



The Cost of Transgender Health Benefits

Transgender at Work

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Agenda

- Introductions
- Transgender Background
- Summary of Earlier Work
- Methodology
- Data
- Prevalence Results
- Cost Results
- Cost Prediction Tool for your Company
- Summary
- Q&A

Introductions

- Tell us about yourself
 - Name
 - Company
 - Role
 - HR Benefits
 - HR Diversity
 - Employee Resource Group Leader
 - other
 - What do you hope to get from this workshop?



Introduction to THBs

- Transsexuals have health care needs that are often not covered on health plans.
- Employers considering including THBs are concerned that the cost is unknown and may be too high.
- No good data exists on prevalence or cost.

HRC Equality Index

- Score of 100% is a sign of Excellence.
- Currently allocates points for

Sexual Orientation in EO Policy ✓	Gender Identity and Expression in EO Policy✓
Domestic Partner Benefits✓	Transgender Health Benefits (2006)

- THB data collected in 2005, 0% allocated
- THB percentage points allocated starting in 2006

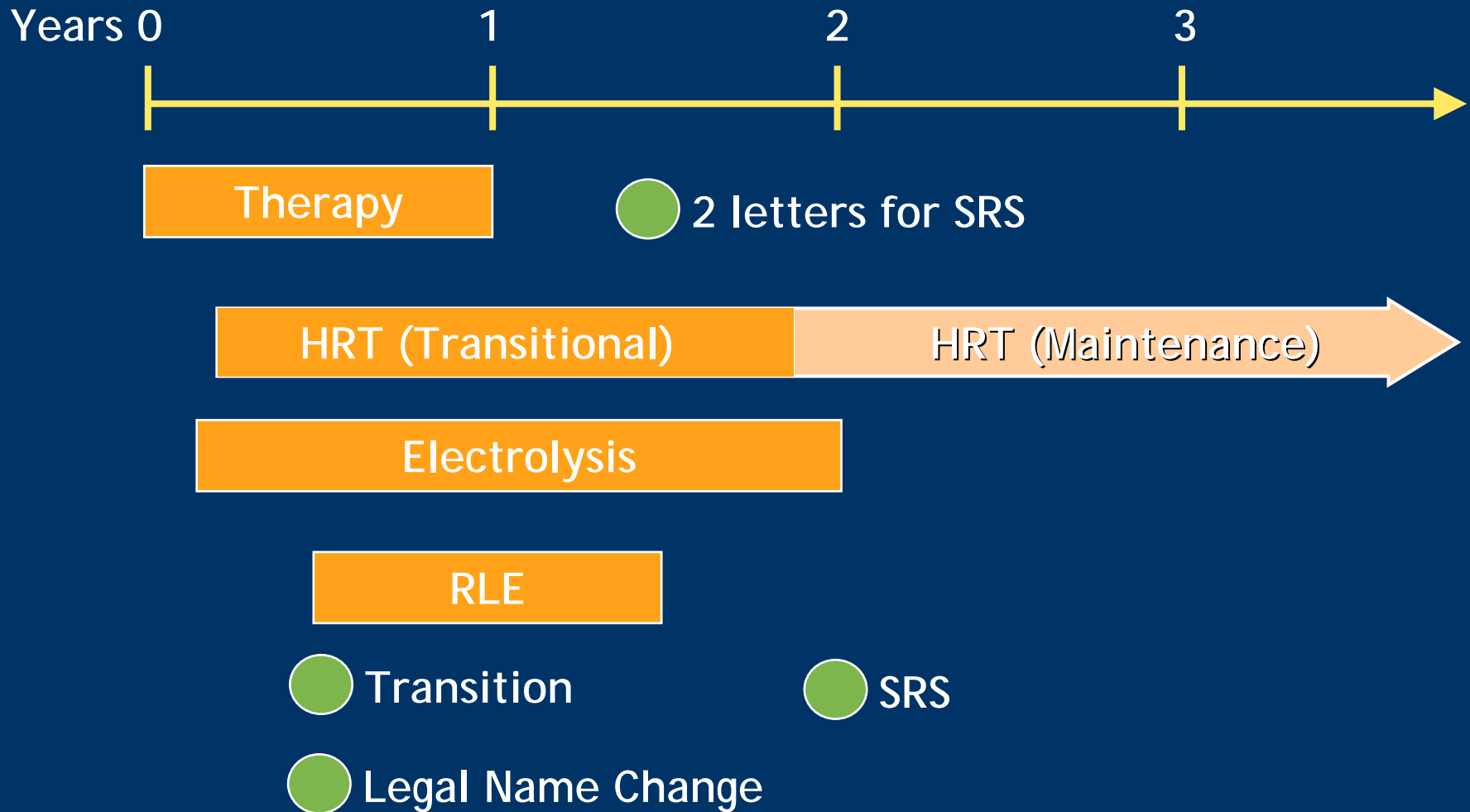
Background

- Transgender
 - Transsexuals, Crossdressers, ... others
 - MTF or FTM
 - Transsexuals are diagnosed with Gender Identity Disorder (GID) by a therapist
 - There is a standard treatment for GID
 - Standard treatment incurs medical costs

