



2019 **ANNUAL
MEETING**
& EXHIBIT

October 27-30
Toronto, Canada

Session 143: Non-binary Gender Identity and the Insurance Industry: Impact Analysis and Discussion

[SOA Antitrust Compliance Guidelines](#)

[SOA Presentation Disclaimer](#)

Non-binary gender identity and the insurance industry

Erin Sheriff | *she, her, hers* | Actuary

October 29, 2019



SOCIETY OF ACTUARIES

Antitrust Compliance Guidelines

Active participation in the Society of Actuaries is an important aspect of membership. While the positive contributions of professional societies and associations are well-recognized and encouraged, association activities are vulnerable to close antitrust scrutiny. By their very nature, associations bring together industry competitors and other market participants.

The United States antitrust laws aim to protect consumers by preserving the free economy and prohibiting anti-competitive business practices; they promote competition. There are both state and federal antitrust laws, although state antitrust laws closely follow federal law. The Sherman Act, is the primary U.S. antitrust law pertaining to association activities. The Sherman Act prohibits every contract, combination or conspiracy that places an unreasonable restraint on trade. There are, however, some activities that are illegal under all circumstances, such as price fixing, market allocation and collusive bidding.

There is no safe harbor under the antitrust law for professional association activities. Therefore, association meeting participants should refrain from discussing any activity that could potentially be construed as having an anti-competitive effect. Discussions relating to product or service pricing, market allocations, membership restrictions, product standardization or other conditions on trade could arguably be perceived as a restraint on trade and may expose the SOA and its members to antitrust enforcement procedures.

While participating in all SOA in person meetings, webinars, teleconferences or side discussions, you should avoid discussing competitively sensitive information with competitors and follow these guidelines:

- **Do not** discuss prices for services or products or anything else that might affect prices
- **Do not** discuss what you or other entities plan to do in a particular geographic or product markets or with particular customers.
- **Do not** speak on behalf of the SOA or any of its committees unless specifically authorized to do so.
- **Do** leave a meeting where any anticompetitive pricing or market allocation discussion occurs.
- **Do** alert SOA staff and/or legal counsel to any concerning discussions
- **Do** consult with legal counsel before raising any matter or making a statement that may involve competitively sensitive information.

Adherence to these guidelines involves not only avoidance of antitrust violations, but avoidance of behavior which might be so construed. These guidelines only provide an overview of prohibited activities. SOA legal counsel reviews meeting agenda and materials as deemed appropriate and any discussion that departs from the formal agenda should be scrutinized carefully. Antitrust compliance is everyone's responsibility; however, please seek legal counsel if you have any questions or concerns.

Presentation Disclaimer

Presentations are intended for educational purposes only and do not replace independent professional judgment. Statements of fact and opinions expressed are those of the participants individually and, unless expressly stated to the contrary, are not the opinion or position of the Society of Actuaries, its cosponsors or its committees. The Society of Actuaries does not endorse or approve, and assumes no responsibility for, the content, accuracy or completeness of the information presented. Attendees should note that the sessions are audio-recorded and may be published in various media, including print, audio and video formats without further notice.

Non-binary background



Gender or sex... which should I use?

