

Just the facts.

How do inclusive benefits measure up across the Americas region?

Modern workforces are becoming increasingly diverse along many dimensions, such as age, ethnicity, religion, sexual orientation, gender identity, and disability. In light of this, it is more important than ever to develop an inclusive benefits strategy to identify and address disparities in health, financial well-being, and career-related benefits.

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1

Inclusive benefits strategy and the key drivers

In the Americas region, 45% of organizations have an inclusive benefits strategy, with a further 35% planning to implement such a strategy within the next year. The key driver for taking an inclusive approach to benefits is to attract and retain talent, with many companies identifying employer brand, competitive benefits, and social corporate responsibility as other common drivers for implementation.

2

Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA+)

Approximately 97% of companies in Canada and the US, and more than 80% in Latin America provide the same level of benefits coverage for LGBTQIA+ couples as they do for opposite-sex couples. Across the region, more than two-thirds of companies provide cover for HIV screening and treatment, although in the US, 98% of companies provide this cover. Transgender care is provided by a majority of companies in the US, with 78% providing access to nonsurgical treatments, and 68% to surgical gender affirmation treatment. In Latin America, these figures are 12% and 5%, respectively.

3

People with disabilities

More than 80% of companies in the Americas provide outpatient coverage relating to physical disabilities. Approximately 95% of companies in Canada and the US, and almost half of companies in Latin America, provide cover for physical aids, such as wheelchairs and walking aids. There is also strong coverage for sensory disabilities with more than 90% of companies in Canada and the US providing vision and hearing aid coverage. In Latin America, 75% of companies provide vision cover; 42% provide cover for hearing aids.

4

Mental health

Cover for depression and anxiety is provided by 97% of companies in Canada and the US, and by 82% of companies in Latin America. In addition, 97% of companies in Canada and the US and more than 75% of companies in Latin America provide outpatient cover for psychological therapy and counseling.

5

Multigenerational workforce

Childcare support is offered by more than 40% of companies in Canada and the US, and 23% in Latin America. Parent and eldercare support is offered by 45% of companies in Canada and the US; only 6% of companies in Latin America currently offer this benefit. Across the region as a whole, around three-quarters of companies offer a range of comprehensive well-being programs to meet the needs of a multigenerational workforce.