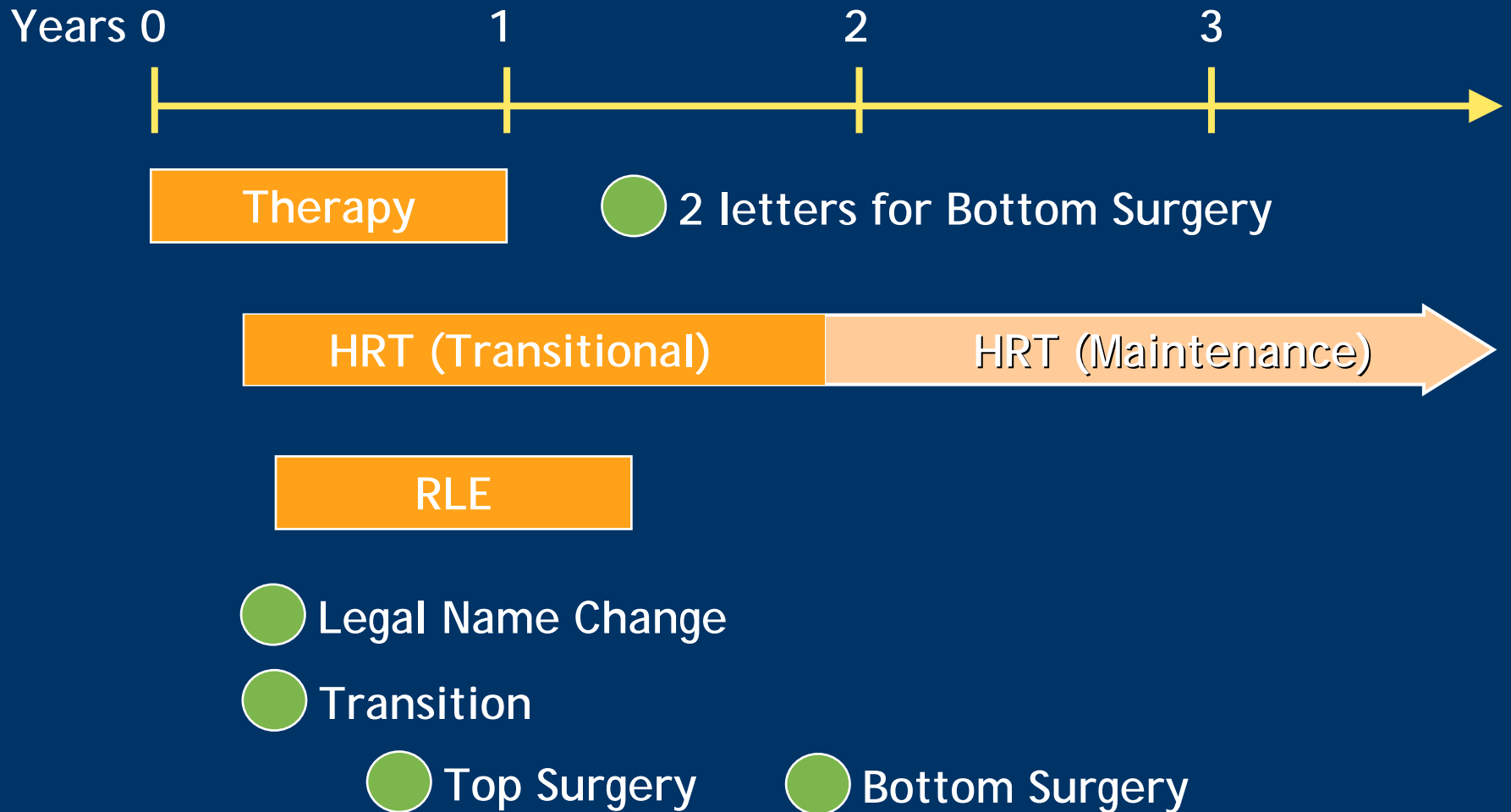
HBIGDA Standards of Care (SOC)

- SOC Version 6, 2001, Harry Benjamin International Gender Dysphoria Association.
- Standards for treatment of Gender Identity Disorder
 - Treatment begins with a GID Diagnosis
 - Letter from therapist for hormones
 - 1 year Real Life Experience
 - 2 Letters, one from a Doctor, for Genital Surgery

Male to Female Time Line



Female to Male Time Line



Exercise: What is Medically Necessary?

