to contribute.

OUTREACH / ENGAGEMENT



Aligning core business operations with values of inclusion, safety, and belonging.

Sample Resources

CEI 2025 Scoring Criteria

CEI 2025 Question Requirements Grid

2026 CEI Rating Criteria	
Criteria 1. Workforce Protections	5 Points Total
1. Employment Non-Discrimination Businesses' employment non-discrimination policy must include the terms "sexual orientation" and "gender identity or expression" (or "gender identity") for all operations	Full Credit: 5 points No partial credit offered
Criteria 2. Inclusive Benefits	50 Points Total
To secure full credit for benefits criteria, each benefit must be available to all benefits-eligible U.S. employees. In areas where more than one health insurance plan is available, at least one inclusive plan must be available.	
2a. Domestic Partner Benefits Businesses must have equivalency in same- and different-sex domestic partner benefits - Medical Benefits provided for spouses and partners must include: - Health/Medical, Dental, Vision, Dependent Coverage and COBRA benefits - Soft Benefits (if offered) can include: - FMLA, Bereavement, supplemental life insurance, relocation/travel assistance, employee discounts, employee assistance program, QJSA/QJSA-equivalent benefit, QPSA/QPSA-equivalent benefit, cash balance plans, hardship distribution option, rollover distribution option	Full Credit: 10 points Partial Credit: 5 points (if soft benefits are provided to all spouses but not domestic partners)
2b. Family Formation Benefits Businesses must have equivalency in spousal and domestic partner family formation benefits regardless of sex - Equivalency must be provided if the following services are available: - Adoption Assistance - Cryopreservation - Infertility treatment coverage (non-in-vitro) - Foster care assistance - In-vitro fertilization - Surrogacy benefits - Paid family leave (non-FMLA)	Full Credit: 10 points Partial Credit: 5 points (if lack of parity provided in either between spouses and partners OR between different and same-sex spouses)
2c. Comprehensive Health Benefits Businesses must have comprehensive health coverage for all employees (including transgender employees) without exclusion for medically necessary care - Baseline coverage MUST include the following: - Mental health benefits - Pharmaceutical coverage (e.g. hormone replacement therapies) - Coverage for medical visits or laboratory services - Coverage for reconstructive surgical procedures related to gender reassignment (including reconstructive chest, breast, and genital procedures) - Short-term medical leave	Full Credit: 25 points Partial Credit: 10 points (if broad exclusions for transgender benefits are not removed from all non-inclusive health plans)
2d. Comprehensive Health Benefits Guide Businesses must provide a comprehensive health benefits guide for its employees that includes coverage pertinent to the LGBTQ+ community	Full Credit: 5 points No partial credit offered

CEI 2026 Scored Question Requirements Grid
Thank you for your interest in the 2026 CEI! We have created our CEI Requirements Grid to serve as a survey completion companion to provide more in-depth information on our criteria and how your business can meet each criterion requirement. How to use this guide: We strongly recommend printing this grid and the CEI 2026 Scoring Criteria as you complete the 2026 CEI survey. We have found that users utilize the grid as a checklist as they are working through the survey, and it allows for quick and easy tracking of progress in the survey. The CEI 2026 Requirements Grid explains each of the criteria scored in the CEI and provides documentation requirements to assist your team in completing the survey. In the leftmost column, we have provided a simplified version of the criterion; in the center, we've provided the question and question number in the CEI, and in the right column, we've provided the required documentation we are looking for when you submit your survey. Please use this before reaching out to our team with questions on whether your initiatives meet our criteria. General notes about the 2026 CEI Survey Questions: Do I need to answer everything? If a question is displayed to you in the CEI survey, it is required to be answered. You will not be able to FINALIZE survey sections without answering or providing documentation for all displayed questions. How do I see my Score? You may check your facility's score using the Table of Contents left-hand panel (the three-line or "hamburger" menu) and select "Preliminary Scoring." Note, if you see miscalculations, please note the scored questions in the provided table, return to the section, update your answers, and click through the entire section (including the Draft/Final question) for the score to recalculate. - Additionally, if your score is consistently miscalculating, this is only a preliminary score. We will re-review your survey and make sure the correct score is given to your business before the 2026 CEI Report Launch in January 2026. How do I view or remove an attachment I've added? Unfortunately, the survey system does not allow you to remove an attachment. If you would like to view a file you've attached, we recommend re-uploading the correct document. If you would like to remove a document, we recommend uploading a blank document to overwrite the document you originally submitted. When is the 2026 CEI Survey due? The 2026 CEI Survey is due on Friday, August 1, 2025. Are there more FAQs available? Yes! Please visit this page for further information and documentation to help you complete the 2026 CEI. Can we have a call and/or where can I ask questions? Please attend one of our office hours that are offered every week during the survey open season. You may find more information about this on your CEI survey login page or at the bottom of each CEI survey page. You can also email our team at any time at cei@hrc.org. We look forward to working with you! CEI 2026 Question Requirements Grid
Page 1