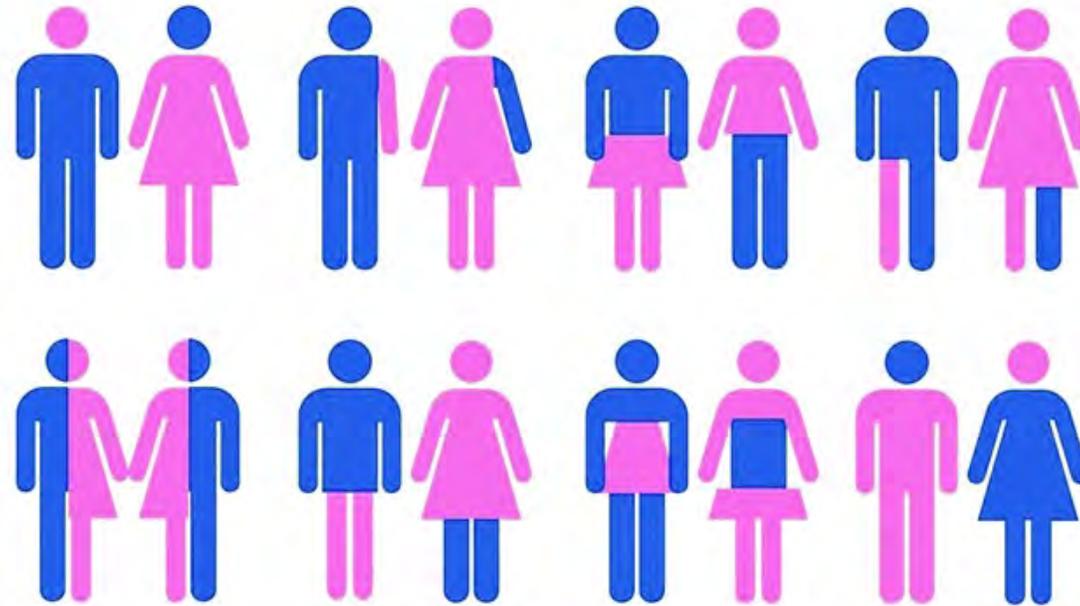


Image credit: <http://hospitalityriskupdate.com/wp-content/uploads/2014/08/2GenderFlexibleImage3.jpg>

What's the difference?

sex

biological differences in
genitalia and genetics

gender

the role of a person in a
society or culture

Sex: male, female, intersex

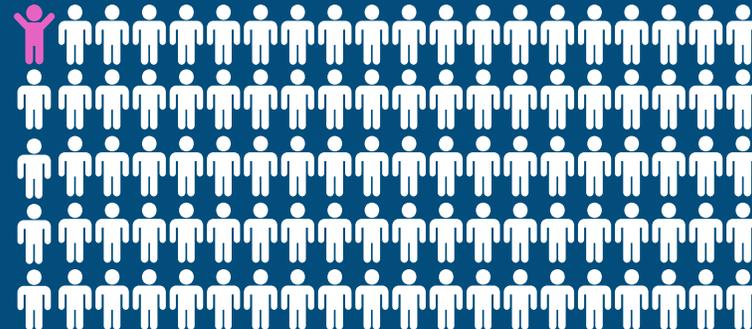
sex determinants

- chromosomes
- internal organs
- hormones
- external organs

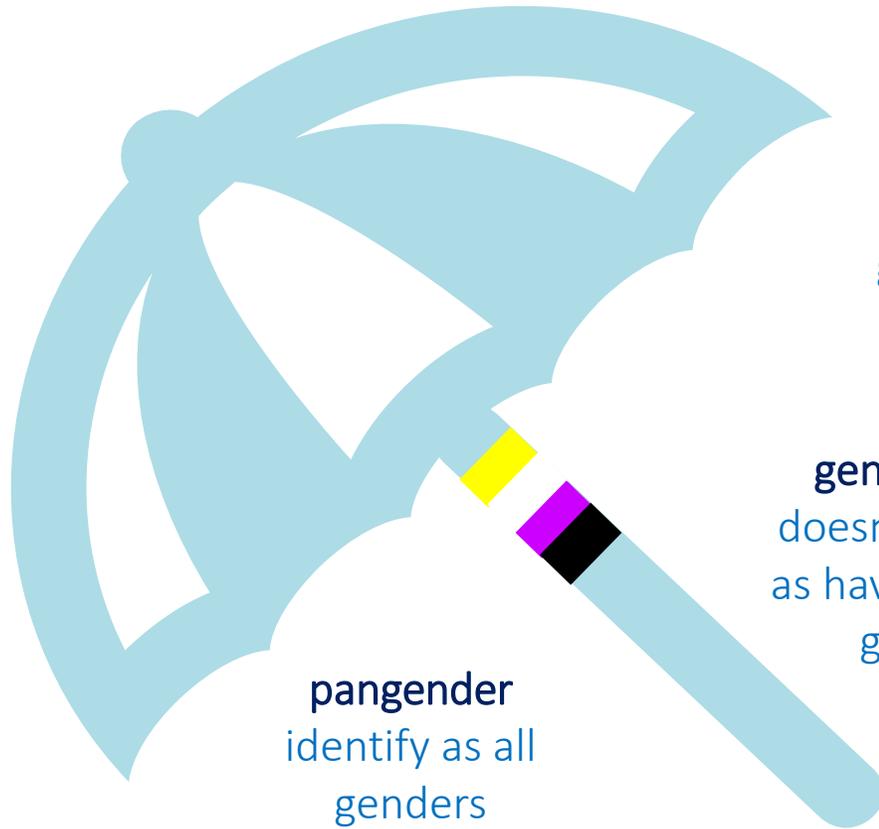
The 46th chromosome typically determines the sex of a fetus.
However, there are variations in chromosomes as well as reproductive organs & hormones that we should consider.

