

Resolution of Support for the Inclusion of Transgender Health Services in State of Wisconsin Group Health Insurance Program Uniform Benefits

Whereas, the University of Wisconsin-Madison values diversity as “a source of strength, creativity and innovation,” is committed to “the pursuit of excellence in teaching, research, outreach, & diversity as inextricably linked goals,” and “fulfills its public mission by creating a welcoming and inclusive community for people from every background – people who as students, faculty & staff serve Wisconsin and the world”;

Whereas, each of the university’s shared governance bodies has passed a resolution of support for transgender students, faculty, and staff, including:

Associated Students of Madison: Resolution in Support of Transgender Students, Faculty, and Staff (ASM Student Council, 23rd Session Legislation 23-0426-01, April 26, 2017)

Faculty Senate: Resolution in Support of Transgender Students, Faculty, and Staff (Faculty Document 2690, May 1, 2017)

Academic Staff Assembly: Resolution in Support of Transgender Students, Faculty and Staff (Academic Staff Document #656, May 8, 2017)

University Staff Congress: Resolution in Support of Transgender Students, Faculty, and Staff (September 18, 2017)

and these resolutions have been endorsed by shared governance committees including the Committee for GLBTQ People in the University, Campus Diversity & Climate Committee, and Committee on Women in the University;

Whereas, in a report submitted to the University Committee on January 31, 2017, an ad hoc Committee on Equitable & Inclusive Health Care advocated for nondiscriminatory treatment and recommended that the university “support and advocate for health insurance guidelines that are supportive of the full range of medical needs of transgender individuals; go on record as opposing any attempt to re-introduce the transgender exclusion into State of Wisconsin Group Health Insurance Plans under ETF; and support steps to remove all ‘gender binary’ assumptions in insurance payments for medical procedures”; and

Whereas, in an August 8, 2018 letter to the Group Insurance Board, Chancellor Rebecca Blank (UW-Madison), Chancellor Mark Mone (UW-Milwaukee), Chancellor Joe Gow (UW-LaCrosse), Chancellor Andrew Leavitt (UW-Oshkosh), Chancellor Dean Van Galen (UW-River Falls), and Chancellor Robert Meyer (UW-Stout) respectfully requested that the Board add health insurance benefits for domestic partners and transgender health insurance benefits to the State Group Health Insurance Program, stating that lack of coverage “jeopardizes our ability to attract top academic and research talent and puts us at a serious disadvantage retaining our LGBTQ employees” and noting that “excluding any segments of our campus communities from access to necessary health care runs counter to our values”;

Therefore, be it resolved that the Academic Staff Assembly commends the efforts of individuals and groups who have advocated for the provision of equitable health care benefits and thanks the State of Wisconsin's Group Insurance Board for voting on August 22, 2018, to remove the exclusion for transgender health care coverage from the State of Wisconsin Health Insurance Program Uniform Benefits; and

Be it further resolved that the Academic Staff Assembly calls on shared governance bodies and committees, university administration, and members of our campus community to

- support ongoing provision of transgender health benefits and services in the State of Wisconsin Health Insurance Program, and
- continue striving to create an equitable and inclusive campus culture in which all students, faculty, and staff can learn and work in safety, health, and dignity.