

## Item 2024.MM16.21

### **Trans-Inclusive Benefits: Expanding Health Benefits for Toronto Employees to Include Gender-Affirming Care**

To Members of Council:

The Toronto Public Service Pride Network (TPN) is one of the City's Communities of Inclusion, an employee network of 2SLGBTQ+ members (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and plus = other sexual or gender diverse members) and their allies at the City of Toronto. We wish to express our support for *MM16.21 – Trans-Inclusive Benefits: Expanding Health Benefits for Toronto Employees to Include Gender-Affirming Care* and strongly encourages City Council to direct the Executive Director, Pension, Payroll and Employee Benefits to undertake discussions with the City's benefits carrier, Green Shield Canada, regarding incorporating gender-affirming health care benefits not covered by OHIP into employee benefits plans.

In May 2021, there were 59,460 people in Canada aged 15 and older living in a private household who were transgender (0.19%) and 41,355 who were non-binary (0.14%). Together, they represented 1 in 300 people, or 0.33% of the population aged 15 and older. Statistics Canada reports that just over half of non-binary people aged 15 and older (52.7%) lived in one of Canada's six largest urban centres: Toronto's share of the non-binary population is 15.3%<sup>1</sup>.

Gender-affirming healthcare is widely considered critical to the mental health and wellbeing of Transgender and Non-binary people. The Toronto Public Service Pride Network considers the inclusion of Trans-affirming benefits to be an important way to action our support of Two-Spirit, Trans and Non-binary staff as set out in the [Guidelines for Accommodating Gender Identity and Gender Expression](#), a component of the City's Accommodation Policy. Further, providing gender-affirming is aligned with the City of Toronto Corporate Strategic Plan that places *Our People* at the core of the strategy.

In order to be a public service that is truly an equitable workplace and embraces the diversity of the communities we serve, comprehensive care for Two-Spirit, Transgender and Non-binary employees must be made available as part of the City's health benefits plan.

The Toronto Public Service Pride Network remains available for consultation on this action and would appreciate any opportunity to speak with members of Council or relevant staff on this matter.

Sincerely,

Nick Rossi and Barb Besharat  
2024 Toronto Pride Network Co-chairs

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<sup>1</sup> [City-Planning-2021-Census-Backgrounder-Age-Sex-Gender-DwellingType \(toronto.ca\)](#)

**Signatories**

Gordon Tanner	General Manager, Toronto Shelter & Support Services	City of Toronto
Toronto Public Library Pride Alliance	Toronto Public Library	