- See the list of procedures in your handout
- Decide which procedures are
 - Medically Necessary
 - Cosmetic
- How to decide:
 - Is the treatment covered for non-transgendered patients?
 - Lucent's definition of "Medically Necessary" is:
 - "Care is considered medically necessary if:
 - It is accepted by the health care profession in the U.S. as appropriate and effective for the condition being treated, and
 - It is based upon recognized standards of the health care specialty involved, and
 - It represents the most appropriate level of care: the frequency of services, the duration of services, and the site of services, depending on the seriousness of the condition being treated (such as in the hospital or in the physician's office), and
 - It is not experimental or investigational."

Opinion of the Specialists

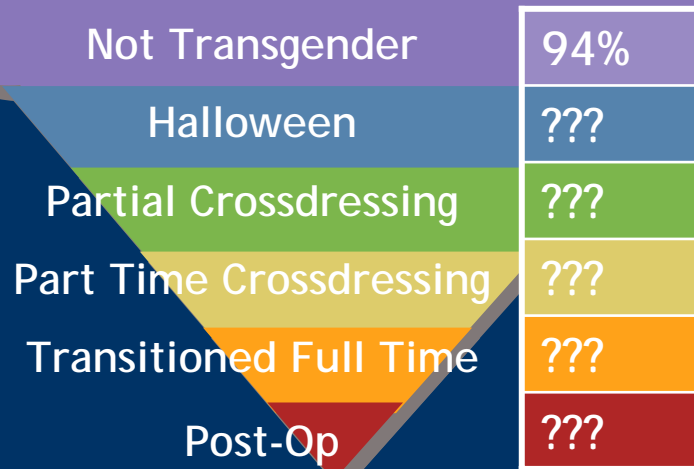
- Quotes from *Harry Benjamin International Gender Dysphoria Association "Standards of Care,"* Sixth Version, 2001:
 - *Hormones are often medically necessary* for successful living in the new gender.
 - In persons diagnosed with transsexualism or profound GID, *sex reassignment surgery*, along with hormone therapy and real-life experience, is a treatment that has proven to be effective. Such a therapeutic regimen, when prescribed or recommended by qualified practitioners, *is medically indicated and medically necessary*. Sex reassignment is not "experimental," "investigational," "elective," "cosmetic," or optional in any meaningful sense. It constitutes very effective and appropriate treatment for transsexualism or profound GID.

Health Care Costs

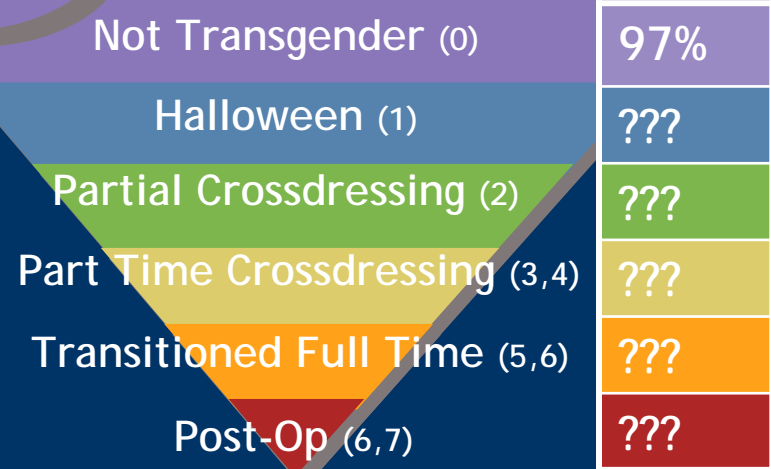
- Medically Necessary Procedures
 - Mental Health (Therapy)
 - Hormones (Pharmaceuticals)
 - Doctors visits to support hormones
 - Surgery
 - MTF: orchidectomy, penectomy, vaginaplasty, labiaplasty
 - FTM: mastectomy, hysterectomy, metoidioplasty, phalloplasty
- Cosmetic Procedures
 - Electrolysis
 - Speech therapy
 - Breast augmentation surgery
 - Facial surgery
 - Voice surgery

How Many Transgendered People are There?

