A Race and Equity lens on Employee Wellbeing Strategy
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

- 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
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**
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**OUTPUTS**

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- **Employee engagement**
  - Productivity
  - Presenteeism
  - Effectiveness

- **Organizational performance**
  - Sales
  - Expense
  - Turnover
  - Safety
  - Employee experience
Employer Wellbeing Strategy – Through Lens of Race & Equity

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**OVERARCHING FACTORS**
- Data Collection
- Communications & Change Management
- Technology
- Metrics
Open Panel Discussion

Jessica Brooks
Pittsburgh Business Group on Health

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National Alliance of Healthcare Purchaser Coalitions

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Race Health & Equity National Initiative

- **Care Disparities**
  - Measurement
  - Supply Chain
  - Performance Improvement

- **Social Determinants**
  - Measurement
  - Connection
  - Community Engagement

- **Employee Wellbeing**
  - Measurement
  - Education & Initiatives
  - Culture Change

- **Anti-Racism**

- **Our People**
- **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

Race, Health & Equity Resources On Line

“Introduction to Anti-Racism”

Being Scheduled

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

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