Workforce Protections
Employment Non-Discrimination Full credit offered For examples that meet the criteria, please see page 5 of the CEI Resource Guide .
Validating Information Required
Must upload a copy of the employment non-discrimination policy NOTE: Businesses must submit the internally approved policy document.

Office Hours



CORPORATE EQUALITY INDEX

RATING WORKPLACES ON EQUALITY AND INCLUSION FOR LGBTQ+ EMPLOYEES

CEI 2026 Communications

ALL 2026 CEI Surveys are due Friday August 29, 2025.

Technology Requirements: Please use Chrome, Firefox or Safari browsers while completing the CEI 2026. There are known compatibility issues with Internet Explorer/Microsoft Edge and we recommend avoiding these browsers, if possible.

Have a quick question? Join us for Office Hours!

Book office hour times with the Workplace Team on Tuesday and Thursday afternoons, or Wednesday mornings for ten minutes to discuss any burning questions in the CEI.

These office hours will run from now through the CEI survey closure on Friday, August 29.

[Book time now!](#)

book now

appointlet

Login to continue to the CEI 2026 Survey for

Login

[Forgot Credentials?](#)

Current Survey Status: **Not Started**

[Click here for more information about the various survey status types.](#)

Helpful Resources

Links

- [CEI 2026 Resource Guide \[PDF\]](#)
This guide provides detailed information and supporting resources for each scored question in the CEI 2026.
- [CEI 2026 Scoring Criteria \[PDF\]](#)
A concise 4-page summary of the CEI 2026 criteria.
- [CEI 2026 Equality 100 Survey \[PDF\]](#)
The PDF version of the CEI survey for Equality 100 companies. Not for submission.
- [CEI 2026 Full Survey \[PDF\] LINK COMING SOON](#)
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Formatted for legal-size printing; ideal for adding company-specific notes.
- [CEI 2026 Question Requirements Grid \(Full Survey\) Legal Size \[DOCX\]](#)
A Word version of the legal-size grid for easy editing and internal tracking.

Please reach out to us at CEI@HRC.ORG if you need assistance with the CEI 2026 .



Completing the CEI Survey



Logging into the CEI



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Please reach out to us at CEI@HRC.ORG if you need assistance with the CEI 2026 .



Navigating the CEI: Welcome Screen



HOME PAGE

Welcome

Welcome to the 2026 Corporate Equality Index (CEI) survey for Equality 100 Awardees!

Thank you for participating in the 2025 Corporate Equality Index and congratulations on earning the 2025 Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion!

Because of this, has qualified for the Equality 100 survey for the 2026 CEI survey cycle. This process is streamlined to improve your CEI experience.

For this streamlined survey on the following pages, please complete the Equality 100

Attestations: These attestations ask your team to confirm that the policies and practices you had in place for the 2025 CEI are still in place and active for the 2026 CEI. For each CEI criteria sub-section your team will attest that the policy/practice is still in place.

- NOTE: If you find that there any of your answers are "No or "Not Sure" in the Attestation section, please reach out to the CEI team (cei@hrc.org) to discuss. We may require that you complete a full CEI survey.

