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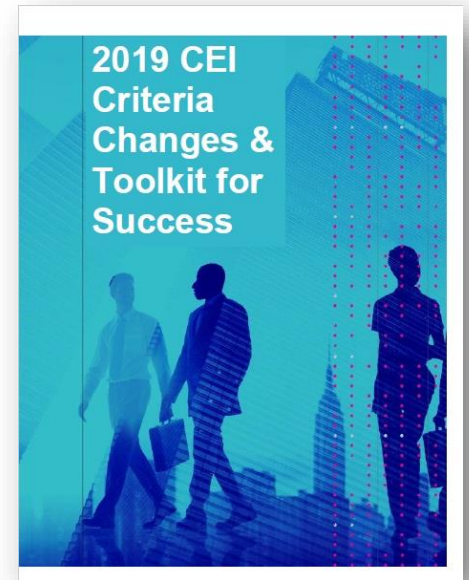
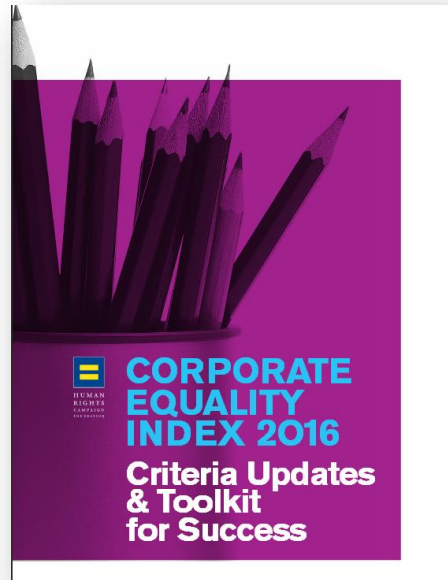
# 2019 CORPORATE EQUALITY INDEX

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Workplace Equality Program

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# BUILDING GREATER WORKPLACE EQUALITY



# CORPORATE EQUALITY INDEX: TRANSFORMING WORKPLACES



CORPORATE EQUALITY INDEX 2002



- National Scorecard for LGBTQ Equality
- Transparent, Fair and Attainable

## Equality Principles, 0-100% Scores

- ✓ Workplace Protections
- ✓ Benefits
- ✓ Employee Resource Groups
- ✓ Diversity Training
- ✓ External Engagement

# 2018 CEI REPORT



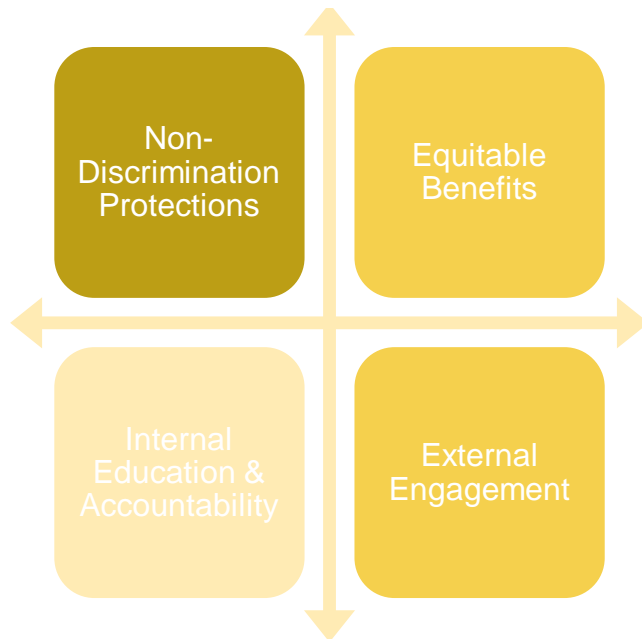
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# BEST

## PLACES TO WORK

### 2018 for LGBTQ Equality

#### 100% CORPORATE EQUALITY INDEX™



CEI 2018 cel/hrc.org



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# CORPORATE EQUALITY INDEX 2018

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

## 947

of the Nation's Largest Businesses Demonstrated Their Commitment to LGBTQ Equality and Inclusion

