



# MONDAYS WITH DR MARK & DR MICHAEL

Monday, September 22, 2025 | 1:00 – 2:00PM

TOPIC #52  
Supporting LGBTQ+ Health: What Employers Need to Know



# Featured Speaker:



**Ellen Kahn**

Senior Vice President of Equality Programs  
*Human Rights Campaign*



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# Promoting LGBTQ+ Health and Wellbeing in the Workplace

Ellen Kahn (she/her)  
Senior Vice President  
HRC Equality Programs

# Snapshot: The LGBTQ+ Population

- Just under 10% (9.3%) of U.S adults identify as LGBTQ+
  - Bisexual adults make up the largest share: 56%
  - 14% identify as transgender, which equates to 1% of all adults
  - Among Gen Z adults, 34% identify as LGBTQ+
  - Among Millennials, 14% identify as LGBTQ+
  - 5% of Gen X identify as LGBTQ+
  - 3% of Baby Boomers, and 1.5% of the "Silent Generation"
  - 1 in 4 high school students identify as LGBTQ+



# The Drivers of LGBTQ+ Health Disparities

- **Discrimination, Bias and Stigma** are most significant drivers
- LGBTQ+ people are more likely to be low-income or experience poverty
- Bisexual and Transgender people are more likely to be uninsured
- Lack of providers trained in LGBTQ+ culturally responsive, competent care
- Over 50% of LGBTQ+ adults report an experience of discrimination when seeking healthcare—highest among trans people
- Rejection by family, friends, faith communities, colleagues
- Fewer young people have access to gender-affirming care



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# The State of LGBTQ+ Health

- Elevated risk for depression, anxiety, and suicidality; youth 4x more likely to attempt suicide
- Alcohol abuse rates up to 3x higher than general population
- Nearly 1 in 5 LGBTQ+ adults avoid or delay medical care; later diagnoses of preventable and/or treatable illnesses
- HIV and other STI rates higher among gay/bi men and trans women
- Lesbians and bi women may have higher rates of ovarian and breast cancer related to nulliparity
- Stress is exacerbated by navigating disclosure, concealment of sexual orientation and/or gender identity



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# Factors that Drive Better Outcomes

- **Non-discrimination laws and policies**
- **Supportive friends, family members, social networks**
- **Safe, welcoming schools and extracurricular activities**
- **Fair, equitable, and safe workplaces**
- **Access to LGBTQ+ informed and competent health and mental health providers**
- **Destigmatizing LGBTQ+ identity**
- **Allyship**



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## Upcoming NEBGH events:

- **October 6** – Mondays with Dr. Mark & Dr. Michael
- **October 29** - Proactive Care Navigation: Closing Care Gaps, Cutting Costs
- **November 13** – The Cancer Care Continuum: Supporting Employees Throughout the Cancer Journey

## SAVE THE DATE FOR THESE 2026 EVENTS!

- **February 12** – 31<sup>st</sup> Annual Tribute to Leadership
- **June 18** – 15<sup>th</sup> Annual Health & Wellness Benefits Conference



Remember to rate this webinar!

