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

RACE, HEALTH & EQUITY
Employer Town Hall Series

• 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

- Economic Stability
  - Poverty
  - Employment
  - Food Insecurity
  - Housing Instability

- Education
  - High School Graduation
  - Enrollment in Higher Education
  - Language and Literacy
  - Early Childhood Education and Development

- Health and Health Care
  - Access to Health Care
  - Access to Primary Care
  - Health Literacy

- Neighborhood and Built Environment
  - Access to Foods that Support Healthy Eating Patterns
  - Quality of Housing
  - Crime and Violence
  - Environmental Conditions

- Social and Community Context
  - Social Cohesion
  - Civic Participation
  - Discrimination
  - Incarceration

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

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

**Zip code is a better predictor of health than genetic code**

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

Social Determinants
- Economic Stability
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Cumulative Impact of Chronic Stress & Racial Trauma

Black Americans dying from Covid-19 at 2X rate of White Americans
Impact of Social Determinants on Health & Equity Disparities

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**Social Determinants**
- Economic Stability
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**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

**Health & Equity Disparities**
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**Black Americans dying from Covid-19 at 2X rate of White Americans**
A Perfect Storm related to Race, Health & Equity

First Wave
Covid-19

Second Wave
Mental Health

Third Wave
Total Person Health

Fitness for Duty

Work at Worksit
Work at Home
Furloughed

Mental Health Impact on Co-morbidities

Social Determinants & Health Equity

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

George Floyd sets off nation-wide movement for Racial Justice and Equity
Anti-Racism – Stopping the Bleeding

Stereotypes
Negative belief about individual or group.

Examples: weak, dangerous, incompetent

Prejudice
Belief agreement; negative emotional reaction.

Examples: anger, fear, disdain

Discrimination
Behavior response to prejudice.

Examples: avoidance, withholding

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
Coalitions & Employers Acting Together

Understand
Issues & Needs

Connect
To Resources

Invest
To Improve

- Common definitions
- Metrics and benchmarks
- Customized employer assessment

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

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

Our People
Health Equity
Our Places

National Alliance of Healthcare Purchaser Coalitions
Driving Innovation, Health and Value
Open Panel Discussion

- **Michael Thompson**
  National Alliance of Healthcare Purchaser Coalitions

- **Jessica Brooks**
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  Alliance of Community Health Plans
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

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

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