



HUMAN
RIGHTS
CAMPAIGN
FOUNDATIONTM

Advancing Equality with the CEI

Raina S. Nelson

they/ them/ theirs

Workplace Equality Program, Sr. Manager



TODAY'S AGENDA

CORPORATE EQUALITY INDEX

Who are the HRC and the HRC Foundation?

What is the Workplace Equality Program (WEP)?

What is the Corporate Equality Index (CEI)?

Measuring progress and impact

The Business Case

Question and Answer

ABOUT THE HUMAN RIGHTS CAMPAIGN

The Human Rights Campaign envisions a world where every member of the LGBTQ+ family has the freedom to live their truth without fear, and with equality under the law.



Mobiliz
e



Educat
e



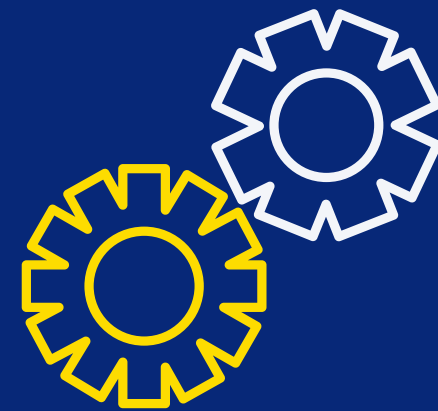
Advocat
e

ABOUT THE HRC FOUNDATION

The HRC Foundation creates impact through 11 programs and initiatives, working with individuals and organizations to make transformational change in the everyday lives of LGBTQ+ people.



SHEDDING LIGHT ON
INJUSTICE



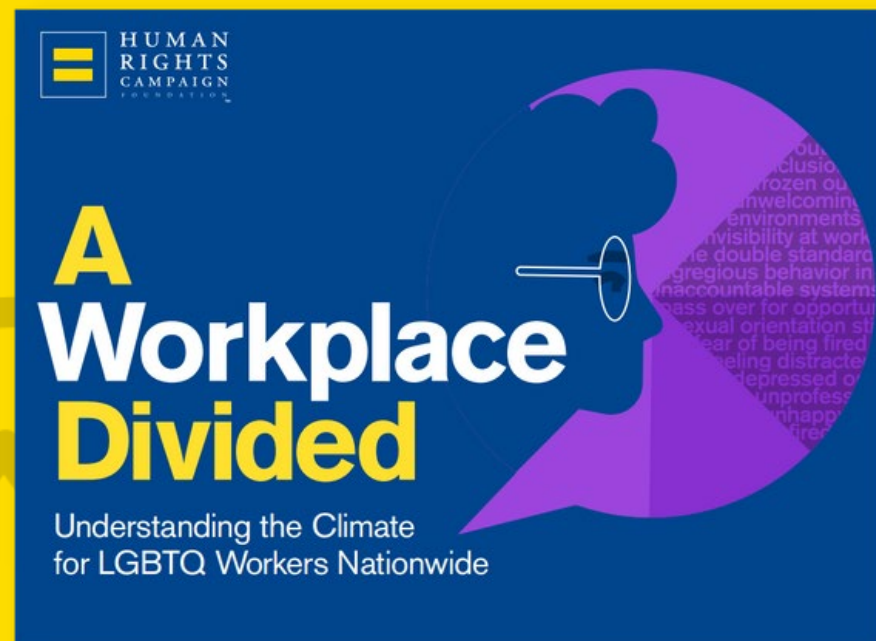
TRANSFORMING
INSTITUTIONS &
COMMUNITIES



PARTNERING
FOR CHANGE

ABOUT THE WORKPLACE EQUALITY PROGRAM

BUILDING GREATER WORKPLACE EQUALITY



CLIMATE
RESEARCH



CORPORATE
EQUALITY INDEX



EMPLOYER
RESOURCES

Patchwork of Protections

Most Americans believe that LGBTQ+ people should be protected from discrimination.

In fact, most Americans believe LGBTQ+ people are already protected.

But the reality is:

- No uniform Federal protections
- Limited State and Local protections
- Recent SCOTUS decision provided some workplace protection under Title VII

Patchwork protections exist across the U.S. – housing, credit, public accommodation, small employers

What is the Corporate Equality Index (CEI)?

Started in 2002, the CEI is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees.

