

FRIENDS WITH BENEFITS:

LGBTQ+ BENEFITS DESIGN CONSULTING

Whitman-Walker Institute now offers benefits design consulting to help ensure every member of your organization feels seen, and that your benefits package reinforces a culture of equity, inclusion, and belonging. Let us help you shine as an affirming, inclusive employer with a competitive and cutting-edge benefits package that demonstrates value for both you and your employees.



About Whitman-Walker Institute

Whitman-Walker Institute is a national research, policy, and education institution affiliated with Whitman-Walker Health, a Federally Qualified Health Center in Washington, D.C. with more than 50 years of service to diverse patients across the D.C. area and beyond, including thousands of LGBTQ+ people and people living with HIV. Whitman-Walker has deep expertise in LGBTQ+ health, HIV prevention and treatment, integration of policy and clinical care, insurance benefits design, and LGBTQ+ cultural competency. Over the last 15 years, our staff have worked with regulators in numerous states, the federal government, and employers of all sizes to craft coverage policies that reflect the needs of LGBTQ+ people and other diverse populations while aligning with relevant law, financial dynamics, and other factors. The Institute is also home to Out2Enroll (www.out2enroll.org), a consumer-focused initiative that connects LGBTQ+ people with insurance coverage nationwide.

CONTACT US!

Interested in FRIENDS WITH BENEFITS:
LGBTQ+ BENEFITS DESIGN CONSULTING?
Reach out today to Kellan Baker:
kbaker@whitman-walker.org, 202-797-4417



Our benefits design consulting practice will help your Human Resources team optimize your benefits package to include important services—including but not limited to family planning, gender-affirming care, and preventive care—that reflect the needs of your diverse employees, including gay, lesbian, bisexual, transgender, and gender-diverse people. We'll guide you through every step of the process of developing and updating your benefits package to make sure your company is at the pinnacle of employee recruitment, satisfaction, and retention.



FRIENDS WITH BENEFITS: LGBTQ+ BENEFITS DESIGN CONSULTING

Friends with Benefits: LGBTQ+ Benefits Design Consulting offers the opportunity to work with a team of medical and insurance experts with a deep understanding of LGBTQ+ health, as well as state and federal laws that might impact your benefits offerings and business. Our services are backed by more than 50 years of data, expertise, and experience caring for diverse LGBTQ+ and other marginalized communities.

Our team understands how to translate expert standards of care and industry-leading care practices into coverage policies that will enhance your benefits package and optimize returns on investment in your employees' health and well-being. We take a deep and comprehensive dive into your workforce composition and your financial considerations to craft policies that reflect the specific needs of your organization and employees.

OUR SERVICES INCLUDE:

- A tailored approach to the specific needs and concerns of your workforce and geographic location
- Review of existing coverage offerings for important benefits such as family planning, gender-affirming care, and preventive services
- Review of recommended standards and current market trends regarding coverage of comprehensive, high-quality health care for LGBTQ+ people, including transgender and gender-diverse people
- Consultation with medical experts at Whitman-Walker regarding the scope and content of coverage
- Drafting and presentation of reports and other materials summarizing our review and outlining our expert recommendations



OUR LEAD CONSULTANTS

KELLAN E. BAKER

Dr. Kellan Baker is the Executive Director of Whitman-Walker Institute, an organization that leverages cutting-edge research, policy, and education to advance health equity nationwide. Dr. Baker is a nationally known health services researcher, educator, and health policy professional with specific expertise in LGBTQ+ health—particularly transgender health—and insurance design. He has served as an expert witness in litigation regarding gender-affirming care and coverage and has advised on insurance issues with organizations such as the Natl. Association of Insurance Commissioners; the Natl. Academies of Sciences, Engineering, and Medicine; the World Professional Association for Transgender Health; and the World Health Organization. Dr. Baker received his PhD from the Johns Hopkins School of Public Health and holds appointments as associate faculty in the Departments of Health Policy and Management at the George Washington University and the Johns Hopkins School of Public Health.



GEORGE LINO

George Lino is the Vice President of People for Whitman-Walker. For more than 20 years, he has been leading performance management of human capital and ensuring that health insurance and employee benefits meet the needs of staff and their families. Lino's work in benefits design specializes in identifying and implementing leading edge technology and employee-centered human resources and professional development to increase employee performance, ensure employee engagement programs are effective, and champion a comprehensive Diversity, Equity, and Inclusion culture. In prior roles, Lino was VP of Human Resources and Administration at Volunteers of America Chesapeake and Carolinas, Inc., and the Chief Human Resources Officer at Treatment and Recovery Center in Brooklyn, NY. At those organizations, Lino's benefits design saved both a combined \$750,000 through the redesign of their Health Insurance Structure, Offerings and Services.

