



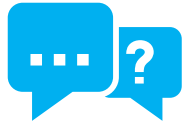
DE&I-Focused Family Building: + What It Really Means

September 21, 2021 | 12:00 - 1:00PM

Webinar Procedures



All lines will be muted



Please submit all questions using the “Q&A” dialog box



Email Diane Engel at dengel@nebgh.org with any issues during this webinar



The recording and a PDF of the slides will be shared



The screenshot shows a web browser window titled "Q&A". The main area contains the text "You have no question." Below this is a text input field with the placeholder text "What h". At the bottom of the window, there is a checkbox labeled "Send Anonymously" and a blue "Send" button.

Speakers



Deborah and Jake Anderson-Bialis
Co-Founders, *FertilityIQ*



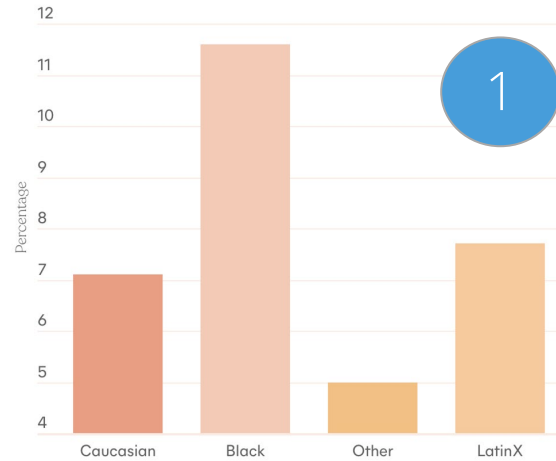
Gregg Nevola
Vice President and Chief Rewards Officer
Northwell Health



