

City Council

Notice of Motion

MM16.21	ACTION			Ward: All
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Trans-Inclusive Benefits: Expanding Health Benefits for Toronto Employees to Include Gender-Affirming Care - by Councillor Chris Moise, seconded by Councillor Paul Ainslie

** Notice of this Motion has been given.*

** This Motion is subject to referral to the General Government Committee. A two-thirds vote is required to waive referral.*

**A Revised Member Motion was posted on March 19, 2024.*

Recommendations

Councillor Chris Moise, seconded by Councillor Paul Ainslie that:

1. City Council direct the Executive Director, Pension, Payroll and Employee Benefits to review options for incorporating gender-affirming health care benefits not covered by the Ontario Health Insurance Plan into City employee benefits plans and provide an update to the General Government Committee and the Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee by the fourth quarter of 2024.

Summary

The importance of gender-affirming healthcare is monumental; it is truly life-saving care for many. The Government of Canada approved gender-affirming care for its employees last year, so it is time for Toronto to follow suit. As a leading municipality, we owe it to our employees, both unionized and non-unionized, to ensure their well-being by offering this crucial benefit.

This measure will not only confirm our position as a forward-thinking and inclusive city, but also contribute to a healthier, more supported workforce. By recognizing and responding to the diverse needs of our employees, we ensure that each individual is valued and treated with dignity and respect, upholding our commitment to public service.

This motion seeks to direct the Executive Director of Pension, Payroll and Employee Benefits to review options for incorporating gender-affirming healthcare into our employee benefits plans.

By implementing this motion, we will be taking a significant step towards fostering inclusivity and equity in the City of Toronto, demonstrating our unwavering commitment to each and every one of our employees.

Background Information (City Council)

Revised Member Motion MM16.21

(<https://www.toronto.ca/legdocs/mmis/2024/mm/bgrd/backgroundfile-244042.pdf>)