1 in 100

people have bodies that
differ from assumed
male or female



Gender: male, female, non-binary



bigender
two distinct
gender personas
or identities

agender
doesn't
identify as
having a
particular
gender

gender nonconforming
behavior or appearance
doesn't conform to current
culture and social
expectations about what's
appropriate to their gender

gender fluid
doesn't identify
as having a fixed
gender

two spirit
having both male
and female spirits
within them

gender queer
doesn't identify as
having a fixed
gender

pangender
identify as all
genders

and many more...

Are transgender people non-binary?

most transgender
people identify as
binary: male or female

most non-binary
people are not
transgender

~ www.transequality.org

What does this mean for actuaries?

- data considerations
- customer expectations
- rate filings
- underwriting / claims

Questions



Agile Innovation Overview

Marti Ryan | *she, her, hers* | **Futurist/Strategist**

October 29, 2019



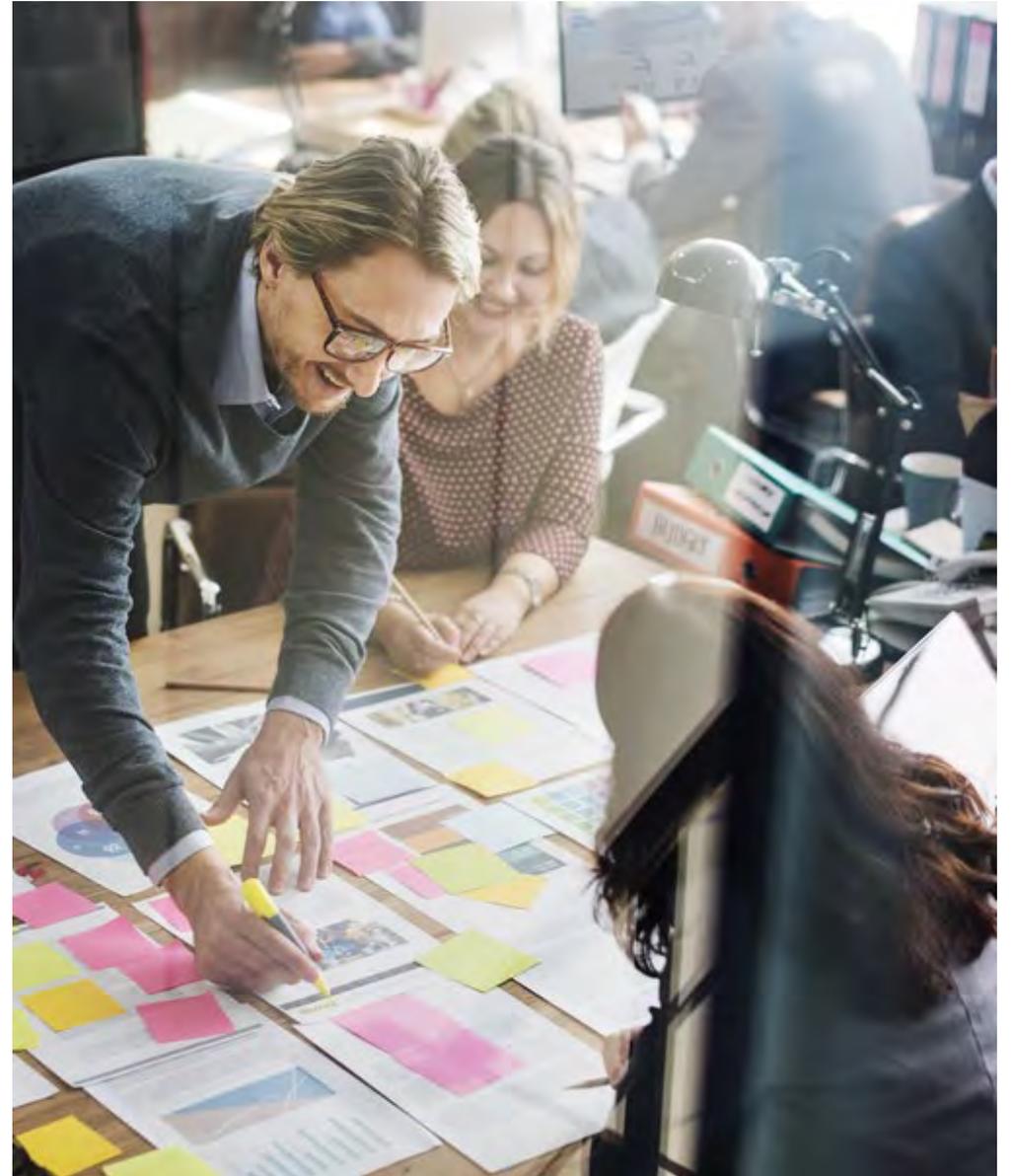
Agile : able to move quickly and easily

consumer-centric

test & learn

fail fast

Team Mascots