WORKFORCE PROTECTIONS

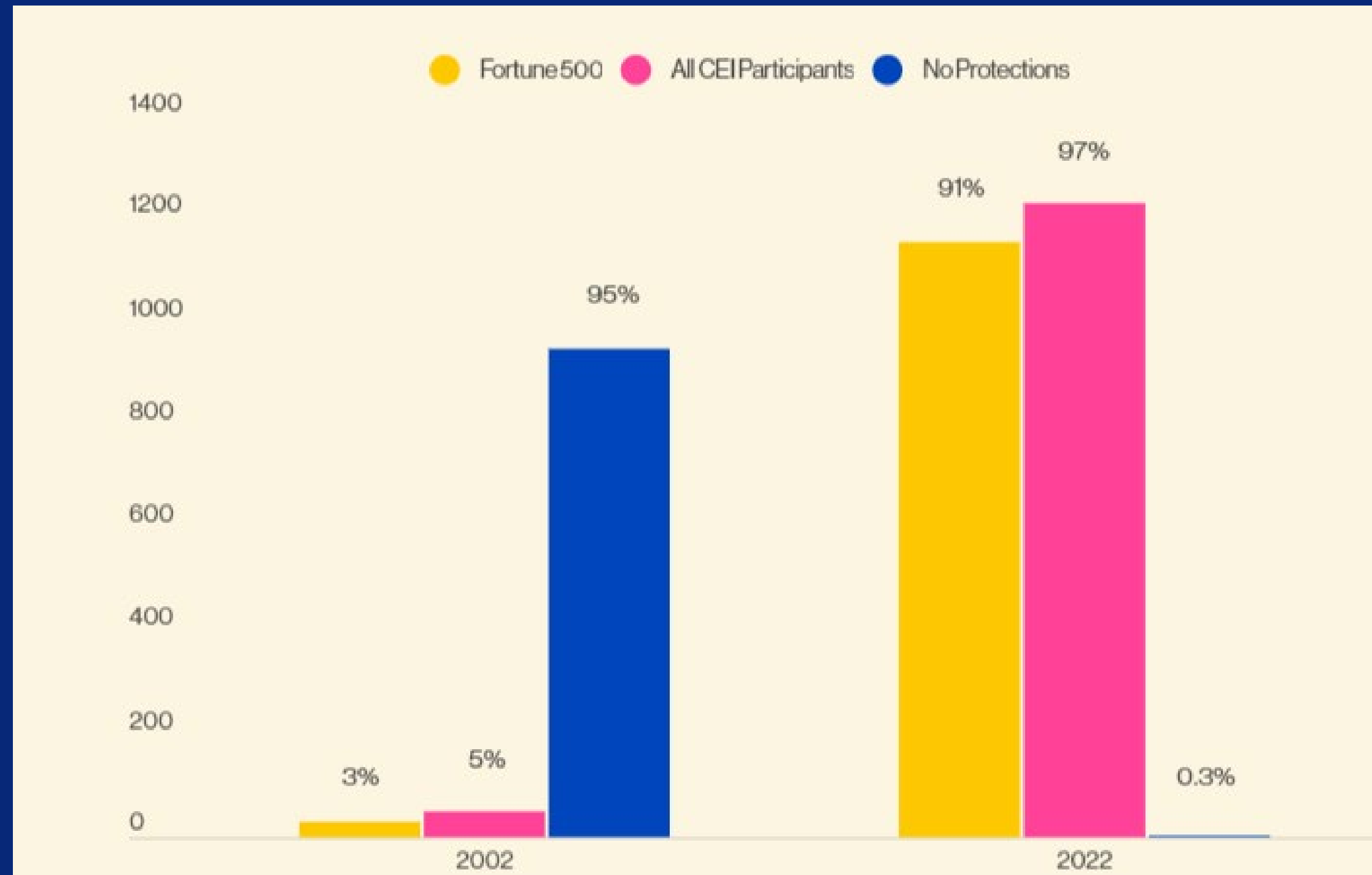
INCLUSIVE BENEFITS

INTERNAL BEST PRACTICES

EXTERNAL ENGAGEMENT AND CSR

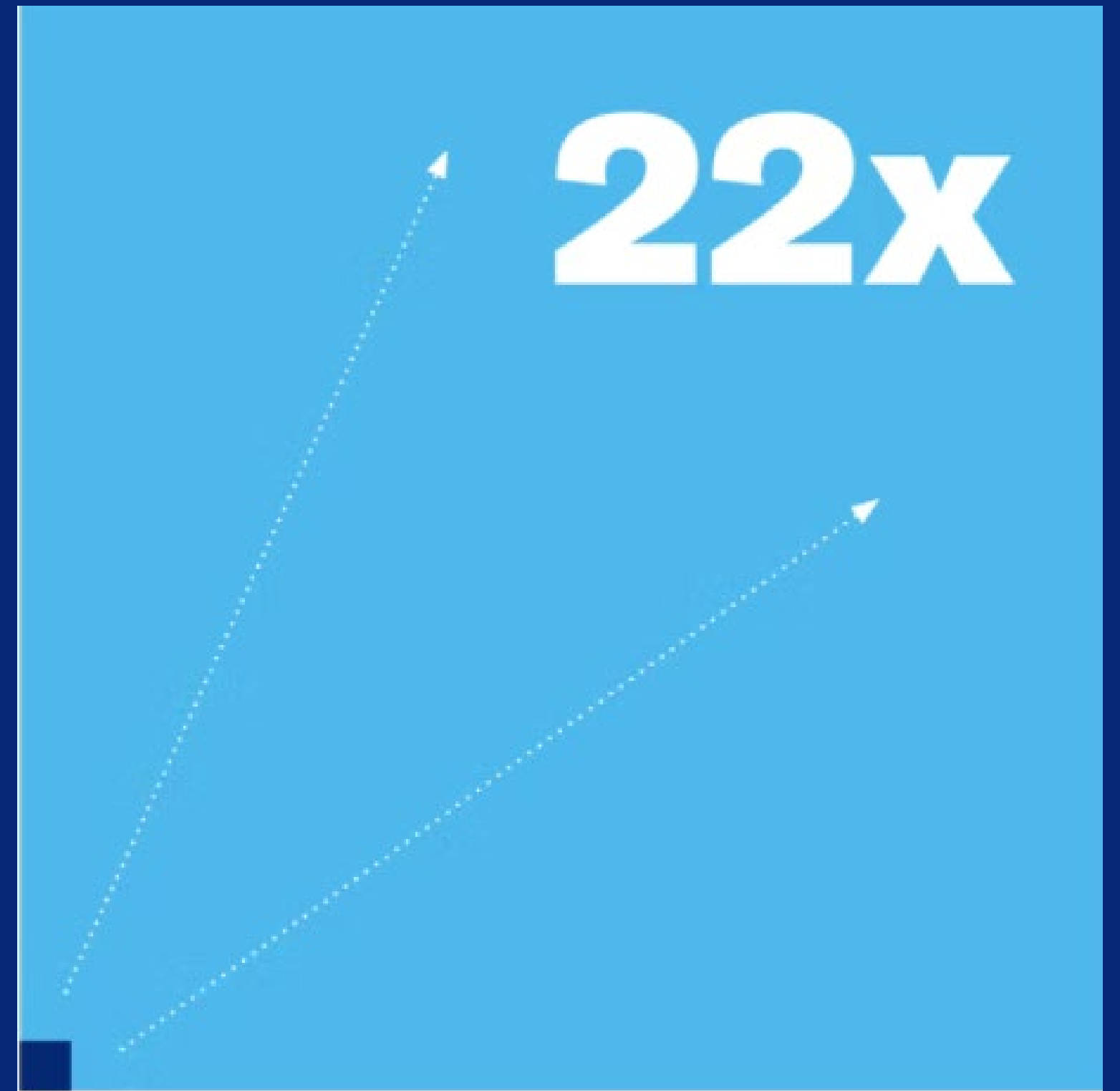
Measure Progress

Non-Discrimination Policy: "Gender Identity"



Measuring Progress: Transgender Inclusive Healthcare

The number of **CEI** participating companies who offer transgender-inclusive health insurance coverage, has increased **22** times since **2009**.



Impact

SOGI/E Protections for:

- 20 million U.S. Workers
- 19 million Global Workers

Transgender Inclusive Benefits for:

- 18 million U.S. Workers and their Families



The Business Case

- Drives recruitment and retention of talent, eliminates barriers to investment
- Eliminates inconsistencies across operations, business clients and suppliers.
- Reinforces corporate reputation as a champion of fairness and equality.
- LGBTQ+ and fair-minded market segment is looking to spend their dollars with companies that align with their values.

2023 Criteria Changes

- Updating criteria to account for changes to the legal landscape
 - Bostock
 - Obergefell
- Expanding criteria for Family Formation and Transgender-Inclusive Health Care Benefits
- Expanding criteria for Internal Education Best Practices
- Increasing the threshold for Outreach and Engagement

A stylized graphic of a person's profile in shades of blue and magenta. The person is wearing a magnifying glass over their eye. The background features a grid of various icons in a light gray color, including a mouse, a truck, a microscope, a gavel, an atom, a bell, and a search icon.

QUESTIONS?

cei@hrc.org