Once you have completed the attestations and answered our questions, please be sure to submit your survey by **Friday, August 29, 2025**.



Navigating the CEI: Survey Contributors

Please note that while multiple people can work on the survey, multiple people working on it at the same time from different computers is likely to cause errors and should be avoided.

* 2026 CEI Survey Contributor 1

First Name

Last Name

Pronouns (Optional. Enter "n/a" if you do not wish to share)

Title

Email

Phone

* Business Contact Type for Contributor 1 (see descriptions of each type above)

☐ CEI Survey Primary Contact

☐ CEI 2026 Survey Contributor

We suggest you complete the "General Business Information" section first before entering other parts of the survey. *At the very least, you MUST answer Question 1 in the General Business Information section to gain access to the rest of the survey.*

<<PREVIOUS PAGE

SAVE & CONTINUE >>

Navigating the CEI: General Business Information



CORPORATE EQUALITY INDEX

RATING WORKPLACES ON EQUALITY AND INCLUSION FOR LGBTQ+ EMPLOYEES

General Business Information

This section captures general information about your company. Please complete and/or verify the organization information below.

We suggest you complete this section first before entering other parts of the survey. At the very least, you MUST answer Question 1 in the Business Information section to gain access to the rest of the survey.

Official Business Name

Your Official Business name:

The name as it appears here will be used for reporting purposes and in the official CEI report. We use AP Style formatting for our records and reports. Please note that we use the *legal business name* for most reporting purposes.

To update our records of your business' name, please contact us at cei@hrc.org with your request.



Navigating the CEI: Attestations

**CORPORATE EQUALITY INDEX**
RATING WORKPLACES ON EQUALITY AND INCLUSION FOR LGBTQ+ EMPLOYEES

☰

2026 CEI Equality 100 Survey

✓ Welcome

✓ Navigating the Survey

✓ Survey Contact Information

✓ General Business Information

Equality 100 Attestations

Equality 100 Attestation

Supplemental Information

Supplemental Information

Progress & Score

Preliminary Scoring

Submitter and Contributor Information

Survey Progress Check and Survey Submission

Equality 100 Attestations for the CEI 2026

Congratulations! As a CEI 2025 Equality 100 participant, is eligible to complete this streamlined survey for the CEI 2026.

In order to submit our Equality 100 Survey, your company must attest that the policies and practices included below are still in place and will continue to be provided through the CEI 2026 Report release in January 2026.

There are no additional scored questions in the CEI Equality 100 survey beyond those presented in the Equality 100 Attestations section.

Employment Non-Discrimination/Equal Employment Opportunity Policy Attestation

Criteria 1: Workforce Protections

We attest that our employment non-discrimination policies have not changed with respect to "sexual orientation" and "gender identity." These protections are explicitly included in our Equal Employment Opportunity (EEO) or non-discrimination policy.

Navigating the CEI: Attestations

Employment Non-Discrimination/Equal Employment Opportunity Policy Attestation

Criteria 1: Workforce Protections

We attest that our employment non-discrimination policies have not changed with respect to "sexual orientation" and "gender identity." These protections are explicitly included in our Equal Employment Opportunity (EEO) or non-discrimination policy.

If our operations extend outside of the U.S., we also attest that these protections apply to all global employees through codified standards—such as a Global Code of Conduct or similar policy document.

☐ Yes

☒ No

☐ Not sure

STOP - Please contact HRC

In order to qualify for the Equality 100 Survey process, you must be able to attest to the fact that you have not had changes in CEI-related policies, practices or benefits in the last year.

If you have had changes or are unsure, please STOP and contact the HRC team at cei@hrc.org to discuss.

If this answer is, in fact, "No," then you will need to complete a full CEI survey.

