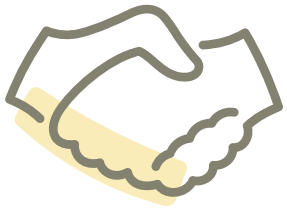


# IATSE Canada Pride Committee Town Hall



# Our commitment to diversity, equity and inclusion

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Organizational  
practices



Inclusive  
company culture



Products and  
services



Accessible and  
inclusive  
communication



Community  
support

# Why it matters

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**1 in 300**

Canadians identify as transgender or non-binary.

**Nearly half**

of transgender or non-binary Canadians say their health care needs are not met.

**500,000**

Canadians miss work each year due to mental illness.

In a recent review of 55 studies,

**93%**

found that gender affirming care improved the overall well-being of transgender people.

**71%**

of Canadian employees said it's important to them to work for an organization that values diversity.



# Gender affirmation coverage: (dependent on your plan)

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- **Help ensure your plan is inclusive** of the needs of all plan members and their families.
- **Provide coverage** for surgeries and procedures not covered by government health care plans.
- **Support members** through transition and helps them feel like their authentic selves.



Sponsors can select a lifetime maximum coverage of \$15,000, \$25,000 or \$40,000.

# What's covered?

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Where government coverage doesn't exist, here are some procedures that may be eligible:

## Top procedures

- Breast augmentation (breast implants)
- Mastectomy (removal of breasts)
- Chest contouring
- Pectoral implants

## Bottom procedures

- Penectomy (removal of penis)
- Orchiectomy (removal of testicles)
- Scrotoectomy (removal of scrotum)
- Vaginoplasty (construction of vagina)
- Hysterectomy (removal of uterus)
- Salpingo-oophorectomy (removal of fallopian tubes and ovaries)
- Vaginectomy (removal of vagina)
- Metoidioplasty (construction of male genitals)
- Phalloplasty (construction of penis)
- Scrotoplasty (construction of scrotum)

## Other procedures

- Implantation/replacement of penile and/or testicular prosthesis
- Facial feminization or masculinization procedures (such as forehead, brow, eye/eyelid, nose, jaw, lip, cheek or chin contouring, augmentation or reduction)
- Laryngoplasty (Adam's apple reduction or augmentation)
- Hairline reconstruction, hair removal (electrolysis or laser), hair transplants
- Voice surgery/vocal cord surgery
- Liposuction, lipofilling and other aesthetic procedures



# Family-building coverage: (dependent on your plan)

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- **Provide coverage** for family-building costs associated with fertility services such as IVF and IUI as well as some costs related to using a surrogate.
- **Support members** through their family-building journey.
- **Help ensure your plan is inclusive** of the needs of all plan members and their families.



Sponsors can select a lifetime maximum coverage of \$15,000, \$25,000 or \$40,000.

# What's covered?

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## Fertility services and surrogacy-related expenses such as:

### Physician and lab services

- Physician block and monitoring fees
- Medical imaging
- Diagnostic lab tests and screening of the gestational carrier

### Related to the egg, embryo and sperm

- Screening tests
- Transfer and storage fees
- Egg donor program
- Thawing
- Egg and sperm retrieval
- Sperm function testing, selection, wash and preparation

### Genetic testing

- PreGenetic testing
- Endometrial Receptivity Testings (ERAs)
- DNA fragmentation tests

### Insemination and fertilization

- In-vitro maturation
- Assisted hatching
- Intra-cytoplasmic sperm injection (ICSI)
- In-vitro fertilization (IVF)
- Intrauterine insemination (IUI)
- Artificial insemination (AI)

### Future fertility preservation

- Cryopreservation

# Member assistance program (MAP): (dependent on your plan)

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With the EAP members can get help for things like:

- **Legal and financial:** Connect with a lawyer or financial professional who can help with most legal or financial matters.
- **Work and career:** Career counsellors can help with stress at work, challenges with a colleague, or ways to boost your performance.
- **Mental health:** Support for stress and anxiety, feeling overwhelmed or isolated, depression, grief and more. Live, virtual coaching and referrals as needed.
- **Family and relationships:** Guidance, resources and compassionate support for many issues are available.



# CBT Programs for Indigenous Peoples (dependent on your plan)

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Canada Life is pleased to offer a member-exclusive rate for Cognitive Behavioural Therapy (CBT) programs designed for Indigenous Peoples.

Developed collaboratively with First Nations and Métis partners, these programs offered through TELUS Health combine Indigenous knowledge and healing practices with CBT techniques to support improved mental well-being.

## **Calm Water - Anxiety program**

The Calm Water program blends traditional healing practices with CBT techniques. Designed to help members better understand what they may be experiencing, they'll build skills and coping strategies to improve their well-being.

## **Sun Rise – Depression program**

Rooted within the Medicine Wheel and the Seven Sacred Teachings, the Sun Rise program will help increase members' awareness of how depression may be affecting them and provide methods to manage it.

# Additional Provincial Resources

British Columbia

Alberta

Saskatchewan

Manitoba

Ontario

Quebec

Nova Scotia

New Brunswick

PEI

Newfoundland

Yukon

NWT

