



The Roots and Impact of Social Determinants on Race, Health & Equity

Race Health & Equity



- Restarting the Conversation
- (Un)Conscious Bias in Healthcare Delivery
- Roots and Impact of Social Determinants of Health
- A Race and Equity lens on Employee Wellbeing Strategy



Moderators & participating panelists



Michael Thompson
President & CEO
National Alliance of Healthcare
Purchaser Coalitions



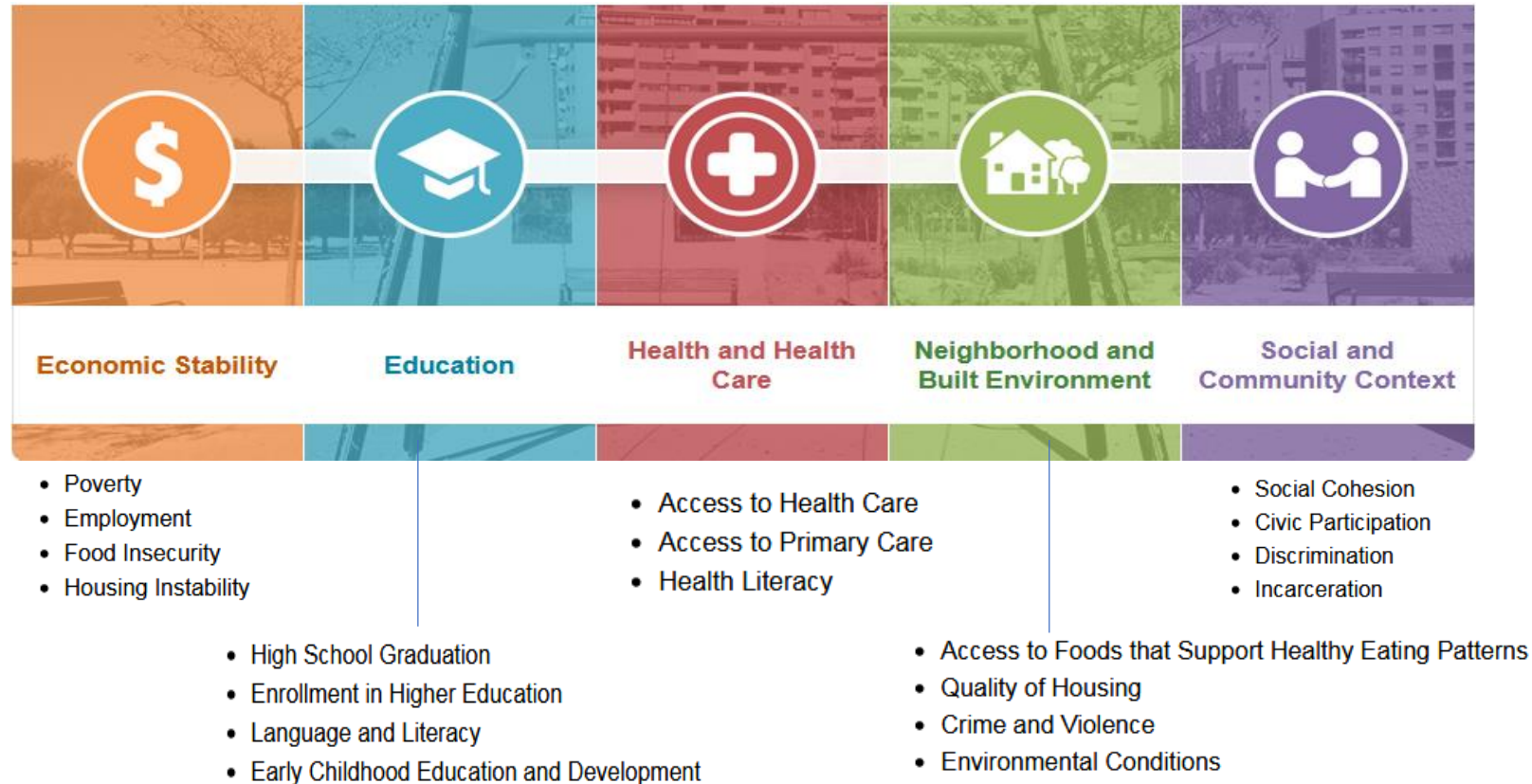
Jessica Brooks
President & CEO
Pittsburgh Business Group on Health



Panelists

- **Michael Garrett**
Mercer
- **Ileka Ifejika, MPH, PharmD**
Independent Consultant
- **Lauren Josephs, PHD**
Visionary Vanguard Group
- **Jasmine Macies**
PWC
- **Rishi Manchanda, MD, MPH**
HealthBegins
- **Kiana Moore**
Alliance of Community Health Plans

Social Determinants of Health



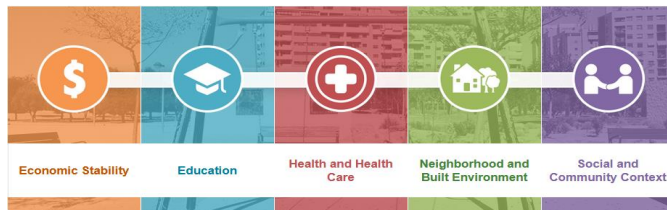
<https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources>

Impact of Social Determinants on Health & Equity Disparities

Social Determinants

- Economic Stability
- Education
- Health & Healthcare
- Neighborhood & Built Environment
- Social & Community Context

