

A Race and Equity lens on Employee Wellbeing Strategy



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



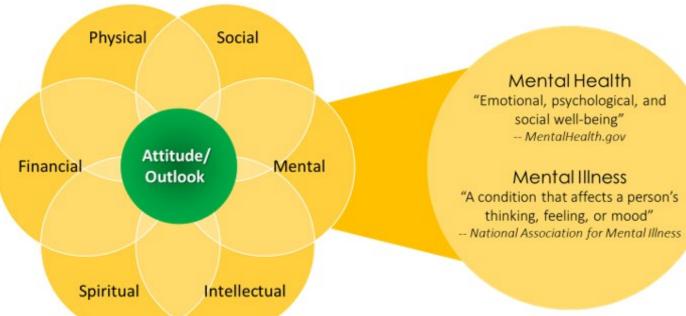
Panelists

- Atiya Abdelmalik, PhD HCD Consulting
- Marissa Alert, PhD
 John Hopkins
- Joe Checkley
 National Alliance of Healthcare
 Purchaser Coalitions
- Alauna Curry, MD
 Trauma Psychiatrist
- Karinn Glover, MD
 Albert Einstein College of Medicine,
 Montefiore Medical Group
- Ken Harris, PhD
 National Business League
- Dexter Shurney, MD
 Zipongo

Wellbeing – A Race & Equity Lens

"People, supported and enabled to thrive in every facet of their lives and perform to their fullest potential through a whole-person focus that includes dimensions such as physical, mental, attitude/outlook, spiritual, social and financial."







Wellbeing Strategy – Through Lens of Race & Equity

INPUTS

Individual

Health status

Social determinants

- Psychosocial
- Stress-related)

Demographics

- Race,
- Language ethnicity
- Age,
- Gender

PROGRAMS & INTERVENTIONS

Benefit programs

- Health plan options & coverage
- Health management programs
- Advocacy services
- Health literacy, Engagement tools

Management training & engagement

- Leaders
- HR
- Supervisory

Wellbeing Programs (nutrition, exercise, financial, stress)

Environmental improvement (healthy food, ergonomics)

OUTPUTS

Individual health & wellbeing

- Social
- Physical
- Financial
- Mental
- Intellectual
- Purpose
- Individual performance factors

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Employer Wellbeing Strategy – Through Lens of Race & Equity

INPUTS

Individual

Health status

Social determinants (Psychosocial & stress-related)

Demographics (race, language ethnicity, age, gender)

Organizational

Company culture

Leadership

Organizational Policies & Practices

Workplace environment

Community

Social determinants

Community Relationships

PROGRAMS & INTERVENTIONS

Benefit programs

- Health plan options & coverage
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OUTPUTS

Individual health & wellbeing

- Social
- Physical
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- Mental
- Intellectual
- Purpose
- Individual performance factors

Employee engagement

- Productivity
- Presenteeism
- Effectiveness

Organizational performance

- Sales
- Expense
- Turnover
- Safety
- Employee experience

Employer Wellbeing Strategy – Through Lens of Race & Equity

INPUTS PROGRAMS & INTERVENTIONS OUTPUTS Individual Individual health & wellbeing Benefit programs **Health status** Health plan options & coverage Physical **Social determinants** Financial **Health management programs** (Psychosocial & stress-related) Mental **Advocacy services Demographics** (race, language Purpose **Health literacy, Engagement tools** ethnicity, age, gender) • Individual performance factors **Organizational Management training & engagement Employee engagement** Leaders Productivity **Company culture** HR Presenteeism Leadership Supervisory **Organizational Policies & Practices** Organizational performance Workplace environment Wellbeing Programs (nutrition, exercise, financial, stress) Community **Environmental improvement** (healthy food, Social determinants • Employee experience ergonomics) **Community Relationships OVERARCHING FACTORS Communications &** Data

Change Management

Collection

Technology

Metrics

Open Panel Discussion



Jessica BrooksPittsburgh Business
Group on Health



Michael Thompson
National Alliance of Healthcare
Purchaser Coalitions



Dr. Atiya Abdelmalik HCD Consulting



Dr. Marissa AlertJohn Hopkins



Joe Checkley
National Alliance of Healthcare
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Dr. Alauna Curry Trauma Psychiatrist



Dr. Karinn GloverAlbert Einstein College of Medicine,
Montefiore



Dr. Ken HarrisNational Business League



Dr. Dexter Shurney Zipongo

Race Health & Equity National Initiative

Systemic Racism

Care Disparities

- Measurement
- Supply Chain
- Performance Improvement

Social Determinants

- Measurement
- Connection
- Community
 Engagement

Employee Wellbeing

- Measurement
- Education & Initiatives
- Culture Change

Our People

Anti-Racism Our Places



Upcoming Events

Stroke Awareness in the Time of COVID-19 September 1, 2020 | 3:00 PM ET

Returning to work safely during a global pandemic September 10 | 2:00 PM ET

How COVID-19 Changes How We Address Workforce Health September 15 | 4:00 PM ET

Key Employer Insights: What makes Primary Care ADVANCED Primary Care and How does it Add Value to Healthcare?

September 22 | 3:00 PM ET

"Introduction to Anti-Racism"

> Being Scheduled

Race, Health & Equity Resources On Line









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

https://www.nationalalliancehealth.org/res ources-new/resources-new-race-healthequity

