

For a more inclusive workplace

# Supporting employees' transition journeys



Gender Affirmation coverage from Co-operators gives employers the opportunity to support their Diversity, Equity and Inclusion (DEI) strategy. This coverage offers a compassionate path for those diagnosed with gender dysphoria and empowers employers to cultivate an environment that supports every plan member's journey.

## **A comprehensive approach to inclusion – like gender affirmation coverage**

Diversity isn't just a value – it's a competitive edge. Embracing a diverse workforce enhances perspectives, drives innovation and increases productivity. Gender Affirmation coverage ensures that benefits align with the diverse needs of employees.

### **Who is eligible?**

Employees and dependants 18 years or older who are medically diagnosed with gender dysphoria.

### **What is covered?**

Base benefits include items like vocal surgery, tracheal shave (reduction of Adam's apple) and chest contouring.

Enhanced benefits include reimbursement for surgical enhancements of features that align with accepted gender ideal, such as: nose surgery, eyelid lift and cheek and lip fillers.

*Coverage varies by group size. Only expenses incurred in Canada are accepted. These options complement a provincial health insurance plan and could reimburse certain care and treatments not covered by the public plan.*

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**1 in 300**  
Canadians over 15  
identify as transgender  
or non-binary.<sup>1</sup>

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What other support is available?

**We recommend that your plan include options for psychological counselling to support gender diverse employees through the stages of their gender affirmation journey to offer guidance, reduce stress and promote well-being.**

These supports are available through the Extended Health Care benefits for psychology.



## Staying at the forefront of inclusive care.

In addition to Gender Affirmation Care, Co-operators offers more inclusive coverage options that include:



**Family Building**



**Indigenous Health**



**Weight Management**

These optional coverages can help employers gain a competitive edge, so they can retain and attract top talent while enabling employees to live happier and healthier lives.

**Let's continue building healthy and resilient workforces. Together.**

**To learn more about how we can support your DEI initiatives, please contact your advisor or a Co-operators Group Benefits account executive.**

**65%**

of transgender and non-binary people report poor or fair mental health.<sup>2</sup>

**Investments. Insurance. Advice.**



[cooperators.ca](https://www.cooperators.ca) | 1-800-667-8164

<sup>1</sup> <https://www.statcan.gc.ca/en/census/census-engagement/community-supporter/sex-birth-gender>

<sup>2</sup> <https://www150.statcan.gc.ca/n1/daily-quotidien/220427/dq220427b-eng.htm>

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