Navigating the CEI: Attestations

Criteria 1:

- Workforce Protections

Criteria 2:

- 2a: Spousal and Domestic Partner Benefits
- 2b: Family Formation Benefits
- 2c: Comprehensive Health Benefits
- 2d: Comprehensive Health Benefits Guide

Criteria 3:

- 3a: Workforce Training and Accountability
- 3b: Workforce Data Collection
- 3c: Inclusion Best Practices
- 3d: Employee Group –OR– Diversity Council

Criteria 4:

- 4a: Outreach and Engagement
- 4b: External Partnerships & Business Practices



Navigating the CEI: Attestations

☰

2026 CEI Equality 100 Survey

✓ Welcome

✓ Navigating the Survey

✓ Survey Contact Information

✓ General Business Information

Equality 100 Attestations

Equality 100 Attestation

Supplemental Information

Supplemental Information

Progress & Score

Preliminary Scoring

Submitter and Contributor Information

Survey Progress Check and Survey Submission

Equality 100 Attestation

Executive Sign-Off

*** Please provide contact information for the person signing this survey attesting that the company has not made changes in the policies, practices and benefits as outlined in this section.**

Note: HRC does not require a specific job title or executive tier for this approval BUT, given the importance of the HRC Corporate Equality Index score and the "Equality 100 Award" designation, it is not unusual to need final approval from an Executive Vice President or C-Suite level.

First Name

Last Name

Title

Email

*** Please enter your name here as a signature attesting to the above. (Required to submit)**

Are you done answering all the attestation questions in the Equality 100 Attestations section?

Note: Required questions are denoted by one of these images:

* +

SCORED Q
REQUIRED

REQUIRED
FOR VALIDATION

Navigating the CEI: Attestations

Criteria 1:

- Workforce Protections

Criteria 2:

- 2a: Spousal and Domestic Partner Benefits
- 2b: Family Formation Benefits
- 2c: Comprehensive Health Benefits
- 2d: Comprehensive Health Benefits Guide

Criteria 3:

- 3a: Workforce Training and Accountability
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Criteria 4:

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- 4b: External Partnerships & Business Practices

