

The State of Delaware

Diversity, Equity and Inclusion Benefits Review

SEBC Health Policy & Planning Subcommittee Meeting

August 14, 2023

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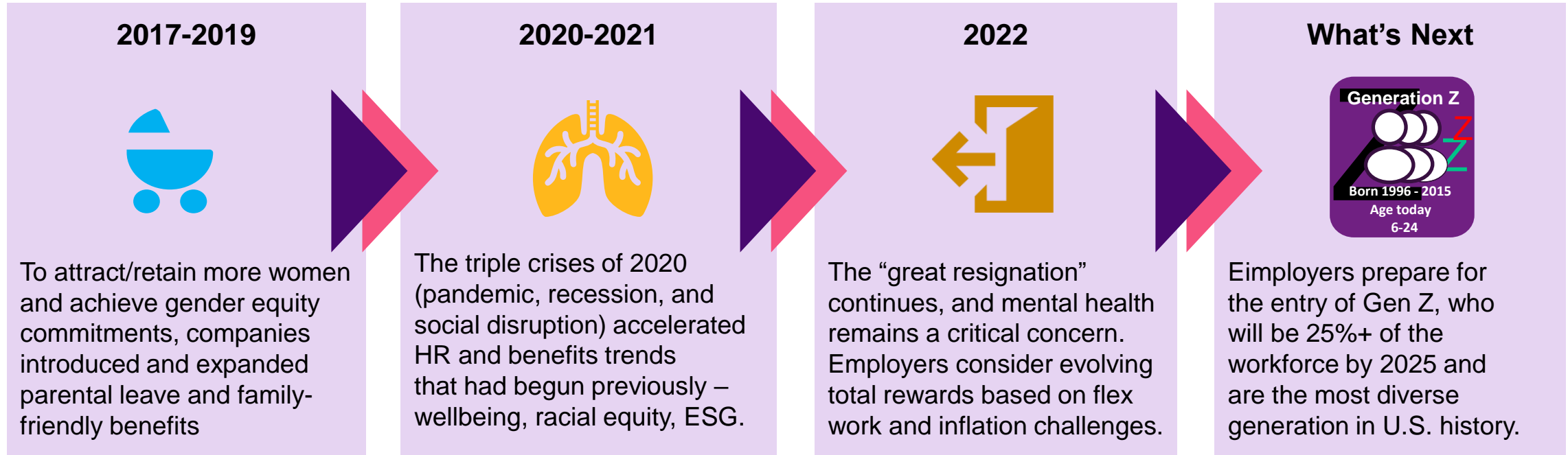
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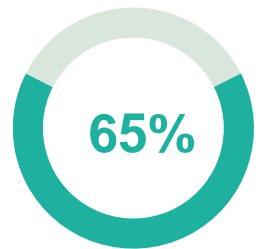
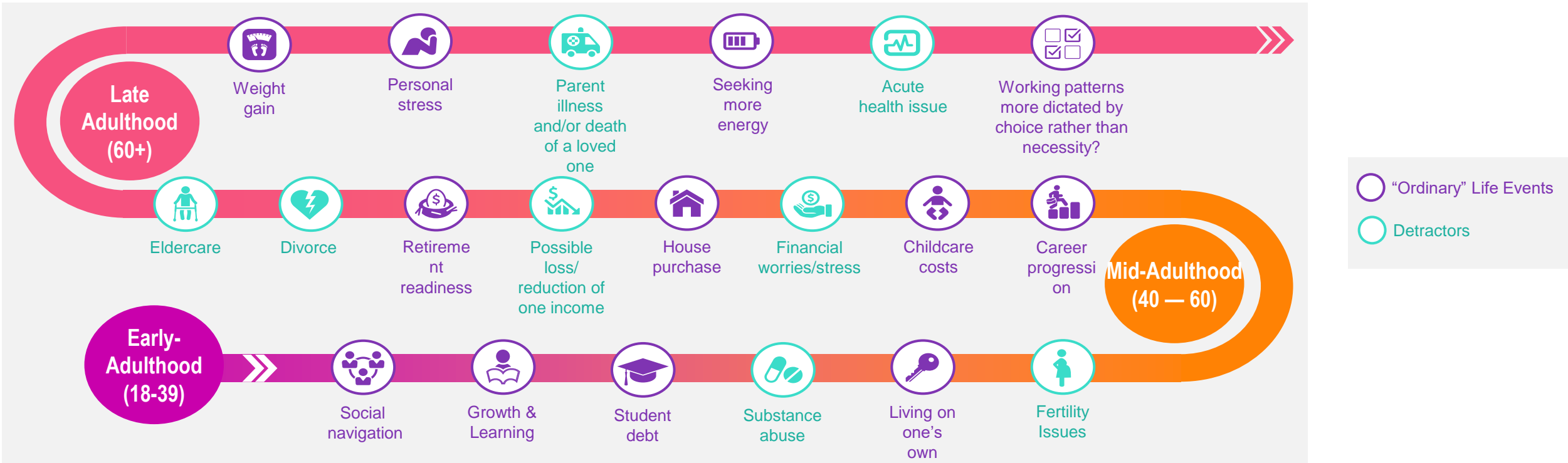
The rapid evolution of Diversity, Equity and Inclusion in HR and Total Rewards