Zip code is a better predictor of health than genetic code



Health & Equity Disparities

- 3X pregnancy-related death
- 2X Infant mortality rates
- Higher rates of hypertension, diabetes, asthma and heart disease
- 3X more likely to live in poverty
- 1/10th of Wealth Accumulation
- 5X Incarceration rate
- Higher rates of unemployment

***Black Americans
dying from Covid-19 at
2X rate of White Americans***

Impact of Social Determinants on Health & Equity Disparities

Systemic Racism

- Segregation & Redlining
- Privilege Legacy & Networks
- Public & Private Investment
- Healthcare Access & Bias
- Social Justice
- Environmental Protections

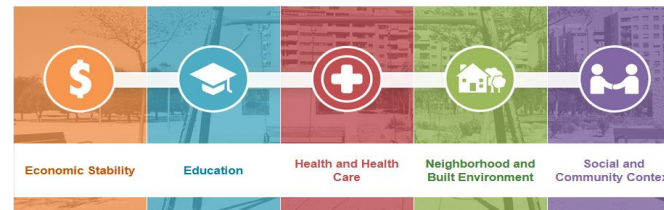
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Social Determinants

Economics of Stress

- *Demands & Pressures are “Additive & Cumulative”*
- *Coping Skills (resilience) predict 16% of outcomes*
- *Demands & pressures predict 60% of outcomes*

Source:
Lyle Miller, PhD
BioBehavioral Institute of Boston

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A Perfect Storm related to Race, Health & Equity

First Wave
Covid-19

*Fitness
for
Duty*



*Fitness
for
Life*

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Second Wave
Mental Health

**Higher Risk
for those with
Chronic Disease**

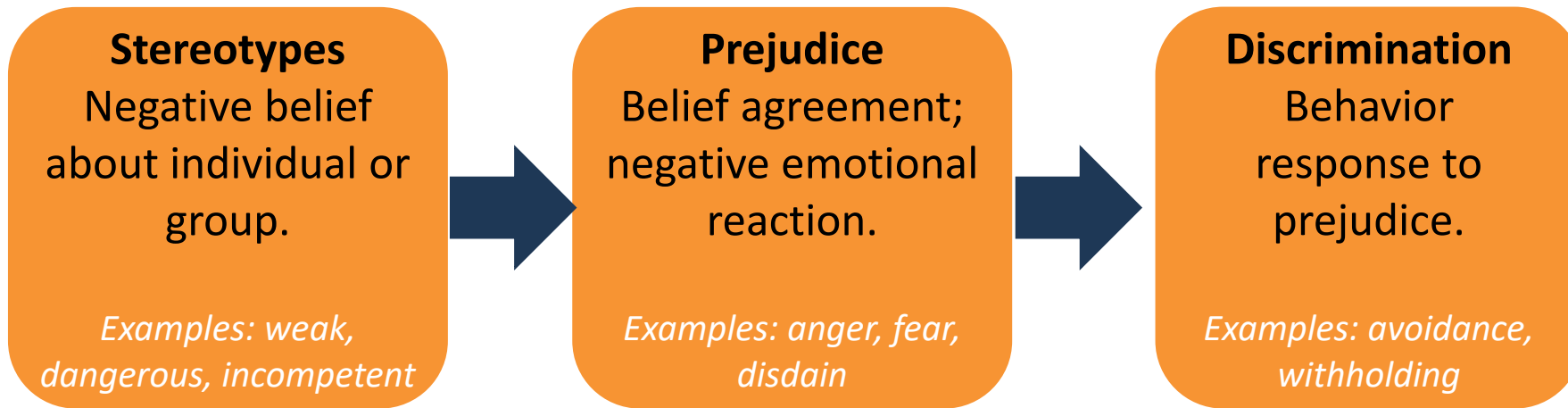
**Mental Health
Impact on
Co-morbidities**

**Social
Determinants &
Health Equity**

*George Floyd
Sets off
nation-wide
movement for
Racial Justice
and Equity*

Third Wave
Total Person Health

Anti-Racism – Stopping the Bleeding



**Mindful Exposure to
& Management of
Racial Bias**

*Goes beyond
“Cultural
Competency”*

Citations: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1489832/>

<https://www.mayoclinic.org/diseases-conditions/mental-illness/in-depth/mental-health/art-20046477>

<https://bmcmmedicine.biomedcentral.com/articles/10.1186/s12916-019-1271-3>

Coalitions & Employers Acting Together

Understand
Issues & Needs

- Common definitions
- Metrics and benchmarks
- Customized employer assessment

Connect
To Resources

- Facilitate relationships
- Connect to national networks
- Integrate regional initiatives

Invest
To Improve

- Leverage regional initiatives
- Convene & share
- Potential RESET initiatives

*Our
People*

*Health
Equity*

*Our
Places*

Open Panel Discussion



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National Alliance of Healthcare
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Upcoming Events

- National Webinar on Stroke Awareness
 - August 18th @ TBD ET
- Coronavirus Employer Town Hall - *COVID-19 & Caregiving*
 - August 18th @ 5 PM ET
- Mental Health Index – U.S. Worker Edition Webinar Series
 - August 21st @ 12 PM ET
 - September 18th @ 12 PM ET
 - October 26th @ 12PM ET
- Path Forward MHSU - URAC Measurement-Based Care Webinar
 - August 26th @ 2 PM ET



Next Race, Health & Equity Town Hall
August 27th @ 5:00 PM ET
A Race and Equity Lens on Employee Wellbeing Strategy

Race, Health & Equity Resources On Line

Relevant Articles & Toolkits



Prior Town Hall recordings and related resources can be found here:

<https://www.nationalalliancehealth.org/resources-new/resources-new-race-health-equity>