UPMC Health Plan

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UPMC Health Plan and Community Care Behavioral Health Organization Earn Top Score in Human Rights Campaign Foundation’s 2022 Corporate Equity Index

UPMC Health Plan and Community Care Earn 100 on the Human Rights Campaign Foundation’s annual assessment of LGBTQ+ workplace equality

PITTSBURGH – (Feb. 14, 2022) – UPMC Health Plan and Community Care Behavioral Health Organization (Community Care) are proud to announce they have received the top score of 100 on the Human Rights Campaign Foundation’s 2022 Corporate Equality Index, the nation’s foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. Both organizations join the ranks of over 840 major U.S. businesses that also earned top marks this year.

“Earning this respected distinction for the fourth consecutive year at UPMC Health Plan and the third consecutive year at Community Care reflects our demonstrated and ongoing commitment to meeting the needs of our LGBTQ+ employees and members,” said Diane Holder, President and CEO, UPMC Health Plan.

“Community Care Behavioral Health is committed to ensuring an equitable and affirming workplace for our staff. By championing dignity and respect with each other, we amplify our ability to appreciate and support the diverse needs of our LGBTQ+ members and their communities,” said Dr. Matthew Hurford, president, Community Care Behavioral Health Organization.

UPMC Health Plan initiatives to support LGBTQ+ members include a specially trained multidisciplinary team to help appropriately and effectively answer members’ questions related to transgender-specific issues, including those related to insurance coverage details. UPMC Health Plan members also have access to hundreds of self-identified LGBTQ+-friendly providers, including primary care physicians, endocrinologists, obstetrician-gynecologists, plastic surgeons, psychiatrists, and other specialty care providers.

“When the Human Rights Campaign Foundation created the Corporate Equality Index 20 years ago, we dreamed that LGBTQ+ workers—from the factory floor to corporate headquarters, in big cities and small towns—could have access to the policies and benefits needed to thrive and live life authentically,” said Jay Brown, Human Rights Campaign Senior Vice President of Programs, Research and Training. “We are proud that the Corporate Equality Index paved the way to that reality for countless LGBTQ+ workers in America and abroad. But there is still more to do, which is why we are raising the bar yet again to create more equitable workplaces and a better tomorrow for LGBTQ+ workers everywhere. Congratulations to
UPMC Health Plan and Community Care for achieving the title of ‘best places to work for LGBTQ+ equality’ and working to advance inclusion in the workplace.”

The results of the 2022 CEI showcase how 1,271 U.S.-based companies are not only promoting LGBTQ+-friendly workplace policies in the U.S., but also for the 56% of CEI-rated companies with global operations who are helping advance the cause of LGBTQ+ inclusion in workplaces abroad. UPMC Health Plan and Community Care’s efforts in satisfying all of the CEI’s criteria earned a 100 percent ranking and the designation as one of the Best Places to Work for LGBTQ+ Equality.

In 2002, the first year of the CEI, only 13 companies achieved a top-score, demonstrating the incredible impact the CEI has had on the business world over its 20-year life. This year’s CEI reflects growth across every measurement category, from the adoption of inclusive non-discrimination policies, to equitable health care benefits for transgender employees.

The CEI rates employers providing these crucial protections to over 20 million U.S. workers and an additional 18 million abroad. Companies rated in the CEI include Fortune magazine’s 500 largest publicly traded businesses, American Lawyer magazine’s top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei.

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public’s understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

About Community Care Behavioral Health Organization (Community Care)
Community Care Behavioral Health Organization (Community Care) is a nonprofit behavioral health managed care organization (BH-MCO) based in Pittsburgh, Pa. They are a subsidiary of UPMC and part of the UPMC Insurance Services Division.

About UPMC Insurance Services
Serving 4 million members, UPMC Insurance Services is owned and operated by UPMC, a world-renowned health care provider and insurer based in Pittsburgh, Pa. UPMC Insurance Services includes commercial products from UPMC Health Plan for groups as well as individuals. Commercial products also include workers’ compensation and employee assistance from nationally known Workpartners®, Government products include Medicare Advantage (UPMC for Life); special needs plans for those eligible for Medicare and Medial Assistance (UPMC for Life Complete Care and UPMC Community HealthChoices), Medical Assistance (UPMC for You), and Children’s Health Insurance Program (UPMC for Kids), and Community Care Behavioral Health Organization. For more information, visit upmchealthplan.com.

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