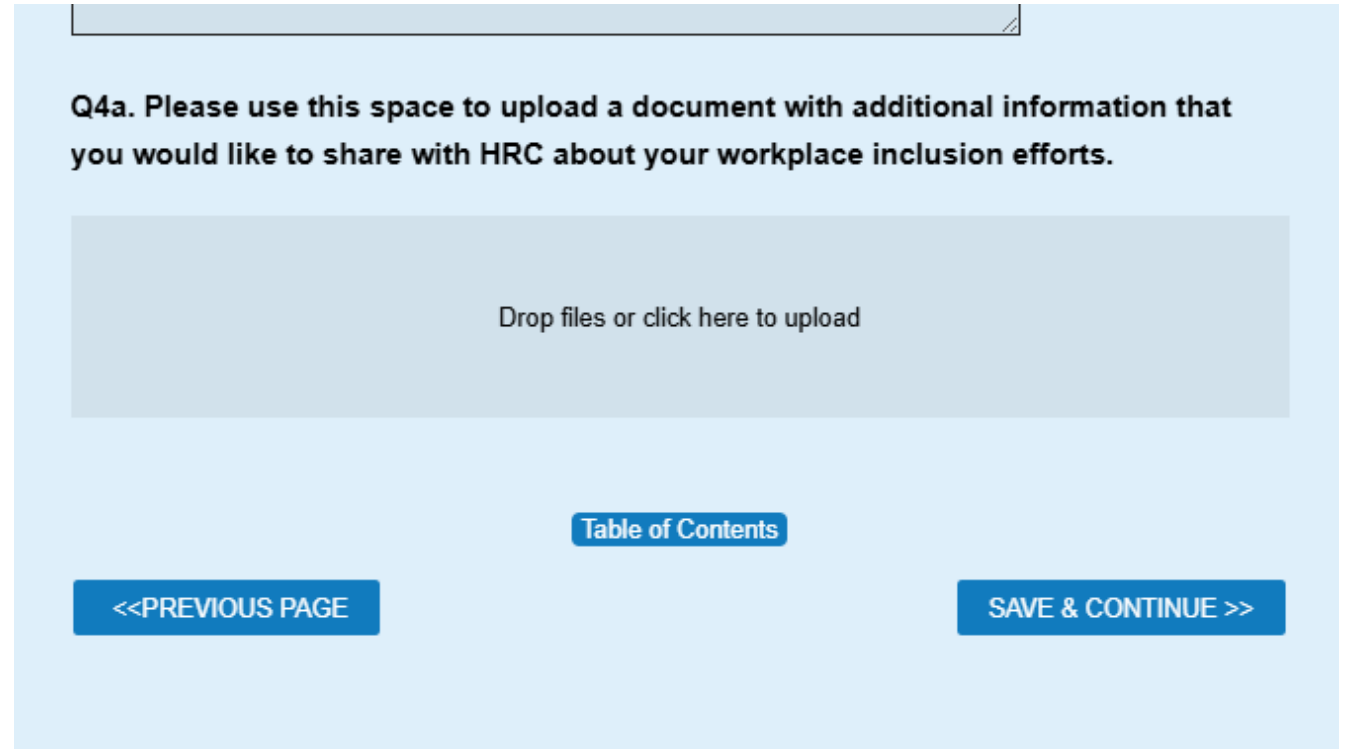


Navigating the CEI: Attaching Documents

Drag and drop to attach

To overwrite: drag and drop
another document

There is no way to delete or
view your attachment.



The screenshot shows a web interface for uploading a document. At the top, a light blue header contains the text: "Q4a. Please use this space to upload a document with additional information that you would like to share with HRC about your workplace inclusion efforts." Below this is a large, light blue rectangular area with the text "Drop files or click here to upload" centered within it. At the bottom of the interface, there are three buttons: a blue button on the left labeled "<<PREVIOUS PAGE", a blue button in the center labeled "Table of Contents", and a blue button on the right labeled "SAVE & CONTINUE >>".

Navigating the CEI: Closing a Section

2026 CEI Equality 100 Survey

- ✓ Welcome
- ✓ Navigating the Survey
- ✓ Survey Contact Information
- ✓ General Business Information
- Equality 100 Attestations**
 - ✓ Equality 100 Attestation
- Supplemental Information**
- Progress & Score**
 - Preliminary Scoring
 - Submitter and Contributor Information
 - Survey Progress Check and Survey Submission

Supplemental Information Section Conclusion

Are you done answering all the questions and uploading all of the required validation information in the Additional Information section?

Note: Required questions in this section are indicated with an asterisk (*).

Would you like to mark this section as final or leave it in draft?

☐ DRAFT - This section is not complete

☐ FINAL - This section is complete

[Table of Contents](#)

[<<PREVIOUS PAGE](#)

[SAVE & CONTINUE >>](#)

Navigating the CEI: Preliminary Score

2026 CEI Equality 100 Survey
✓ Welcome
✓ Navigating the Survey
✓ Survey Contact Information
✓ General Business Information
Equality 100 Attestations
✓ Equality 100 Attestation
Supplemental Information
Supplemental Information
Progress & Score
Preliminary Scoring
Submitter and Contributor Information
Survey Progress Check and Survey Submission

Preliminary Score

This preliminary score and designation is based on your responses to this survey. These are not your final 2026 CEI scores as scores are not considered final until the Workplace Equality Team has reviewed and confirmed the responses. This review happens after the survey is submitted. After our review, we will send you an updated version of your business' score noting any inconsistencies that result in a lower score and give you an opportunity to address those inconsistencies.

Scores are calculated for each criteria section, and they will only calculate accurately once you have completed that criteria section (including all subsections) of the survey.

Please continue to the next page to view your preliminary score and designation.

2026 CEI Preliminary Score for

	Total Possible Points	Your 2026 Preliminary Score
1) Workforce Protections (5 points possible)		
• EEO include sexual orientation and gender identity or expression for all operations	5	0
Workforce Protections Preliminary Total:	5	0
2) Inclusive Benefits (50 points)		
• 2a. Equivalency in spousal and domestic partner benefit	10	0

Submitting Your Survey

☰

2026 CEI Equality 100 Survey

✓ Welcome

✓ Navigating the Survey

✓ Survey Contact Information

✓ General Business Information

Equality 100 Attestations

✓ Equality 100 Attestation

Supplemental Information

Supplemental Information

Progress & Score

✓ Preliminary Scoring

✓ Submitter and Contributor Information

Survey Progress Check and Survey Submission

Survey Completion Status

Before you can submit your 2026 CEI survey, you must mark every section of the survey as final. To successfully mark a section as final you must make sure that you have responded to every required or scored question that is displayed and upload all of the required validation documentation.

