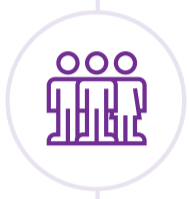


# Transgender Benefits

## 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 transgender<sup>1</sup>

**1 in 250**  
adults identify as transgender<sup>2</sup>

**Attract non-transgender employees:**



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



**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.<sup>4</sup>**

**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.<sup>5</sup>**



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>