Transgender Benefits
A positive addition for tech companies

By addressing the health needs of an underserved group, you can broaden your overall talent pool.

Attract transgender employees:

1.4M Americans identify as transgender1

1 in 250 adults identify as transgender2

Attract non-transgender employees:

Companies with transgender benefits attract non-transgender talent who wish to work for companies whose values align with their own.3

Health benefits continue to be effective in attracting and retaining good talent

Recruiting:

46% of U.S. adults said health insurance was a deciding factor or a positive influence on choosing their current job.4

Increased benefits:

56% of U.S. adults said satisfaction with employer-sponsored health benefits is a key factor in deciding to stay at their current job.5

Transgender-inclusive benefits have come a long way in the past two decades and are now the norm, in particular among high-tech employers.

- Dr. Daniel Knecht, Vice President, Health Strategy & Innovation for Aetna

Learn more

1- https://williamsinstitute.law.ucla.edu/publications/trans-adults-united-states/
2- https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5227946/
4- https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/health-benefits-foster-retention.aspx
5- https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/health-benefits-foster-retention.aspx

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