Male to Female



Female to Male



Previous Work: Prevalence

- Prevalence of Transgenderism (1+)
 - Janus 1993: Ever crossdressed: MTF 6%, FTM 3%
- Prevalence of GID (5+)
 - DSM IV GID 1994: MTF 1:30,000, FTM 1:100,000 (based on 1967 Swedish study)
 - van Kesteren 1996: MTF 1:11,900, FTM 1:30,400 (Netherlands)
- Prevalence of SRS (6+)
 - Conway 2001: MTF 1:1333 to 1:1000

Experience with Employers

- Lucent 2000-2003
 - Paid for 2 surgeries, total \$20,000 (\$5,000/year)
 - 150,000 employees in 2000, 33,000 in 2003
- Avaya 2001-2003
 - No surgeries, \$0
 - 40,000 employees
- San Francisco, 2001-2004
 - Forecast 35 surgeries/year, \$750,000/year
 - Actual for 11 people, total \$183,000 (\$46,000/year)
 - 37,000 employees, 60,000 insured

Methodology

- Surveys sent to 55 HBIGDA surgeons and clinics worldwide. 14 responses, 12 of 15 *major surgeons*
 - # of *primary surgeries* in 2001, MTF & FTM
 - Total cost, MTF & FTM
 - % who were US residents, MTF & FTM
 - Questions about FTM bottom surgery.
- Subject matter experts advice on percentages in each treatment
- Known standard costs for Therapy, Hormones, Doctors

Results: Surgical Data

	MTF	FTM	Total
# Surgeries (all surgeons of US patients)	995	500	1495
Total Cost (\$ millions)	\$10.31	\$8.97	\$19.28
Average surgery cost	\$10,400	\$17,900	\$12,900
% US residents	74%	86%	77%
# Surgeries on US residents	736	430	1166

FTM Surgical Data

Surgery	% of FTMs	Average Cost
Mastectomy / Chest Reconstruction	80%	\$8,500
Hysterectomy & Oophorectomy	50%	\$15,000
Metoidioplasty	5%	\$10,500
Phalloplasty	6%	\$23,750

Nonsurgical Costs

Cost / Patient	Year 1	Year 2	Years 1+2	Year 3	Years 3+
Therapy	\$900	\$188	\$1088	\$0	\$0
HRT Rx	\$807	\$2,129	\$2,936	\$363	\$10,395
HRT MD	\$510	\$385	\$895	\$255	\$7,272

What is the Prevalence of lifetime SRS?

- 1:1,000
- 1:3,000
- 1:10,000
- 1:30,000

What is the Prevalence of lifetime SRS?

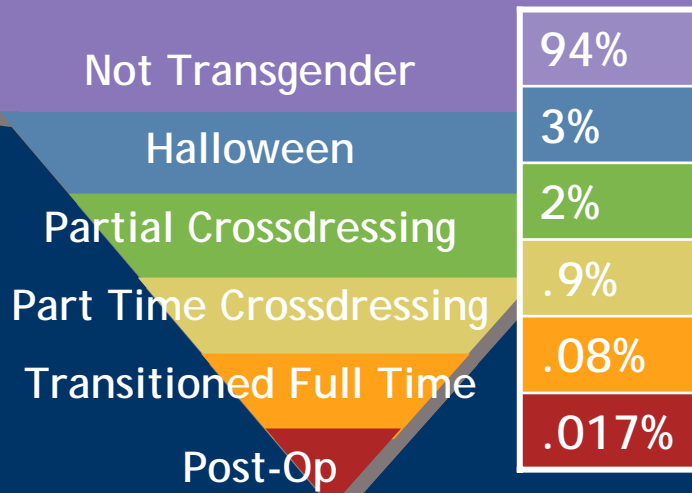
Total	MTF	FTM	
• 1:1,000			
• 1:3,000	1:2,500	1:4,200	
• 1:10,000			
• 1:30,000			
	Surgeries/Year	1,166	
	US Residents	281,421,906	
	Ratio SRS in 1 year	1:241,295	.0004%
	Life Expectancy	77	
	Ratio SRS in lifetime	1:3,134	.032%
	Ratio having GID	1:866	.12%

US Census 2000

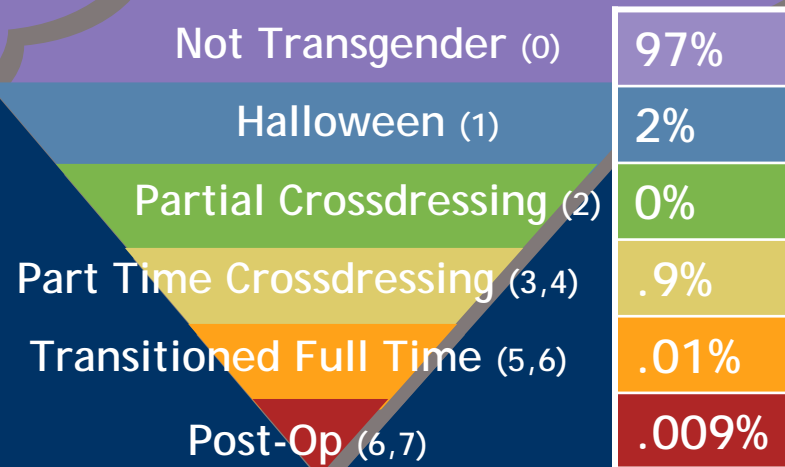
US 2000 Census Data	Males	Females	Total
US residents, all ages	138,053,563	143,368,343	281,421,906
% US residents with health insurance	81.5%	81.5%	81.5%
US residents age 0-64 with health insurance	100,769,809	100,070,765	200,840,575
Ratio US Residents having SRS in 2001	1:187,496	1:333,415	1:241,295
Ratio having SRS in lifetime	1:2,524	1:4,183	1:3,134

How Many Transgendered People are There?

