



Workforce 2020: LGBTQ

Inclusivity for the LGBTQ workforce

LGBTQ workers acknowledge progress on the equal rights in employment and workplace benefits. However, there is still a long way to go for organizations to become fully inclusive and empathetic.

A clear and growing need for inclusion and equality



Workers in their twenties are twice as likely to self-identify as LGBTQ.

Millennials in this group are the least satisfied with their employer regarding inclusive LGBTQ policies, communications, and benefits equality.

LGBTQ-friendly workplace indicators

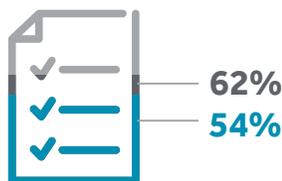
Percent of workers who strongly agree:



Policies are LGBTQ-friendly



Communications are inclusive of LGBTQ

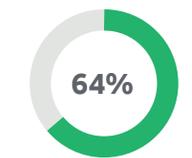


Adequate benefits are provided for same-sex couples

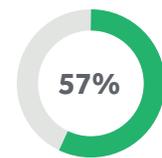
Many employers recognize that their handling of LGBTQ inclusion impacts not only LGBTQ workforce, but also community allies.

LGBTQ inclusion is a priority

Percent of employers who strongly agree:



Culture is LGBTQ-friendly



Communications are inclusive of LGBTQ

Access to partner benefits remains limited

1 in 3

Employers offer benefits to domestic partners

3 in 10

Employers offer benefits to same-sex couples

LGBTQ workers whose employers don't offer benefits to same-sex couples experience high financial stress.



LGBTQ self-reported financial wellness

Percent who reported "excellent" or "very good":



41%

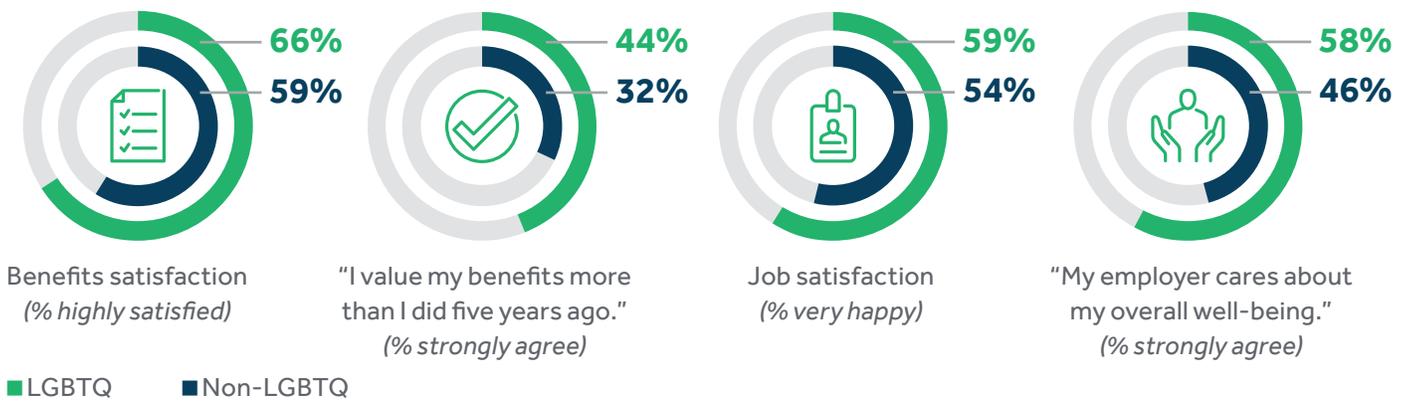
Have partner/spouse health insurance benefits



19%

Do NOT have partner/spouse health insurance benefits

LGBTQ workers more highly value benefits compared to non-LGBTQ workers



Addressing the needs of the LGBTQ workforce

Organizations can best support these cohorts by establishing policies and providing access to benefits and resources that are inclusive and contribute to improved health and productivity. Below are benefits that can have a positive impact.

Inclusive Communications

- Benefits communications are **inclusive of all workers**, regardless of age, race, religion, sexual orientation, or gender identification and are sensitive to the groups within the LGBTQ community
- **Trainings** — such as unconscious bias courses — to help avoid misunderstandings or discrimination
- Reinforce the Equal Employment Opportunity Commission (EEOC) recommendations to **ensure compliance with nondiscrimination guidelines**
- **Documented gender transition guidelines** that support positive policies and practices pertinent to a workplace gender transition
- Anonymous employee engagement surveys allowing employees the option to identify as LGBTQ and **include questions related to LGBTQ concerns**

Inclusive Benefits

- Health insurance policy's definition of spouse **includes same-sex spouses** and the same documentation is required for enrollment of same- and different-sex spouses
- **Healthcare benefits are provided to domestic partners** and **bereavement leave** is allowed in the event of the death of a domestic partner or their immediate family

- Offer at least one health plan that explicitly **covers medically necessary health services for transgender people**, including gender transition-related treatment
- FMLA-equivalent benefits allow employees to take **family and medical leave** to care for domestic partners as well as the children of a domestic partner, regardless of biological or adoptive status
- **Provide adoption assistance**

Inclusive Policies

- Establish and support an officially recognized **LGBTQ employee resource group**, as well as a diversity and inclusion office, council, or working group focused on employee diversity that includes LGBTQ diversity as part of its mission
- Confidential human resources information system (HRIS) **captures sexual orientation and/or voluntarily disclosed gender identity** along with other demographic information
- Commemorate an **LGBTQ Awareness Day** for company employees
- Maintain **LGBTQ-inclusive hiring efforts** and support LGBTQ people serving in high-level leadership positions



The Guardian Life Insurance Company of America

guardianlife.com
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Recommendations provided in the "Addressing the needs of the LGBTQ workforce" section reference Human Rights Campaign best practices available here: [hrc.org](https://www.hrc.org).

Unless otherwise noted, the source of all information in this report is from the Guardian Workplace Benefits Study 8th Annual (2020). The Guardian Life Insurance Company of America (Guardian), New York, NY. Guardian, its subsidiaries, agents, and employees do not provide tax, legal, or accounting advice. Consult your tax, legal, or accounting professional regarding your individual situation.

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