

LGBTQ-Friendly Benefits Offered Globally



Defining LGBTQ-Friendly Benefits

Eligibility	Medical	Family Formation	Paid Leave
Spouses Domestic Partners Dependents of Domestic Partners	Transgender Inclusive Drug Formulary (particularly for HIV/AIDS)	Infertility Fertility Adoption Surrogacy Egg Cryo- Preservation	Birth Parents Non-Birth Parents Caregiving Leave

Source: [Human Rights Campaign Foundation](#)

Employer Spotlight: Accenture

Transgender Benefits

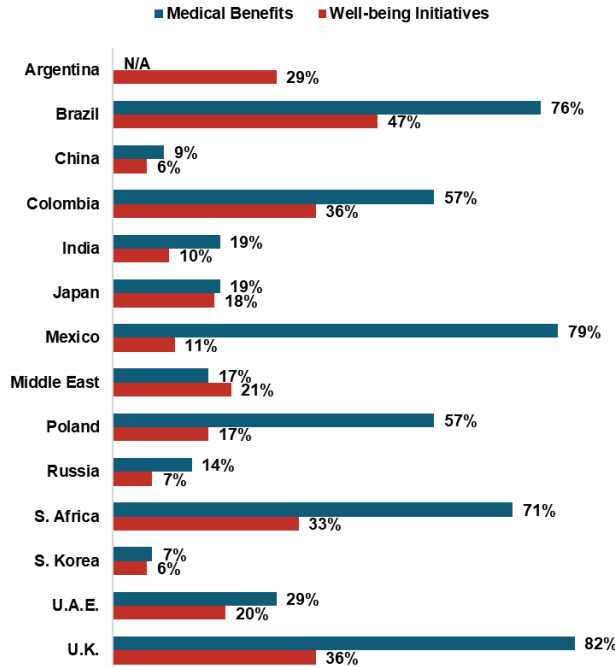
- Accenture started their journey in 2011. It is a slow process. Working with their internal legal teams on global efforts one country at a time. Building relationships with their local health insurers to get them comfortable offering transgender benefits.
- They discussed that they offer transgender benefits in the following markets
 - Full transgender benefits: Argentina, Canada, India, Ireland, the U.K. and the U.S. (largest footprint markets)
 - Supplement counseling benefits as national health system offering is robust: France, Italy, Netherlands, and Spain
 - In progress: Mexico and Chile
- The company also has a point person contact from their D&I team for transgender or gender non-conforming individuals to reach out for benefit support and smooth transition especially if the individual is not out as transgender . The point person educates the manager and clients about use of pronouns, and where the individual may use the restroom.

Employer Spotlight: Accenture

Transgender Benefits (*cont'd*)

- The cost is not expensive. In the U.S., if an individual elected to do every procedure, it could be \$175,000, but the claims data does not reflect that. Individuals typically do a few procedures and the transition might be spaced out over a number of years. Also, transgender individuals make up a very small percent of the population. For Accenture, transgender benefits makes up a fraction of a percent of their health care cost spend.
- While the benefit is not heavily utilized, the company views it as a recruitment and retention tool especially among their millennial and Generation Z populations because it aligns with their values.
- The company has an employer resource group called PRIDE Network. It has a support subgroup of parents with LGBTQ children to share relevant resources.
- In Japan, Accenture offers its employbees a benefits chatbot (A.I.). What they found is that LGBTQ employees and women considering having a baby prefer to use the chatbot to ensure privacy without having their manager notified about pregnancy or being LGBTQ.

Same-Sex Partner Coverage



At the Global Summit, two companies discussed offering same-sex partner medical benefit coverage where legally allowed. Want to ensure not to put employees and their families at risk.