Male to Female



Female to Male



Quiz - What is the cost per insured for SRS?

With all these US residents having surgery, if you spread out the cost over all US residents who have insurance, what is the annual cost per insured for SRS?

- \$.06
- \$1.75
- \$15
- \$189

The cost per insured for SRS

With all these US residents having surgery, if you spread out the cost over all US residents who have insurance, what is the annual cost per insured for SRS?

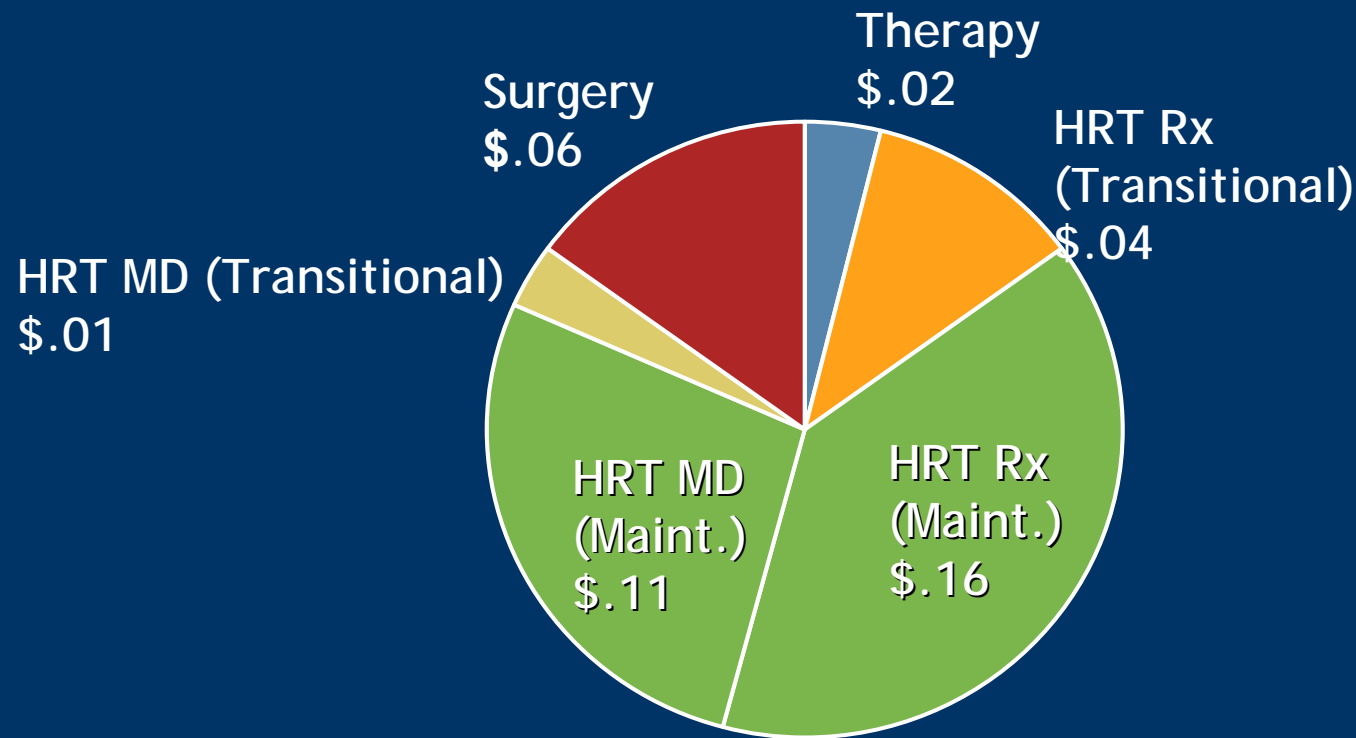
- **\$.06**
- ~~\$1.75~~
- ~~\$15~~
- ~~\$189~~

US Surgeries/Year	1,166
(on insured 0-64)	951
Average Cost	\$12,895
Total Cost	\$12,257,223
# US Insured (0-64)	200,840,575
Cost/Insured	\$.06

Total Annual Cost per Insured

	Total Cost (millions)	Cost / Insured
Therapy	\$3.17	\$0.02
HRT Rx	\$40.56	\$0.20
HRT MD	\$24.90	\$0.12
Surgery	\$12.26	\$0.06
Total	\$79.97	\$0.40

Total THB Annual Cost per Insured



Error Analysis: Annual Cost per Insured

- Minimum cost: \$.08
- Best Estimate: \$.40
- Maximum cost: \$5.32
- Domestic Partner Benefits: \$40.00 (1%)
- Full Health Insurance: \$4,000.00 (2001)

Quiz - How much does each pill cost?