Samantha Oswald
HR Total Rewards Liaison
Northwell Health

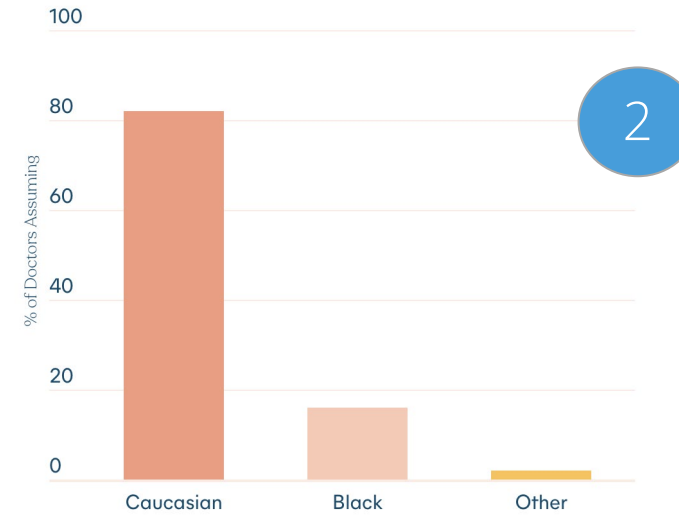
Why Race Matters In Fertility

BIPOC Groups Have Greater Rates of Infertility

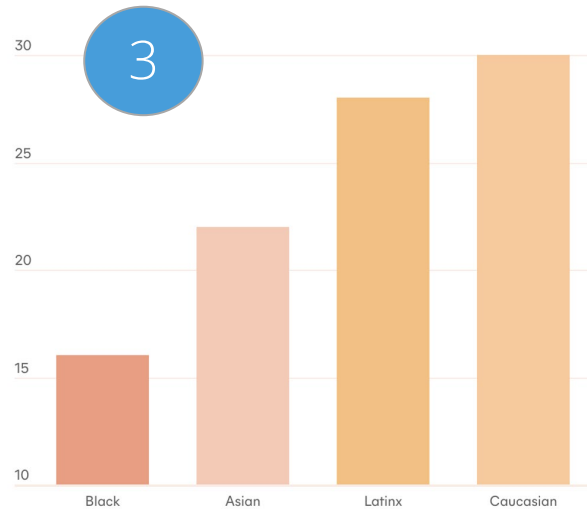


Source: Stephen et al, 2006

Yet US MDs Assume This Is A Caucasian Problem

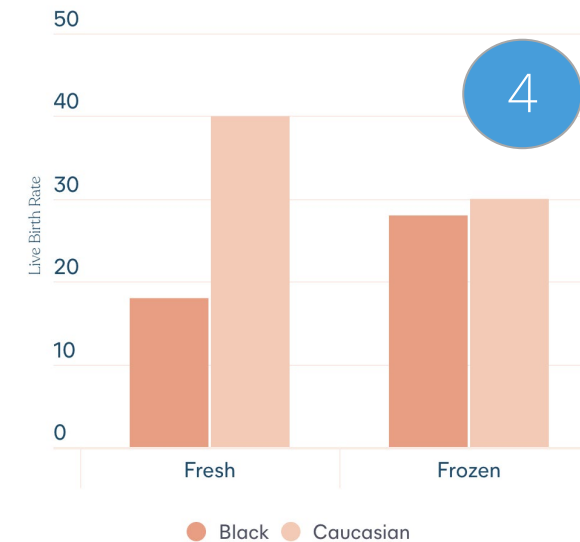


BIPOC Groups Have Far Lower Rates of IVF Success



Source: Fertility & Sterility

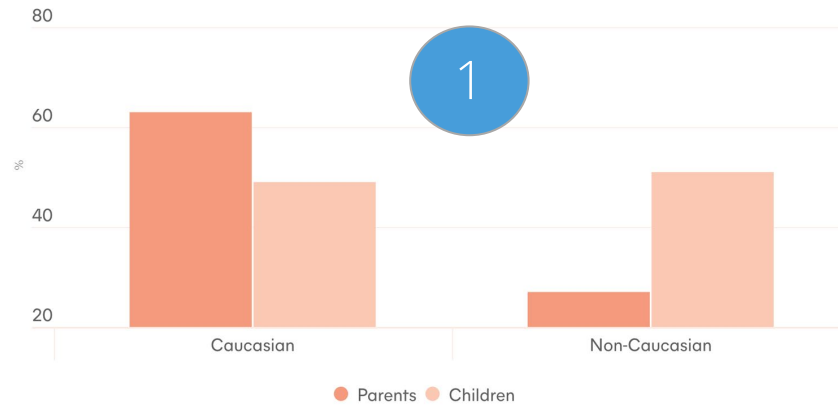
Yet There Are Ways To Address This



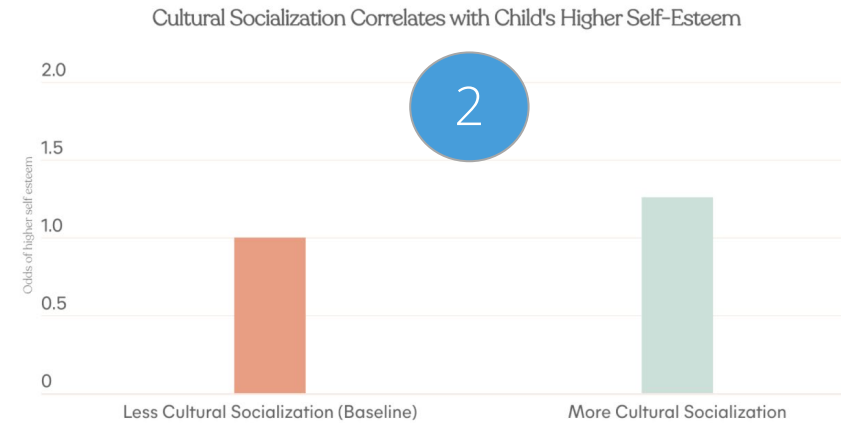
Source: Csokmay

Why Race Matters In Adoption

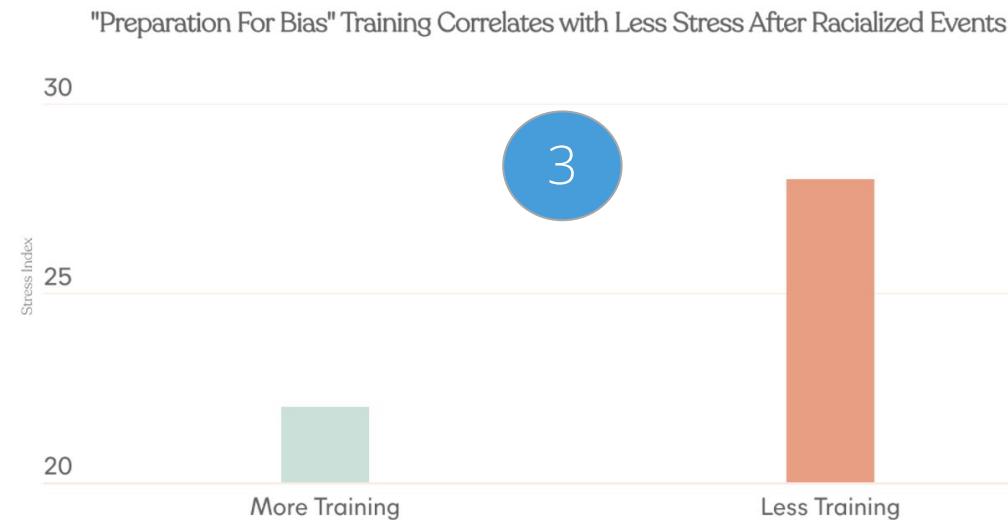