Source: [GBGH Country Benefits and Well-being Benchmarking Surveys](#) 2014-2019

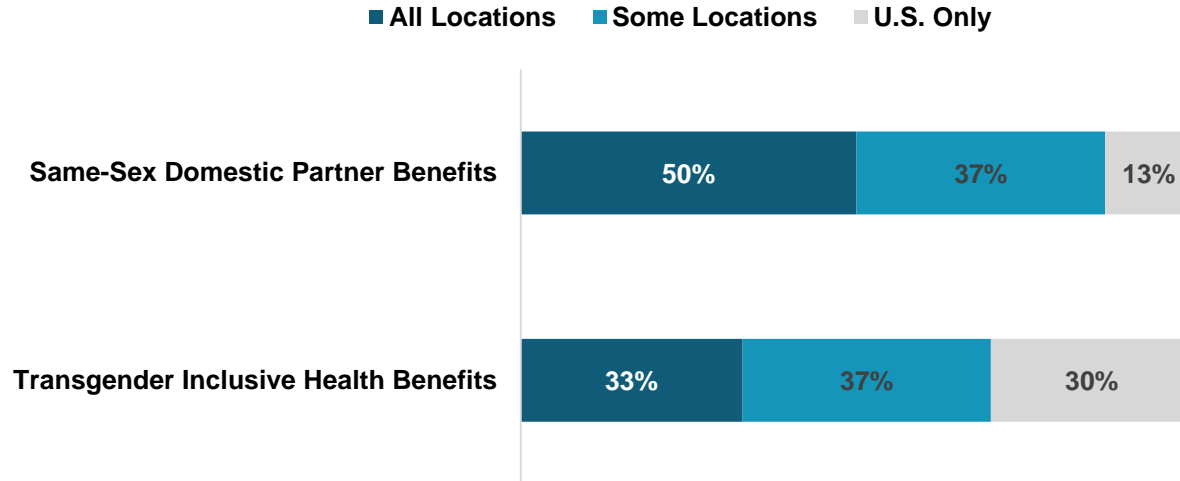
Leave

- Two companies offer global gender-neutral leave for new parents:
 - Facebook offers 4 months parental leave
 - The other company offers primary caregiver leave (13 weeks) and secondary caregiver leave (8 weeks). This overlays on top of whatever local regulations require. The company provides 1 week of emergency leave so they can take care of loved ones as defined by the employee (e.g., family, roommate, grandchild). Emergency Leave is in concert with FMLA leave for applicable circumstances.
- Human Rights Campaign recommends using birth parents versus non-birth parents as trans men (i.e., female-to-male) can give birth to children.

Human Rights Campaign Foundation

- Beck Bailey, Acting Director of the Human Rights Campaign Foundation's (HRC) Workplace Equality Program shared some additional details in his [presentation](#)
- HRC has a [transgender toolkit](#) for employers (U.S. centric).
- For more guidance on how to approach LGBTQ-friendly benefits, please reach out to Beck at HRC: cei@hrc.org. He works with a number of GBGH members on LGBTQ-friendly benefits in the U.S. and globally.