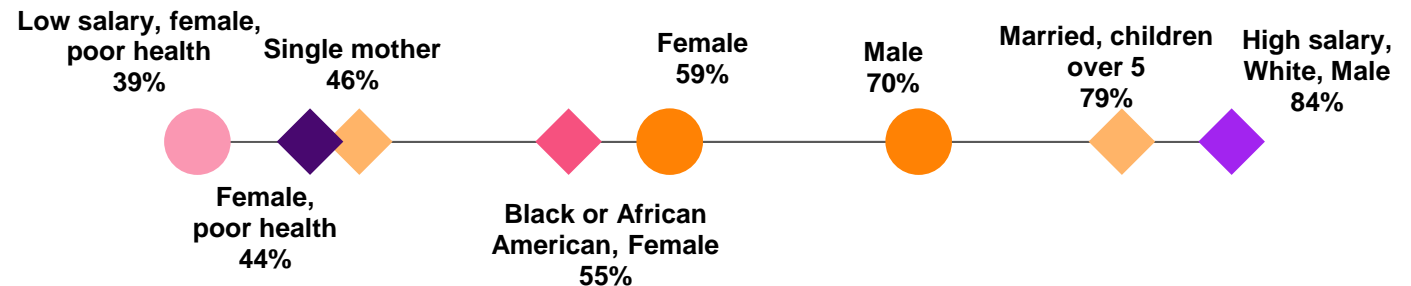
There is strong desire for DEI in the current state of the workforce



Modernizing benefits to meet employees where they are

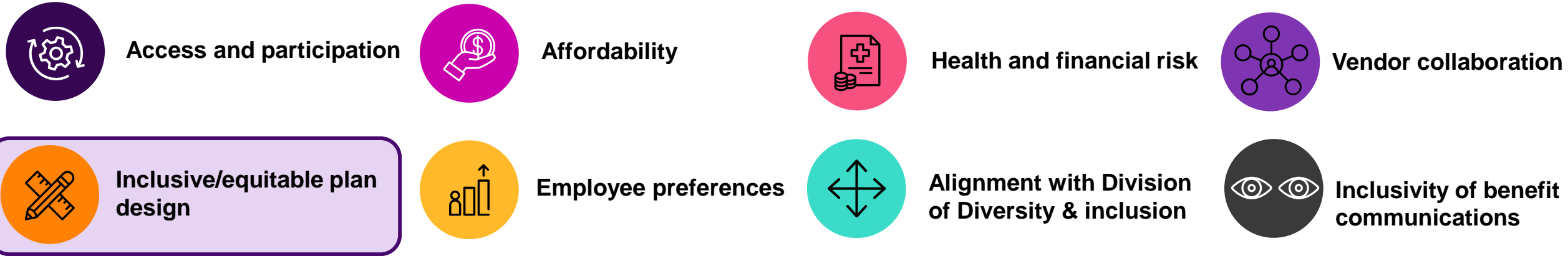


of employees say their benefits meet their needs – but varies significantly by demographic cohort



Source: 2022 WTW Global Benefits Attitudes Survey, United States

Framework for reviewing benefits through a DEI lens



Focus area for Inclusive Benefits Review

Potential populations of focus



Inclusive benefits review – goals and objectives



Do our current benefit programs meet the needs of a diverse workforce?



How do benefits impact our ability to attract and retain employees?



Does the current benefits package support an inclusive and diverse culture, and align with the State's Diversity, Equity, and Inclusion goals?



Are there opportunities to improve the wellbeing of State employees (financial, physical, and/or emotional wellbeing)

Support Development of GHIP Future State

Meaningful Choice – Several medical plan options that are meaningfully different in terms of price tags and benefit value (including an IRS-qualified HSA plan)

Personalized Benefit Offerings – After-tax Lifestyle Savings Account aimed at meeting the participants life needs in any given year (e.g., child/elder care, student loan repayment, pet insurance, etc.)

Voluntary Benefits – Strategic approach driven by employee demographics, supported by robust benchmarking, market knowledge and enrollment services

Flexible Subsidization – Employees receive fixed amount towards suite of core and voluntary benefit offerings such that employees can purchase based on their own unique needs

Meets Variety of Needs – Scope of benefit offerings are flexible to meet the needs and preferences of the State's diverse workforce

Inclusive benefits review – overview of process

Health benefits reviewed	Areas for potential future study/review
<ul style="list-style-type: none">• Family forming benefits• Transgender coverage• Maternity/pregnancy• Women’s health• Behavioral health & substance abuse• Wellbeing support• Dental	<ul style="list-style-type: none">• Disability plan and policies• Leave/time off programs• Retirement readiness and benefit offerings• Caregiving benefits• Perks/ancillary benefits• Benefits education, communications and resources

Benefits are reviewed on a “**good, better, best**” scale for select provisions through a DEI lens, using:

- Corporate indices, such as Human Rights Campaign’s Corporate Equality Index
- Published clinical guidelines and best practices (e.g., WPATH)
- Employer prevalence data and surveys
- Employee surveys and input

Inclusive benefits review – what to expect

- Study findings to be presented at September Health Policy & Planning Subcommittee meeting and will include a summary of strengths in the current GHIP benefit offerings and opportunities to better align with strategic objectives
- Findings will also include list of recommendations for each reviewed benefit category that may include:
 - Coverage or policy enhancements
 - Communications/education targeted at certain populations or life stages
 - Additional data cuts/metrics to track progress and identify future opportunities
- Health Policy & Planning Subcommittee may choose to further explore some or all recommendations including additional vetting of cost impact, member impact, administrative impact, vendor capabilities, etc.
- Changes do not need to be adopted immediately – consider prioritizing changes for implementation in FY24, FY25, or a future year
- Findings will be considered in the context of compliance requirements (e.g., Mental Health Parity and Addiction Equality Act) and any other Benefits Modernization efforts (e.g., employee survey)