Below is a summary of your survey completion status. **If any of the sections are noted as being in DRAFT or are BLANK, you will be unable to submit your survey.**

Please use the Table of Contents to navigate back to those sections to complete them. Once all sections are completed you will be able to submit your survey.

Section	Completion Status
General Business Information	DRAFT - This section is not complete
Equality 100 Attestations	DRAFT - This section is not complete
Supplemental Information Questions	
Official Submitter:	

2026 CEI Survey - not prepared for submission

Submitting Your Survey



2026 CEI Equality 100 Survey

✓ Welcome

✓ Navigating the Survey

✓ Survey Contact Information

✓ General Business Information

Equality 100 Attestations

✓ Equality 100 Attestation

Supplemental Information

Supplemental Information

Progress & Score

✓ Preliminary Scoring

✓ Submitter and Contributor Information

Survey Progress Check and Survey Submission

Survey Completion Status

Before you can submit your 2026 CEI survey, you must mark every section of the survey as final. To successfully mark a section as final you must make sure that you have responded to every required or scored question that is displayed and upload all of the required validation documentation.

Below is a summary of your survey completion status. **If any of the sections are noted as being in DRAFT or are BLANK, you will be unable to submit your survey.**

Please use the Table of Contents to navigate back to those sections to complete them. Once all sections are completed you will be able to submit your survey.

Section	Completion Status
General Business Information	DRAFT - This section is not complete
Equality 100 Attestations	DRAFT - This section is not complete
Supplemental Information Questions	
Official Submitter:	

2026 CEI Survey - not prepared for submission

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☰

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Survey Progress Check and Survey Submission

2026 CEI Contributors and Official Submitter

Have all survey contributors' names been captured?

Contributor	Name	Email	Contact Type
Contributor 1	Courtney	@hrc.org	
Contributor 2			
Contributor 3			
Contributor 4			
Contributor 5			

Please review the contributor information in the table above. Have all of the contributors signed in and are all of the names and email addresses correct? Please double check to make sure that each person's email is correct.

☐ Yes, all of our contributors have signed in and the information above is correct

☐ No, I need to go back to the Contributor section to make some changes

Table of Contents

<<PREVIOUS PAGE

SAVE & CONTINUE >>

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Contributor 2			
Contributor 3			
Contributor 4			
Contributor 5			

Please review the contributor information in the table above. Have all of the contributors signed in and are all of the names and email addresses correct? Please double check to make sure that each person's email is correct.

☒ Yes, all of our contributors have signed in and the information above is correct

☐ No, I need to go back to the Contributor section to make some changes

Official 2026 CEI Survey Submitter

The CEI Official Submitter is the person at your business who is authorized to review and submit the 2026 CEI survey on behalf of your business. The Official Submitter must be an employee who is vested with the authority to submit responses and supporting documentation on behalf of the business. The official submitter will be asked to attest to the fact that all of the responses submitted to this survey are **true, complete, and accurate** to the best of their knowledge. The official submitter may not be an intern, fellow, temporary employee, or consultant.

Please note that the Official Submitter may be a existing contributor to the survey, but also may be someone who has not actively worked on the 2026 CEI survey and will just be reviewing the information and documentation in the survey and submitting it on behalf of the organization.

Official 2026 CEI Survey Submitter

Submitting Your Survey

understand this score may change based on validation of the CEI team.

	Your 2026 Preliminary Score
Workforce Protections Preliminary Total:	0
Inclusive Benefits Preliminary Total:	0
Supporting an Inclusive Culture Preliminary Total:	0
Outreach and Engagement Preliminary Total:	0
PRELIMINARY 2026 CEI Total Score:	Your PRELIMINARY 2026 CEI Score: 0

I understand that the Human Rights Campaign Foundation will review and validate the information submitted and that the preliminary score displayed in this survey may change based on this validation. I also understand that the Human Rights Campaign Foundation will send us a preliminary score after our responses have been validated and that we will have an opportunity to respond to any noted deficiencies -- with an expected response window of two weeks.