- Premarin 1.25g (Estrogen) • \$0.82
- Diovan 80mg (Blood Pressure) • \$1.37
- Spironolactone 50mg (BP, AntiAndrogen) • \$0.21
- Prozac 10mg (Generic) • \$1.23
- Viagra 50mg • \$8.31

- Costs per pill for 90 day supply at MedcoHealth, employee + employer share.

Cost Issues

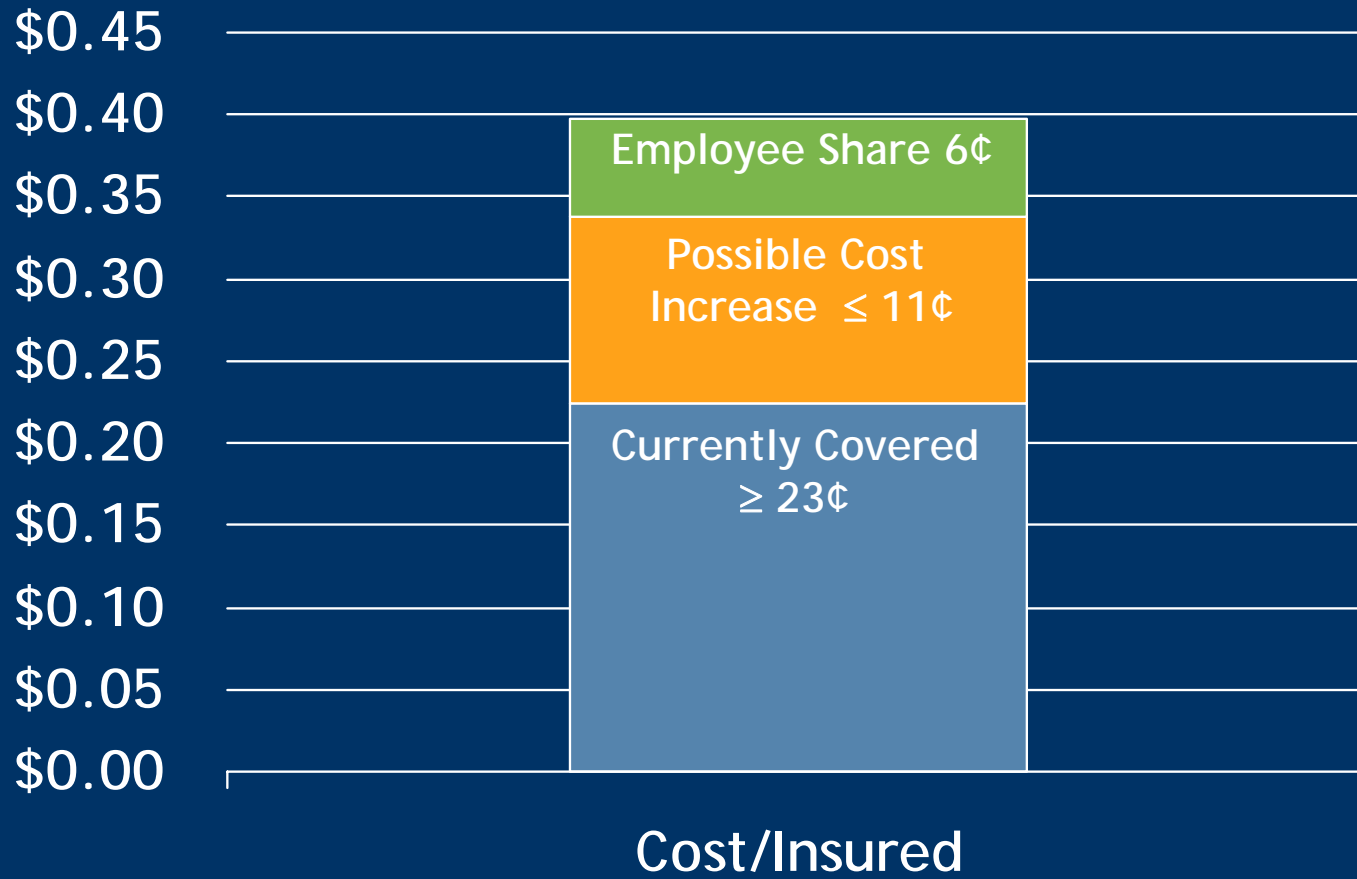
(5mn)

- Cost to employer to cover is less than full cost.
 - Employer pays part, Patient pays part.
 - Most plans currently have partial coverage
 - Maintenance HRT Rx probably already covered
- % of TS employees with insurance unknown
 - TS unemployment rate may be higher?
 - Those having SRS are self-funded, likely covered?
- Magnet effect may attract costs
- Increased coverage may cause increased usage.