What does success look like?

1. **Design Sprint Strategists:** Create questions and a plan to address them, if time permits.
2. **Do it better than any other team**

Be bold. Be creative.

Three things to do to be creative

**expand the
way you see**

**expand the way
you think**

**expand the way
you believe in
yourself**

Case Study #1

Your company is a health insurance provider and one of your consumers/patients is going through a gender transition, from male to female. They have also been treating for on-going, chronic pain and seeing a physical therapist.

What needs to be addressed within the payor - provider ecosystem to process claims?

What if the consumer/patient was transitioning from male to agender?

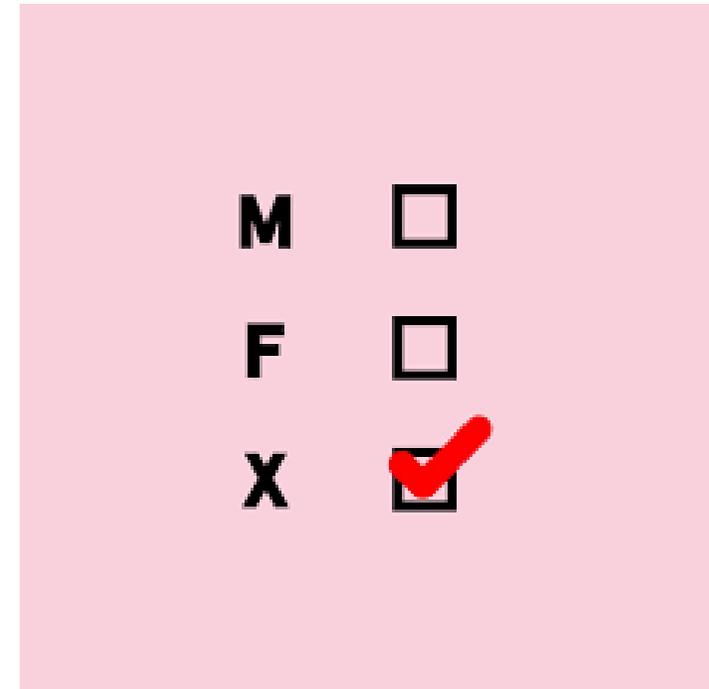


Case Study #2

You are an actuary and want to create a rating category for a third gender category - "X".

What considerations are needed to set rates for insurance products?

What are the impacts of the new category and/or rating algorithms on your company? Your members?



How DID Agile Feel?



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