Finally, I attest that is familiar with the [2025 Corporate Equality Index Report](#) and [online search tool](#) and the level of information published on each participating business rated as part of that report. also understands that the Human Rights Campaign Foundation will release the same level of information about it in the 2026 Corporate Equality Index and subsequent reports based on the information submitted in this year's survey.

Please enter your name below as a digital signature confirming 's submission for the 2026 CEI Survey.

[Table of Contents](#)

<<PREVIOUS PAGE

SUBMIT CEI SURVEY

- 2026 CEI Equality 100 Survey
- ✓ Welcome
- ✓ Navigating the Survey
- ✓ Survey Contact Information
- ✓ General Business Information
- Equality 100 Attestations
- ✓ Equality 100 Attestation
- Supplemental Information
- ✓ Supplemental Information
- Progress & Score
- ✓ Preliminary Scoring
- ✓ Submitter and Contributor Information
- Survey Progress Check and Survey Submission

Survey Completion Status

Your 2026 CEI Survey Submission is ready to submit!

Congratulations! All sections are FINAL and you are clear to submit your survey.

You have two more steps to complete the submission:

STEP 1: Have the 2026 CEI Official Submitter sign below.

STEP 2: CLICK "SUBMIT CEI SURVEY" to complete your submission.

IMPORTANT: Once you click "Save and Continue" below you will NOT be able to re-open your survey. If you would like to review or make changes, use the Table of Contents to navigate to another section. You will not be able to make changes once you move forward from here.

NOTE: Please download the PDF of your submission on the next page.

! Please answer this question.

Survey Affirmation and Submission

I, **Courtney Stanford**, attest that I have full power and authority to submit responses and supporting documentation on behalf of for participation in the 2026 Corporate Equality Index survey administered by the Human Rights Campaign Foundation.

I attest that all of the responses submitted to this survey are true, complete and accurate to the best of my knowledge.

I attest that will submit their 2026 CEI with the following preliminary score and that we understand this score may change based on validation of the CEI team.

	Your 2026 Preliminary Score
--	-----------------------------

Reminders about the 2026 CEI



Limited Access to the CEI Appendix Listing



workplace
equality
program

2026 CEI Report Listing

Modifications to the CEI Employer Search Tool

CRITERIA 2

POINTS

Inclusive Benefits

50/50

SUB-CRITERIA

- ✓ Equivalency in same- and different-sex spousal and partner medical and soft benefits
- ✓ Equivalency in same- and different-sex family formation benefits
- ✓ Equal health coverage for transgender individuals without exclusion for medically necessary care
- ✓ Provides an LGBTQ+ Benefits Guide for its employees

CRITERIA 2

POINTS

Inclusive Benefits

50/50

Pillar 2 of the Corporate Equality Index encourages equal access to essential healthcare and family formation support for all employees. These benefits—ranging from spousal and domestic partner equivalency to comprehensive healthcare that includes transgender employees—simply uphold the fundamental principle that every benefits-eligible U.S. employee should have access to the same necessary care for themselves and their families

The 2026 CEI Toolkit for Businesses

HRC has developed a comprehensive and ever-growing suite of tools to support you and your teams throughout the 2026 CEI.



- FAQs, Briefing Materials, and Talking Points



- Response Templates & Messaging Guidance



- Internal Engagement Tools



- Business Case Data Supporting Workplace Inclusion



- HRC Support Contact Information



CEI Nuts & Bolts

- **GET STARTED NOW!**
- CEI 2025 Survey **will close Friday, August 29 (Friday before Labor Day Weekend).**
- If the question is presented in your survey, you must respond to the question.
- The survey and all CEI resources are **free**.
- The survey does not need to be done in one sitting.



Questions?

Email: cei@hrc.org