Most Adoption Is Transracial



Children Thrive With "Social Culturalization"



And Far Less Likely To Suffer When Parents Learn/Teach "Preparation for Bias Training"



Why Orientation Matters In Family Building

E.G. Much Greater Reliance On Adopt vs Fertility

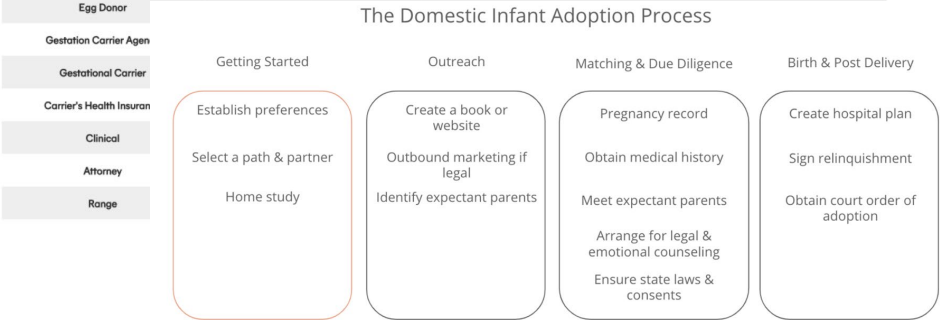
The Processes Can Be Absolutely Grueling

~3x - 30x

Amongst Gay & Single Men

Needs, Costs and Timelines for Single & Gay Dads Pursuing Surrogacy

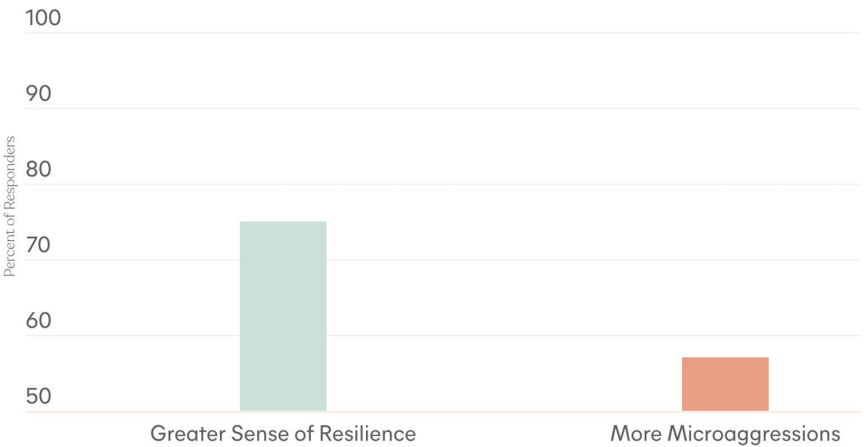
	LOW COST	HIGH COST	DURATION	NOTES
Egg Donation Agency	\$3,000	\$15,000	Weeks	Clinic-run agencies are ~50% of cost