Cost Tool

Type of Cost	Annual Total Cost /Insured	Employee Share (15%)	Employer Share (85%)	Employer Currently Paying	Increased Care Cost (magnet & long term)	Increased cost to Employer
Symbol for Cost	C	E	$Er = C - E$	CP	IC	$I = Er - CP + IC$
Therapy	\$0.016	\$0.002	\$0.013	Varies	0	$\leq \$0.013$
HRT Rx	\$0.202	\$0.030	\$0.172	\$0.134	0	\$0.038
HRT MD	\$0.124	\$0.019	\$0.105	\$0.094	0	\$0.011
Surgery	\$0.061	\$0.009	\$0.052	Varies	0	≤ 0.052
Total	\$0.403	\$0.060	\$0.342	$\geq \$0.228$	0	$\leq \$0.114$

Annual Cost Increase per Insured



Summary

- Prevalence numbers:
 - About 1,166 surgeries/year on 281,422,000 in US
 - 1:240,000 have surgery each year
 - 1:3,100 have surgery once in their lifetime
- Surgical Cost: about 06¢ / insured
- Total Cost: about 40¢ / insured
- Potential cost increase: about 11¢ / insured
- HRC Equality Index: THB points in 2006

Q & A

DELETED SLIDES

Black & White Logos for Master Slides



Health Care Unrelated to Transsexualism

- Some doctors refuse to treat transsexuals for conditions unrelated to transsexualism.
 - Robert Eads was refused treatment by over 24 doctors.
- Some insurers claim that unrelated conditions are related.

Common acronyms

FTM - Female to Male

GID - Gender Identity Disorder

HBIGDA - Harry Benjamin International
Gender Dysphoria Association

MTF - Male to Female

SOC - HBIGDA Standards of Care

SRS - Sex Reassignment Surgery

THB -Transgender Health Benefits

Resources

Transgender at Work www.tgender.net/taw

Female To Male International www.ftmi.org

Gender Public Advocacy Coalition www.gpac.org

Human Rights Campaign Worknet
www.hrc.org/worknet

International Foundation for Gender Education
www.ifge.org

Intersex Society of North America www.isna.org

National Center for Transgender Equality
www.nctequality.org

National Gay and Lesbian Task Force
www.thetaskforce.org/ourprojects/tcrp

National Transgender Advocacy Coalition
www.ntac.org

Transgender Law and Policy Institute
www.transgenderlaw.org

Transgender Legal www.transgenderlegal.com



Medically Necessary or Cosmetic Surgery?

	Necessary	Cosmetic
Mental Health Therapy to diagnose GID and manage the transition process	<input type="checkbox"/>	<input type="checkbox"/>
Hormones Prescription drugs (estrogen, progesterone, testosterone, etc)	<input type="checkbox"/>	<input type="checkbox"/>
Doctors visits to support hormones Office visits to write prescriptions and do lab tests on blood	<input type="checkbox"/>	<input type="checkbox"/>
Orchiectomy Surgical removal of the testicles	<input type="checkbox"/>	<input type="checkbox"/>
Penectomy Surgical removal of the tissue inside the penis	<input type="checkbox"/>	<input type="checkbox"/>
Vaginaplasty Surgical formation of the vagina	<input type="checkbox"/>	<input type="checkbox"/>
Labiaplasty Surgical formation of the labia	<input type="checkbox"/>	<input type="checkbox"/>
Mastectomy Surgical removal of the breasts	<input type="checkbox"/>	<input type="checkbox"/>
Hysterectomy Surgical removal of the uterus and ovaries	<input type="checkbox"/>	<input type="checkbox"/>
Metoidioplasty Surgical release/repositioning of the clitoris	<input type="checkbox"/>	<input type="checkbox"/>
Phalloplasty Surgical formation of the penis and testicles	<input type="checkbox"/>	<input type="checkbox"/>
Electrolysis Permanent removal of facial hair	<input type="checkbox"/>	<input type="checkbox"/>
Speech therapy Therapy to make the voice sound more feminine	<input type="checkbox"/>	<input type="checkbox"/>
Breast augmentation surgery Surgical enlargement of the breasts	<input type="checkbox"/>	<input type="checkbox"/>
Facial surgery Surgical reshaping of the face to be more feminine or masculine	<input type="checkbox"/>	<input type="checkbox"/>
Voice surgery Tightening of the vocal chords to raise the pitch of the voice.	<input type="checkbox"/>	<input type="checkbox"/>

Transgender Terminology

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Bi-Gendered

A person who lives a dual life, having one role as a man and another role as a woman. Bi-gendered people spend significant time in each role and have separate names, pronouns, social circles, and gender identities. Often one social circle is unaware of the person's other identity. Sometimes called a transgenderist. (4 on the Benjamin gender scale.)

