



# 7 Things Investors Can Do to Strengthen Reproductive and Maternal Health Care

- 1 **Nerd out!** Learn what good policies, benefits, and disclosure look like. See inset. →
- 2 **Engage with portfolio companies about reproductive health and maternal health care.**
  - Seek to understand their approach as providers of insurance and benefits, and discuss challenges and opportunities related to public policy and political spending. Consider asking the Questions for Dialogue on the flipside of this page.
  - Encourage companies to strengthen their policies and become more transparent.
- 3 **Incorporate your learnings into your ESG evaluation of companies.**
- 4 **Consider filing or co-filing shareholder proposals on reproductive and maternal health care benefits, or related areas such as aligning political spending with corporate values or data privacy.**
- 5 **Sign on to the "Investor Statement on Corporate Responsibility & Access to Reproductive Health Care in the United States."**
- 6 **Encourage ESG research firms to track and benchmark RMHC corporate policies incorporate them into company ratings.**
- 7 **Vote proxies in support of shareholder proposals seeking greater transparency and responsibility in this area.**

## RESOURCES

[Hidden Value: The Business Case for Reproductive Healthcare](#)  
(Rhia Ventures)

[From Here to Maternity: The Business Case for Strong Maternal Healthcare Coverage in the Private Sector](#)  
(Rhia Ventures)

[The 2024 RMH@Work Corporate Index: Establishing the Benchmark for Workplace Reproductive and Maternal Health Benefits](#)

[The Great Wake-Up: Why and How Investors Must Act on Women's Health Now](#) (Preventable Surprises)

[Advancing Sexual and Reproductive Health and Rights in the Private Sector](#) (Coalition for Reproductive Justice in Business, a project of the United Nations Family Planning Agency and partners)

[Navigating Rollbacks in Reproductive and LGBTQI+ Rights in the US: Guidance for Financial Institutions](#)  
(Business for Social Responsibility)

[DontBanEquality.com](#)

Learn more by contacting [Corporate.Engagement@rhiaventures.org](mailto:Corporate.Engagement@rhiaventures.org)

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# Questions for Investor-Company Dialogue (U.S. context) on Reproductive and Maternal Health Care (RMHC)

## REPRODUCTIVE HEALTH

- Have you performed a recent audit of your RMHC health insurance and benefits coverage to identify barriers to accessing comprehensive reproductive health care in every state where you have employees? Have you committed to removing or mitigating these barriers?
- Do your insurance plans cover all forms of contraceptive care without cost-sharing? Does it otherwise exceed the baseline requirements of the Affordable Care Act (examples include covering all forms of FDA-approved birth control for men; over-the-counter emergency contraception without a prescription; or 12-months' supply of birth control)?
- Do your insurance plans cover abortion to the extent permitted by applicable state laws? Does your company cover out-of-state travel expenses associated with accessing abortion or other forms of health care not available within a reasonable distance?
- Has your company taken steps to ensure employees are fully aware of policies and coverage designed to broaden access to reproductive health care?
- Do your employees' access to reproductive and maternal health care factor into your siting decisions?
- Would your company consider advocating for greater access to reproductive and maternal health care?

## MATERNAL HEALTH

- How does your company ensure compliance with laws and regulations designed to safeguard the rights of pregnant workers and new parents?
- How much parental leave is granted for new birthing parents and their spouses?
- Does your company cover fertility benefits? If so, do they require a diagnosis of infertility, or can they accommodate the circumstances of single people or LGBTQ+ employees?
- Has your company worked with payers or providers to identify and address any trends pointing to negative maternal health outcomes among your employees (such as above-average rates of C-sections, induced labors, or pre-term births)?
- Do your benefits include midwifery or doula services?
- Do your benefits include lactation counseling and consultations?
- Would your company consider supporting public policies that would preserve or expand access to comprehensive reproductive and maternal health services?

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