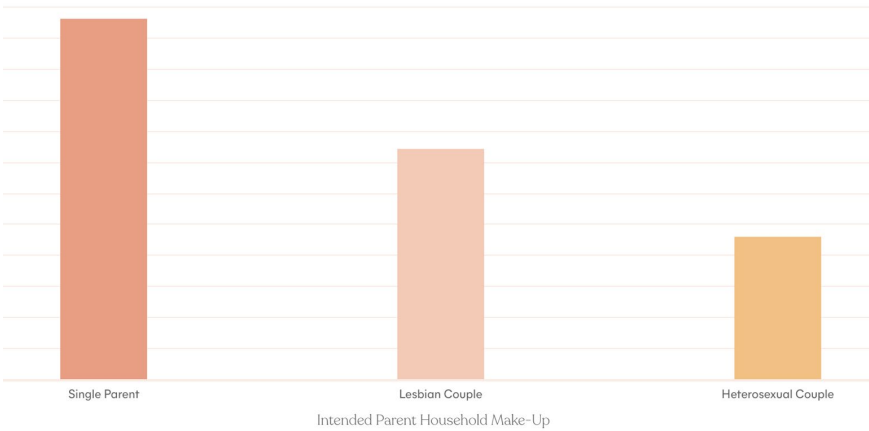
The Experiences At Home May Be Unique

With Important Ongoing Discussions

Experiences of Adopted Children of LGBTQ Parents



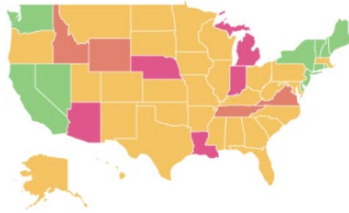
Percentage of Donor Conceived Offspring Seeking Out Donor Information



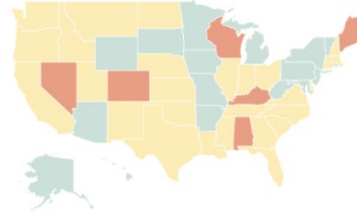
Why Region Matters In Family Building

Domestically, the rules vary by state

Surrogacy



Adoption Advertising



Even More True Between Countries

Egg Freezing Regulations

COUNTRY	LEGAL	FERTILIZATION REQUIREMENTS
Germany	No	NA
Portugal	Yes	< 5 Years
Ireland	Yes	< 10 Years
Hong Kong	Yes	Must Use Husband's Sperm
Austria	Yes	None

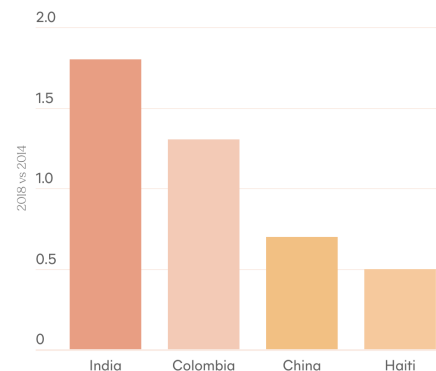
This Forces Disruption (LGBTQ, COVID)

