

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/>

3- <https://www.metlife.com/about-us/newsroom/2017/november/employees-to-employers--we-want-you-to-share-our-values-and-make/>

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>