# 2018 CEI CRITERIA: GETTING TO 100%



## 2018 CEI Criteria

Possible Points

2018 CEI Criteria	Possible Points
<b>1. Equal employment opportunity policy</b>	
a. Sexual orientation	15
b. Gender identity or expression	15
c. Contractor/supplier non-discrimination standards	5
<b>2. Employment benefits: LGBTQ-inclusive health benefits</b>	
a. Equivalent spousal and partner medical benefits	10
b. Equivalent spousal and partner "soft" benefits	10
c. Equal health coverage for transgender individuals without exclusion for medically necessary care	10
<b>3. Organizational LGBT Q competency</b>	
a. Competency training, resources or accountability measures	10
b. Employee group --or-- Diversity council	10
<b>4. External engagement (philanthropic guidelines and 3+ initiatives)</b>	15
<b>5. Engages in action that would undermine the goal of LGBTQ equality. (This criteria is based on research conducted by the HRC Foundation. You will be contacted directly if we encounter information that might fall under this criteria, prior to providing you with a final score.)</b>	-25



# CEI 2019 Key Dates

**September 5th  
2018**

CEI 2019 New  
Survey Links  
Issued



**October 5<sup>th</sup>  
2018**

CEI 2019  
Surveys due  
back to HRC



**January 2019**

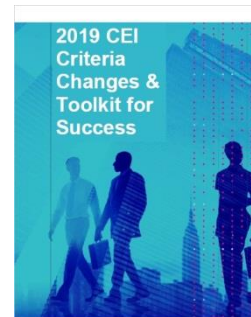
CEI 2019  
Report

[www.hrc.org/cei](http://www.hrc.org/cei)



# 2019 CEI CRITERIA CHANGES

Preliminary 2019 CEI Score with Criteria Changes	Points Possible
<b>1) Workforce Protections (30 points possible)</b>	
a. EEO includes sexual orientation for all operations	15
b. EEO includes gender identity for all operations	15
<b>2) Inclusive Benefits (30 points)</b>	
a. Parity between same and different-sex spousal benefits	10
b. Parity between same and different-sex partner benefits	10
c. Transgender-Inclusive Health Care Coverage (per market standard and exclusions and removal of broad trans exclusions from all benefits plans)	10
<b>3) Supporting an Inclusive Culture + Corporate Social Responsibility (40 points)</b>	
a. Demonstrate at least 3 LGBTQ internal best practices across the workforce	10
b. LGBTQ Employee Resource Group –OR– Diversity Council with LGBTQ focus	10
c. At least 3 distinct efforts of outreach or external engagement with the LGBTQ community	15
d. Corporate Social Responsibility	5
<b>Projected 2019 CEI Score:</b>	<b>100</b>



# 2019 Scoring Breakdown

Workforce Protections	Total Points Possible
Official Non-Discrimination or EEO statement includes Sexual Orientation for all operations	15 points
Official Non-Discrimination or EEO statement includes Gender Identity for all operations	15 points





# 2019 Scoring Breakdown

Inclusive Benefits	Total Points Possible
Same-sex spousal benefits equivalent to different-sex spousal medical benefits	5 points
Same-sex spousal benefits equivalent to different-sex spousal soft benefits	5 points
Same and different-sex domestic partner medical benefits	5 points
Same and different-sex domestic partner soft benefits	5 points
Transgender-Inclusive Health Care Coverage (per market standard and exclusions and removal of broad trans exclusions from all benefits plans)	10 points



# 2019 Scoring Breakdown

Supporting an Inclusive Culture & Corporate Social Responsibility	Total Points Possible
<p>Demonstrate at least <b>3</b> of the following LGBTQ internal best practices adopted for the workforce:</p> <ul style="list-style-type: none"> <li>• new hire training</li> <li>• Supervisor training</li> <li>• LGBTQ inclusion as part of an integrated training</li> <li>• LGBTQ metrics included as part of senior diversity accountability</li> <li>• Gender transition guidelines</li> <li>• Option for LGBTQ employees to self-identify in firm-wide engagement surveys</li> <li>• Option for LGBTQ employees to self-identify in confidential HRIS</li> </ul>	10 points
LGBTQ ERG or Diversity Council that includes a specific focus on LGBTQ	10 points
<p>Demonstrate at least 3 distinct efforts of outreach or engagement to the broader LGBTQ community:</p> <ul style="list-style-type: none"> <li>• Marketing or advertising initiatives</li> <li>• Philanthropic support</li> <li>• Recruiting efforts</li> <li>• Support for LGBTQ equality under the law</li> <li>• Explicit inclusion of LGBTQ-owned businesses as part of a supplier diversity program</li> </ul>	15 points
Philanthropic giving guidelines <b>AND</b> contractor/vendor standards include sexual orientation and gender identity	5 points



# 2019 CEI CRITERIA CHANGES

Same and different-sex domestic partner benefits

Removal of transgender exclusions in all benefits plans and at least one plan that affirms coverage

LGBTQ inclusion in existing supplier diversity programs



# DOMESTIC PARTNER BENEFITS

## Last year in the 2018 CEI:

- Companies with full parity of benefits between same- and different-sex spouses or between same- and different-sex domestic partners will receive full credit of 10 points.
- Companies with spousal benefits only will receive full credit provided the definition of “spouse” in contracts and benefit paperwork is demonstrably inclusive of both same- and different-sex spouses.