And the need for constant monitoring

Egg Donation Legality & Corridors



Changes In Number of Adoptions Into US 2018 vs 2014

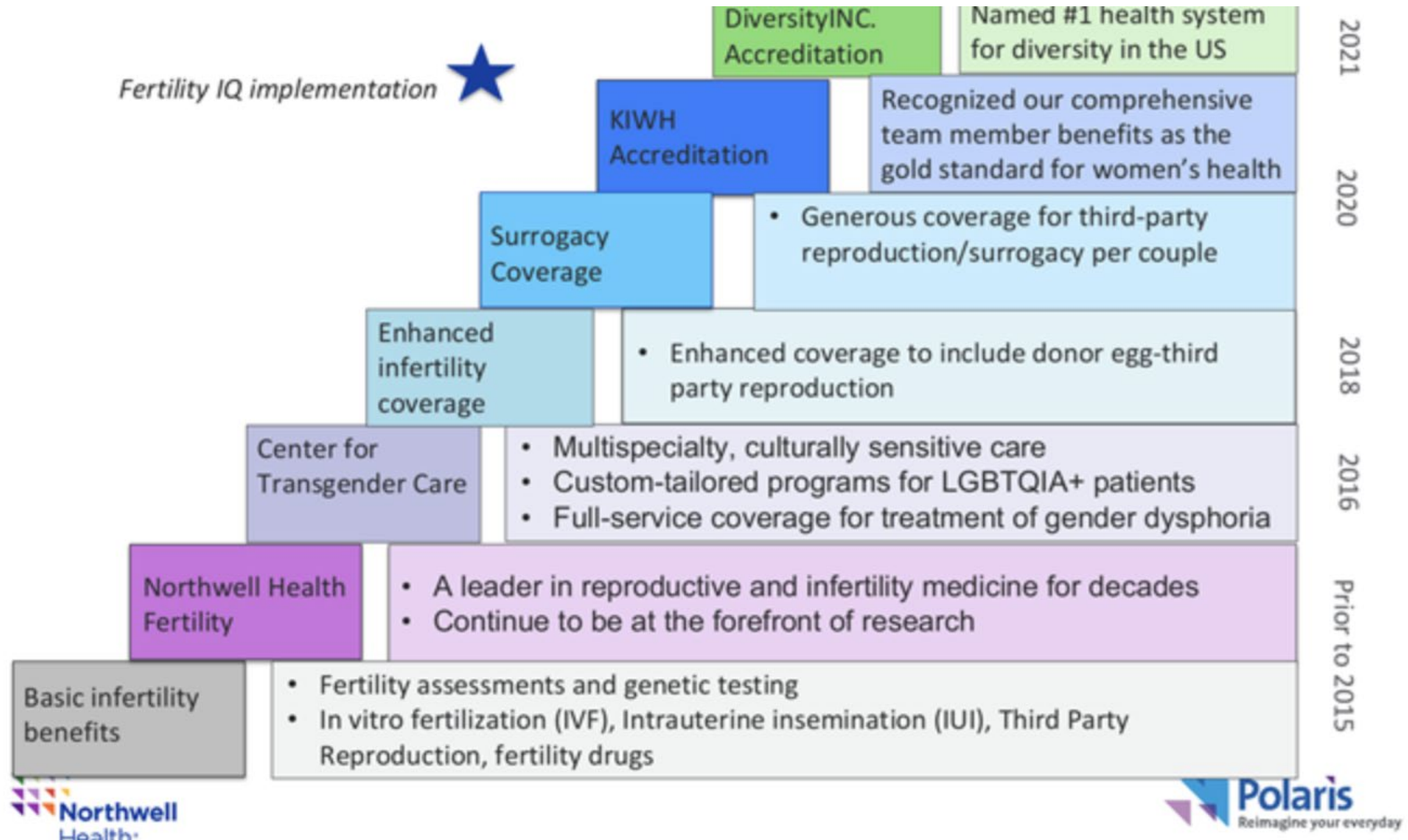


Israeli court annuls parts of surrogacy law excluding gays

Israel's Supreme Court cleared the way for same-sex couples to have children through surrogate mothers.



The Northwell Journey





Have a question? Use the Q&A box!

Follow NEBGH:



Upcoming NEBGH virtual events:

- **Sept. 27** – Dr. Mark Monday Update w/ Dr. David Michaels
- **Nov. 2** – Navigating the New Gateways to Access Mental Health
- **Nov. 18** – Annual Membership Meeting
- **Dec. 9** – Pharmacy Benefits Strategies for Now - and Later