Butch

A female who crossdresses in men's clothing, has a masculine haircut, and takes on the masculine gender role, but does not try to pass as a man or change pronouns. See also Gender Bender.

Crossdresser

Literally, person who sometimes dresses in clothing traditionally associated with the opposite sex. In practice, most crossdressers assume the feminine gender role, presenting completely as a woman (with long hair, makeup, padding, and sometimes changes to voice and body language.) Crossdressers change repeatedly back and forth between man and woman. Most crossdressers spend only small amounts of time crossdressed, either alone or at a support group. (3 on the Benjamin gender scale.)

Gender

The role a person takes in social interactions, as in "man" or "woman", "masculine" or "feminine", "he" or "she". Gender involves a person's internal feelings of "gender identity" as well as external "gender role" or "gender expression". Gender is not a synonym for "sex", although the sex and gender of most people are congruent. "Sex" is what you have between your legs, "gender" is what you have between your ears. See "Man", "Woman", "Sex", "Gender Roles".

Gender Bender

A person who presents elements of both masculine and feminine appearance without trying to pass as the opposite sex. Examples include a man in a skirt, or with painted nails, styled hair, or dangling earrings, a woman in jacket and tie, or in a tuxedo, or a short masculine haircut or bound breasts. A gender bender is expressing how they are most comfortable.

Gender Characteristics

The physical attributes of a person, as they relate to the traditional stereotypes of "man" or "woman" and "male" or "female", usually applied to intersexual persons. Gender characteristics include height, body shape, deepness of voice, body hair, and also include biological sex differentiations like genotype, hormonal metabolism and genitals. Protection of gender characteristics means that a person will not be treated differently if their gender characteristics do not match those traditional for their sex. Examples include a short man, a woman with facial hair, a person whose genotype does not match their assigned sex, (e.g. a woman who is not genetically XX,) or a person with ambiguous genitals. (See <http://www.isna.org/> for more information about intersexuality.)

Gender Expression

The external presentation or appearance of a person, as it relates to the traditional stereotypes of "man" (or "boy") and "woman" (or "girl"). A person's gender expression includes appearance, dress, mannerisms, speech patterns, hair style, and social interactions. Protection of gender expressions means that any gender expression that is acceptable for one sex is also acceptable for the other sex.

Gender Identity

The internal feeling that all of us have of being a man or a woman. In the case of transsexuals, the feeling of identity or belonging is not compatible with the sex assigned at birth. The gender identity of a crossdresser is somewhere between the endpoints "man" and "woman", and may move back and forth.

Gender Roles

Societal expectations of how we are supposed to appear and behave depending on one's being male or female. One of the most explicit social rules is that one is expected to present oneself in public in a manner consistent with one's sex, and that presentation is to be unambiguous.

Gender Variance

The degree to which a person's gender expression, or gender identity, or gender characteristics is different from cultural expectations. A gender variant person is one whose gender variance is high enough for them to be harassed or discriminated against.

Intersexual

A person for whom the process of biological sex differentiation has resulted in a genital phenotype which is culturally unacceptable. The term often implies a medical history of intersexuality and is preferable to the outmoded term Hermaphrodite.

Prevalence

The ratio of number of people with a given condition at a given time to the total population

Sex Characteristics

Another term for Gender Characteristics. Some Intersex individuals draw a distinction between gender characteristics (visible physical attributes of a person) and sex characteristics (biological sex differentiations.) Usually both types of characteristics are included under the term gender characteristics.

Transgendered

A term that is used to refer to the entire community of individuals whose sex is not entirely congruent with their gender identity. This includes the entire range from the occasional, recreational crossdresser to the transsexual. This term is also used to describe non-operative transsexuals, intersexuals, feminine males, masculine females, or anyone who crosses the line outside the "man" or "woman" boxes expected by society.

Transgenderist

Not to be confused with "transgender" or "transgendered". A transgenderist is a person who lives full-time or nearly full-time in the opposite gender from their birth sex, but does not desire surgery. Also called a non-operative transsexual. Sometimes the term "transgenderist" has been used to describe what this glossary calls a bi-gendered person. (5 on the Benjamin scale.)

Transsexual

A person who desires to permanently live as the opposite sex from their birth sex. This person may choose to have sex reassignment surgery. See "SRS." (6 or 7 on the Benjamin scale. 6 refers to a pre-operative transsexual, and in some scales, 7 refers to a post-operative transsexual.)