# DOMESTIC PARTNER BENEFITS

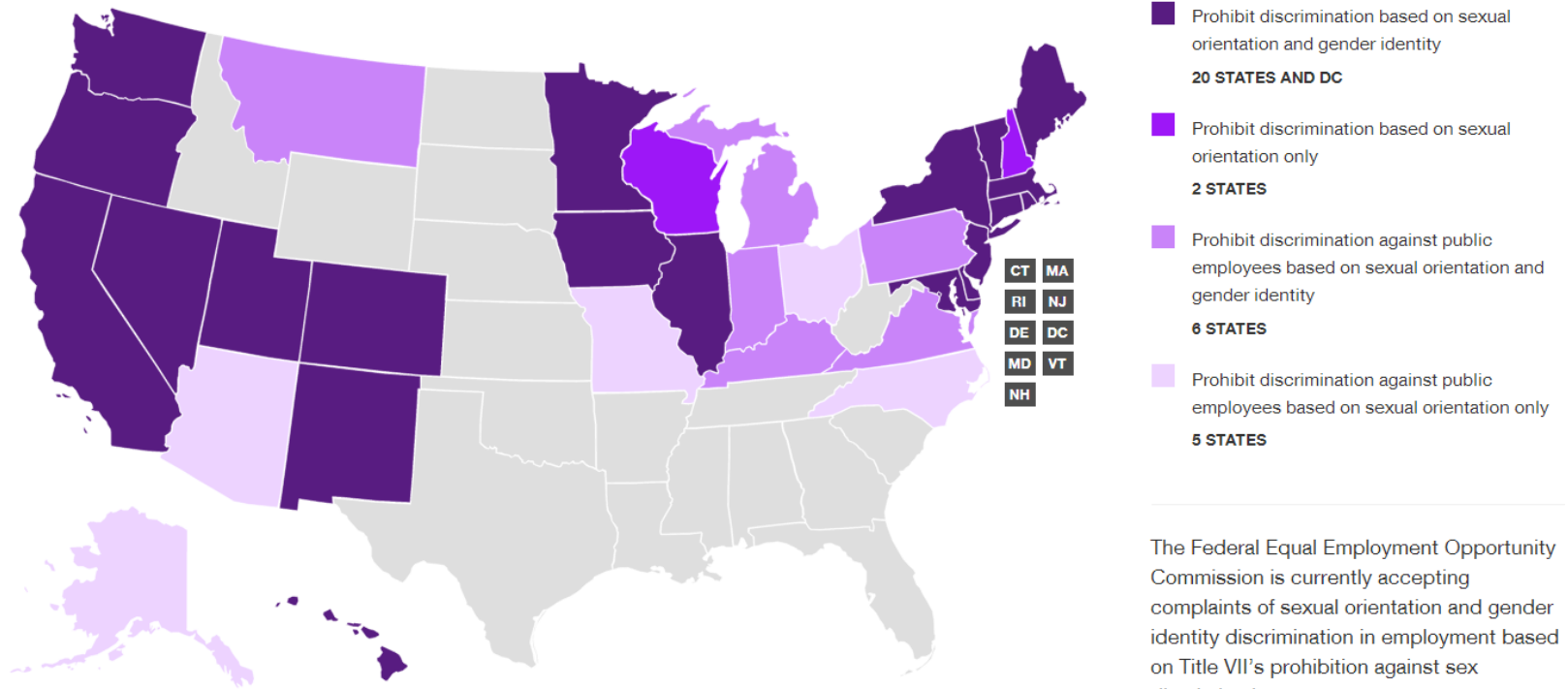
## Starting with CEI 2019 (calendar year 2018):

- Barring any change to federal law allowing for full non-discrimination protections for LGBTQ people, full parity of benefits requires access to benefits for same- and different-sex spouses as well as for same- and different-sex domestic partners.
  - To account for full family diversity, same-sex spousal benefits AND **same- and different-sex domestic partner benefits** will be necessary to achieve full credit of 10 points



# DOMESTIC PARTNER BENEFITS

*Why can't employees get married to enroll in benefits now that we have marriage equality?*





# DOMESTIC PARTNER BENEFITS

## *How many employers currently have same and different-sex partner benefits?*

A majority of CEI participants currently have this level of inclusive coverage. Of the 887 officially rated participants in the 2017 CEI report, 86% earned credit for offering domestic partner benefits. Of those with domestic partner benefits, 87% extend benefits to both same- and different-sex partners.

