

1 [Creation of transgender health benefits for CalPers]

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3 **Resolution endorsing the creation of transgender health benefits for CalPers.**

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5 WHEREAS, In 1994, the City and County of San Francisco Human Rights Commission  
6 (“the Commission”) held the nation's first governmental public hearing on human rights  
7 discrimination against transgender people and issued a report of that hearing with findings  
8 and recommendations; and,

9 WHEREAS, The Commission found that expert professionals have concluded that the  
10 successful medical treatment of transgender people often includes medically necessary  
11 psychological, hormonal, and/or surgical interventions; and,

12 WHEREAS, The Commission found that because insurers routinely pay for surgical  
13 procedures, psychological care, and hormonal treatments for non-transgender people while  
14 coverage for the same interventions is denied to transgender people, these exclusions  
15 regarding transgender people are inherently and unfairly discriminatory; and,

16 WHEREAS, In 2001, the City and County of San Francisco became the first municipal  
17 employer in the United States of America to remove discriminatory exclusions in their health  
18 insurance policies that would deny coverage for transgender City employees, retirees, and  
19 their dependents, thereby offering “transgender” health benefits; and,

20 WHEREAS, In 2005, the entire University Of California (“UC”) system removed  
21 transgender exclusions from insurance plans and began offering transgender health care  
22 coverage to UC employees, retirees, and their dependents; and,

23 WHEREAS, Available actuarial data confirms the low cost and affordability of the  
24 benefit and that the utilization rate is proportionate to the estimated transgender population  
25 seeking such interventions; and,

1           WHEREAS, Gender identity is a protected category under California nondiscrimination  
2 and insurance law; now, therefore, be it

3           RESOLVED, That the Board of Supervisors of the City and County of San Francisco  
4 encourages the CalPers system to remove discriminatory provisions against transgender care  
5 in all health care insurance plans and to make psychological, surgical, and hormonal  
6 interventions available for transgender people; and, be it

7           FURTHER RESOLVED, That the Board of Supervisors of the City and County of San  
8 Francisco calls upon all insurance carriers and all employers to remove discriminatory  
9 exclusions prohibiting coverage for psychological, surgical, and/or hormonal treatments for  
10 transgender people.

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