Inclusive Benefits

What this is:
A guide to benefits and perks that support diversity and inclusion.

Why it matters?
Supporting employees with different needs through benefits and perks demonstrates that the company is committed to diversity and inclusion. There are continually new options coming on the market.

Example:

→ **Flexible schedules** - providing schedule flexibility allows people to balance work with personal needs such as childcare, school schedules, elderly care and doctors visits.

→ **Paid parental leave** - The United States is the only developed country in the world without a federal, paid parental leave program. Furthermore, only 38 percent of companies offer paid parental leave. In addition to providing new mothers with a private and clean room for pumping and storage, this employee benefit may help you attract working parents who are looking for a better work-life balance in order to bond with their new children. A generous paid parental leave may even help you retain women after they have children, as the workforce participation rate for women steadily increases as their children get older. Employed fathers with younger and older children are about equally likely to work full time.
→ **Professional development** - By offering professional development, you can attract and hire high-potential candidates who don’t have traditional backgrounds, and develop them. For instance, offer bootcamp classes to a self-taught coder to help them learn new languages and programs. This may help you attract candidates from different economic and educational backgrounds, both of which can lead to diversity of thought to help your company innovate. Or, hire a veteran with transferable skills, and set them up with a LinkedIn Learning subscription and some industry conference tickets to help them transition to the civilian workforce. Again, the diversity of thought and experience a veteran brings can make a positive impact in your organization.

→ **Benefits that address the needs of all family members such as:** senior care management, back up care programs, wellness programs, pet care support programs.

→ **Benefits that lift the burden of the second shift** - house cleaning, laundry, grocery shopping, food delivery, virtual tutoring, etc

→ **Mental health benefits** - think beyond your traditional EAP and consider offering access to mental health resources through companies like TalkSpace or Omada.

→ **Meditation apps like HeadSpace or Calm**

→ **Provide flexible benefit options** - Beyond levels of coverage for health or dental benefits, flex plans that support diversity allow plan participants to opt in and out of benefits; buy up for enhancements that provide coverage for treatment, services and supplies for their own needs; and include excess credits to be directed into a wide range of options like a health-care spending account, flexible spending account, retirement savings, tax-free savings account, student loan repayment or taxable cash. A flex plan can also include the option to buy additional vacation days, supporting employees who need or want additional time to travel, for example.
Links to other resources:

**Carrot** - free access to chat with fertility, pregnancy and legal experts.
**Cleo** - the support system helping working families thrive at home and at work.
**Galileo** - Galileo is the doctor you’ve been searching for - in the palm of your hand.
**Ginger** - Chat based guidance and therapy from mental health coaches.
**Headspace** - Full content library of mindfulness exercises to improve stress, sleep and relationships.
**Ladder** - portable, well-priced, individual life insurance.
**Maven** - a comprehensive, end-to-end program to help all expectant families navigate the journey to parenthood.
**Milkstork** - makes shipping break milk easy.
**Money Management Educators** - provides personal and family security through financial wellness education.
**One Medical** - virtual and nearsite high-end primary care.
**Petco Wellness** - one stop shop for complete pet care including pet insurance.
**Quit Genius** - Digital app and coaching to help employees quit smoking.
**Righway** - personal care concierge to help you with all your healthcare needs.
**Rocket Lawyer** - create custom documents and get legal advice online and via phone.