## *Won't this be an expensive change?*

No. For most major employers, the addition of domestic partner benefits accounts for a 1-2% increase in the benefits budget. The cost is negligible in the overall budget of major employers.

## *Do LGBTQ employees need access to different-sex partner benefits?*



# TRANSGENDER-INCLUSIVE BENEFITS

## Last year in the 2018 CEI:

- Full credit for equal health coverage for transgender individuals in at least one firm-wide available plan without exclusion for medically necessary care that meets the following baseline criteria:
  - ✓ Insurance contract explicitly affirms coverage
  - ✓ Plan documentation is readily available to employees and clearly communicates inclusive insurance options to employees and their eligible dependents
  
- Benefits available to other employees must extend to transgender individuals, including for services related to transgender transition (e.g., medically necessary services related to sex reassignment):
  - ✓ Short term medical leave
  - ✓ Mental health benefits
  - ✓ Pharmaceutical coverage (e.g., for hormone replacement therapies)
  - ✓ Coverage for medical visits or laboratory services
  - ✓ Coverage for reconstructive surgical procedures related to sex reassignment



# TRANSGENDER-INCLUSIVE BENEFITS

## Starting with CEI 2019 (calendar year 2018):

- Any blanket exclusions for transition-related care must be eliminated in all health care plans.

"Services for, or leading to, *sex transformation surgery.*"

"*Gender Transformation:* treatment or surgery to change gender including any direct or indirect complications or aftereffects thereof."

"Expenses for, or related to, *sex change surgery* or to any treatment of gender identity disorders."

"*Transsexual surgery* including medical or psychological counseling and hormonal therapy in preparation for, or subsequent to, any such surgery."



# TRANSGENDER-INCLUSIVE BENEFITS

**Starting with CEI 2019 (calendar year 2018):**

➤ <http://hrc.org/transbenefits>



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**Transgender-Inclusive  
Health Care Coverage  
and the Corporate  
Equality Index**



[www.hrc.org/transbenefits](http://www.hrc.org/transbenefits)

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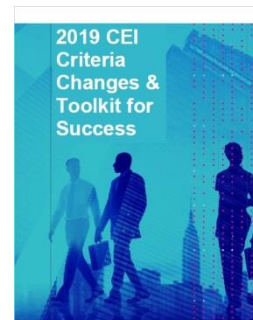


# SUPPLIER DIVERSITY



## Last year in the 2018 CEI:

- Participants will continue earning credit for having an LGBTQ supplier diversity program as one of their three efforts to earn 10 points under Public Engagement.



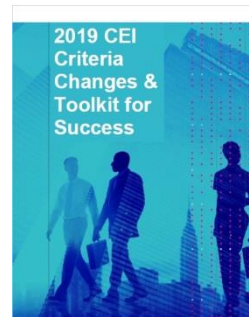
# SUPPLIER DIVERSITY



- Creating consistency in diversity framework
- “If/Then” criteria

## Starting with CEI 2019 (calendar year 2018):

- Participants with a supplier diversity program must include LGBTQ suppliers in their outreach efforts to maintain full credit in this section.
  - ✓ Participants with a supplier diversity program that does not include LGBTQ diversity will lose 5 points under Public Engagement.
  - ✓ Participants need not be NGLCC partners, but must have outreach to LGBTQ-owned businesses if seeking credit in this category.





# SUPPLIER DIVERSITY

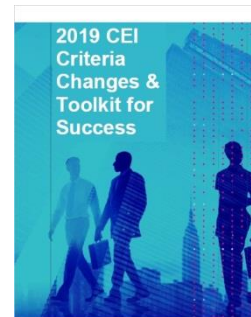


## *Do we need buy from a LGBT-owned business to earn credit?*

No. There are no spending goals associated with this criterion at this point. Participants need only add LGBT outreach to their existing supplier diversity programs to earn credit. Participants are not required to engage in business or prove to HRC that they have done business with LGBT-owned or NGLCC certified LGBT Business Enterprises (LGBTBEs) to earn credit.

## *Do we need to add a supplier diversity program to earn credit?*

No. This requirement of parity in how participants define diversity only applies to established supplier diversity programs. However, if you are interested in creating a supplier diversity program as a best practice, our team is happy to help, along with the premiere experts and practitioners at NGLCC.



# QUESTIONS?



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**THANK YOU!**