WHAT YOUR COMPANY NEEDS TO KNOW

LGBTQ Employees and the COVID-19 Pandemic

April 16, 2020
WELCOME TO OUR BRIEFING

What Your Company Needs to Know: LGBTQ Employees and the COVID-19 Pandemic

This is a Zoom Virtual Learning Session from 12:00 - 1:00 PT / 3:00 - 4:00 ET
Use speakers or headsets on your computer and turn the volume up!

Please use the Question & Answer function to submit your questions throughout the call. This session is being recorded.

Reach out to us directly at hello@outandequal.org
Presenters

Deena Fidas
Managing Director & Chief Program and Partnerships Officer
Pronouns: She/Her

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Senior Manager of Stakeholder Engagement
Pronouns: Anything Respectful

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Senior Associate of Communications
Pronouns: She/Her
Overview: COVID-19 and Your LGBTQ Employees
Let us know.

How has this affected you as an employee?
# COVID-19 Presents New Challenges to Employees Living with HIV or AIDS

<table>
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<tr>
<th>OVERVIEW</th>
<th>WHAT TO CONSIDER</th>
<th>WHAT YOU CAN DO</th>
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<tbody>
<tr>
<td>• COVID-19 and implications for people with underlying medical conditions or who are immunocompromised (^1)</td>
<td>• Higher rates of HIV and AIDS within the LGBTQ community vs. the general population (^2)</td>
<td>• Make reasonable accommodations for employees living with autoimmune issues such as HIV or AIDS</td>
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<td>• HIV or AIDS and the inability to fight off infections</td>
<td>• Anxiety around daily job functions</td>
<td>• Build cultures of support and respect (^3)</td>
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<td>• Disruption of daily life</td>
<td>• Stigma surrounding disclosing HIV status</td>
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# 2. The LGBTQ Community is Particularly Vulnerable to the Effects of COVID-19

## Overview
- LGBTQ community is “particularly vulnerable” due to unique health challenges such as cancer, HIV and AIDS, respiratory illnesses and other autoimmune disorders.
- LGBTQ people face discrimination in the healthcare system.

## What to Consider
- COVID-19 adversely impacting LGBTQ employees.
- Need for increased sick leave or time off to care for partners and loved ones.
- Additional precautions to limit exposure.

## What You Can Do
- Offer inclusive benefits such as same and different sex domestic partner benefits.
- Be aware of unique family dynamics and accommodate the need for increased time off.
# 3. LGBTQ Individuals are Particularly Affected by a Lack of Access to Paid Leave

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| • No national standard for paid or sick leave\(^1\)  
• LGBTQ individuals more at risk of financial hardships\(^8\) | • LGBTQ individuals are disproportionately affected  
  • 1.9 million utilize SNAP  
  • 3.1 million are food insecure\(^9\)  
• 292,000 LGBTQ adults filed for unemployment benefits  
• Only 29% have access to paid leave\(^10\) | • Amend your paid family and sick leave policies\(^11\)  
• Don’t require a doctor’s note |
## 4. COVID-19 and the Impact for Transgender and Gender Non-Conforming Employees

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<tr>
<td>• Barriers to healthcare and HRT</td>
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<td>• Gender affirming surgeries are considered “non-essential” and/or “elective”¹²</td>
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<td>• Many surgeries cancelled or delayed</td>
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<tr>
<td>• Gender-affirming surgery is lifesaving¹³</td>
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<td>• Delays or cancellations have deep impacts</td>
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<td>• Your employees may be contending with the mental health effects</td>
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<td>• Leverage ERGs as support systems¹⁴</td>
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<td>• Provide reasonable accommodations and support</td>
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<tr>
<td>• Learn more: The National Center for Transgender Equality’s COVID-19 Guide¹⁵</td>
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5. The LGBTQ Community Faces Disproportionate Risks of Experiencing Mental Health Challenges in the Face of COVID-19

**OVERVIEW**
- 69% of Americans report major life stressors due to pandemic\(^{16}\)
- More than 1/3 report serious psychological implications
- COVID-19 particularly affects mental health in LGBTQ communities

**WHAT TO CONSIDER**
- 2 out 3 trans teens experience depression\(^{17}\)
- Higher propensity for anxiety and depression due to existing stigma, discrimination, and lack of access to resources
- Nearly half of trans adults report suicidal ideation\(^{18}\)

**WHAT YOU CAN DO**
- Monitor and support well-being through ERG engagement
  - Consistent check-ins
  - Shared coping skills
- Provide LGBTQ-specific mental health resources
LGBTQ-Specific Resources

TrevorLifeline
1-866-488-7386

SAGE LGBT Elder Hotline
877-360-5428

Trans Lifeline
877-565-8860

National Domestic Violence Hotline*
1-800-799-7233

*While this hotline is not LGBTQ-specific, it is an important resource as cases of domestic abuse have continue to rise since the beginning of the pandemic.
# 6. People of Color Have Been Hit the Hardest by COVID-19

## OVERVIEW
- COVID-19 has stark racial disparities in contraction of the virus, serious symptoms, and deaths.

- People of color are more likely to:
  - Work frontline jobs\(^\text{19}\)
  - Have decreased access to healthcare
  - Experience discrimination in the healthcare system
  - Live in higher density homes or neighborhoods\(^\text{17}\)

## WHAT TO CONSIDER
- People of color have higher rates of chronic medical conditions and social situations that increase exposure\(^\text{18}\).

- Increased need sick leave or time off to care for family members or loved ones.

- Increased anxiety around performing daily job functions that require leaving the home or interactions with people.

## WHAT YOU CAN DO
- Demonstrate flexibility and patience for employees at a higher risk for COVID-19.

- Leverage People of Color (POC) ERGs to ensure POC staff are supported and needs are being met.

- Be aware of unique family or household dynamics and the need for increased time off.
Q & A
What is your ERG doing to sustain momentum or support members during the pandemic?

Let us know.
NEXT STEPS

The New Normal: Future Planning and Additional Engagement

Check out our additional online resources!
www.outandequal.org/virtual-offerings/
THANK YOU FOR YOUR PARTICIPATION!


REFERENCES