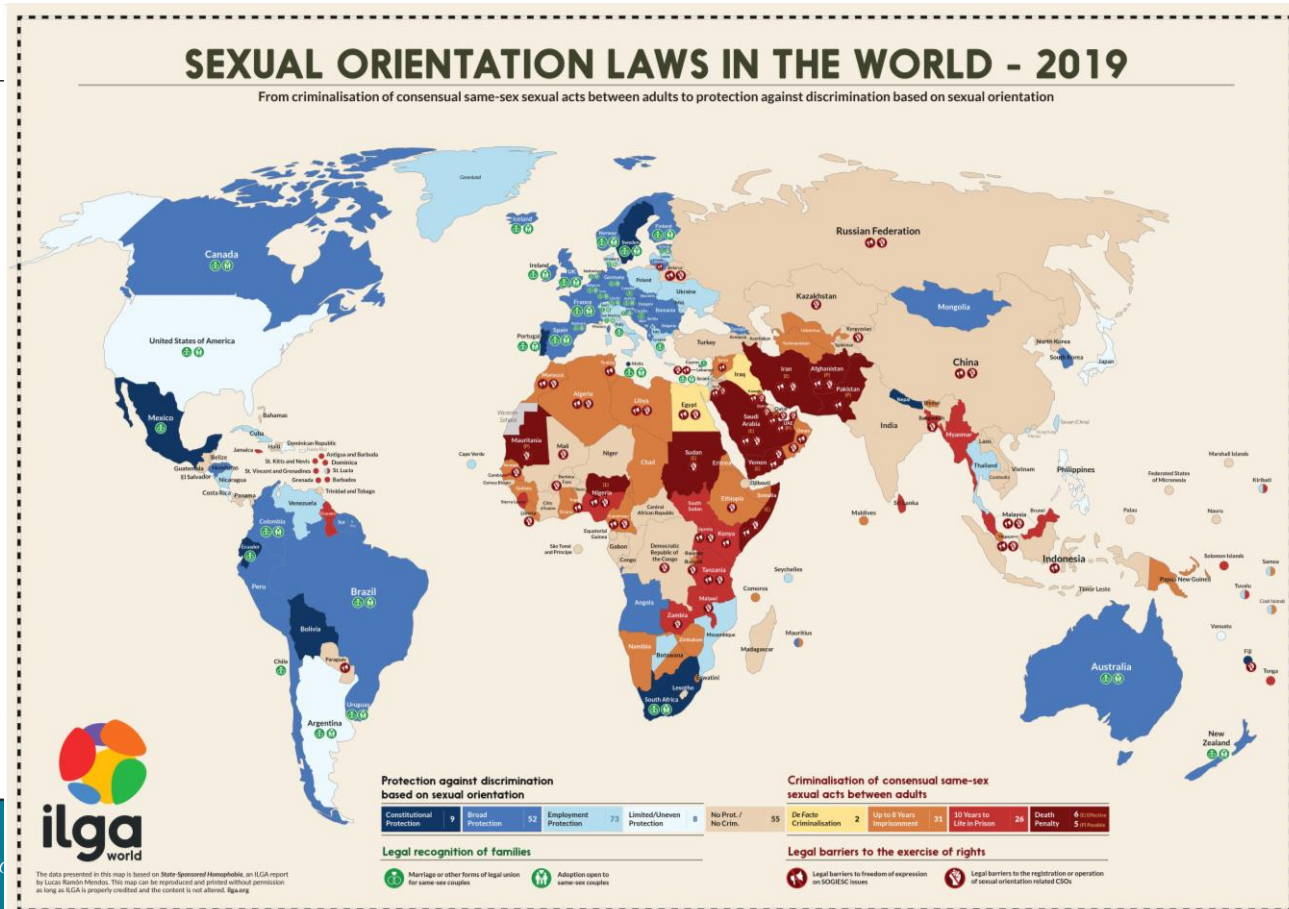
Prevalence of LGBTQ-Friendly Benefits from Global Employers



Please note that **All Locations** include employers whose global presence may be limited to the U.S. and Canada.

Source: [Human Rights Campaign Foundation](#)

Sexual Orientation Laws around the World



Source:
[International Lesbian, Gay, Bisexual, Trans and Intersex Association \(ILGA\)](#)

Resources

Resource	Description
HRC and Accenture - The Landscape of LGBTQ-Inclusive Health Benefits	This Global Summit presentation provides details on LGBTQ-inclusive Health Benefits
Diversity and Inclusion Benchmarking Call Summary	Discusses employers approaches to applying diversity and inclusion to their benefits' offerings.
Latin America Regional Summit Insights	Includes a section on transgender benefits in Latin America.
Facebook's Minimum Core Benefits	The company's minimum core benefits strategy includes transgender benefits.
IGLA's Trans Mapping Report	This external report discusses the legal barriers and facilitators for transgender individuals around the world.



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