

Coronavirus: Employer Town Hall

April 13, 2020

Considering Social Determinants in the context of COVID-19

Hosted by the National Alliance Community Health & Wellbeing Advisory Group

Moderators & participating panelists



Cristie Travis
CEO
Memphis Business Group
on Health



Neil Goldfarb
President & CEO
Greater Philadelphia Business
Coalition on Health



Panelists

Community Health & Wellbeing Advisory Group

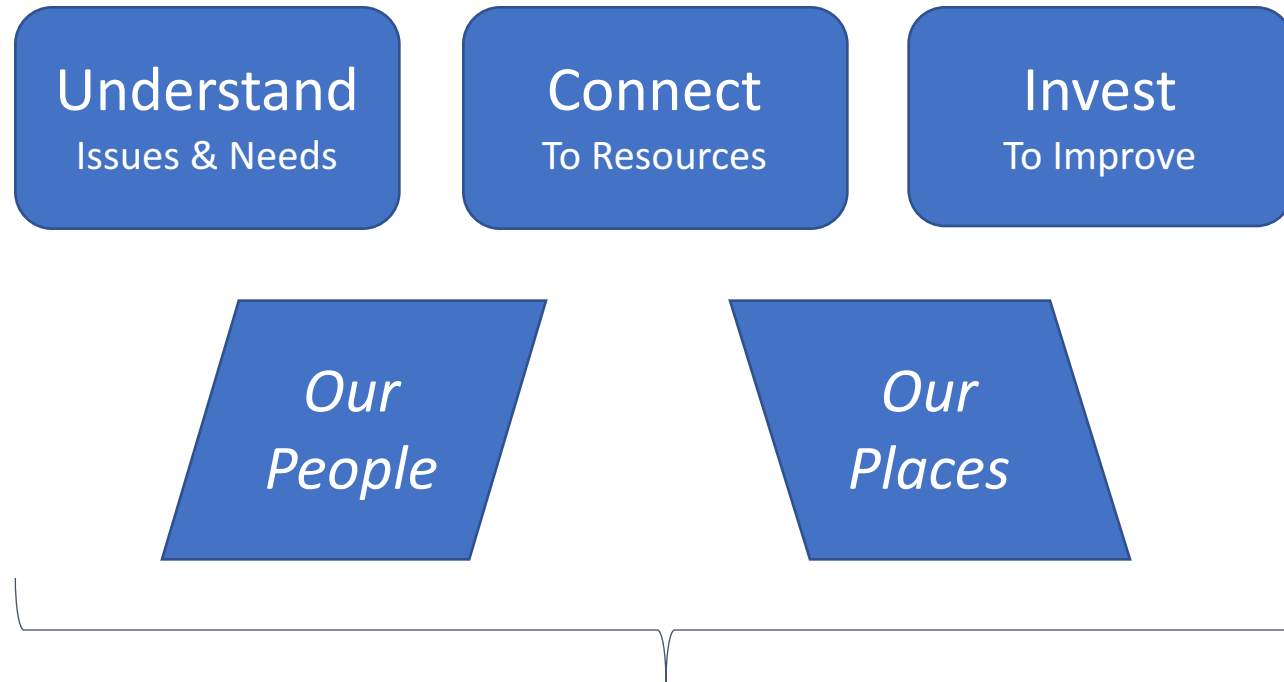
- **Jessica Brooks, MPM, PHR**, CEO, Pittsburgh Business Group on Health
- **Shelley Duncan, MA, LCP**, Executive Director, Kansas Business Group on Health
- **Lauren Remspecher, MPH, CHES**, Senior Director, St. Louis Area Business Health Coalition

Other

- **Elizabeth Colyer**, SVP, ShareCare
- **Jamo Rubin, MD**, President, Signify Community
- **Somava Saha, MD, MS**, Wellbeing in the Nation (WIN)
- **Christa-Marie Singleton, MD, MPH**, Center for Disease Control

Integrating Community Into Organizational Wellbeing Strategy

Construct before COVID-19



Wellbeing in the Nation (WIN) construct

Integrating Social Determinants by Addressing Needs

Construct before COVID-19

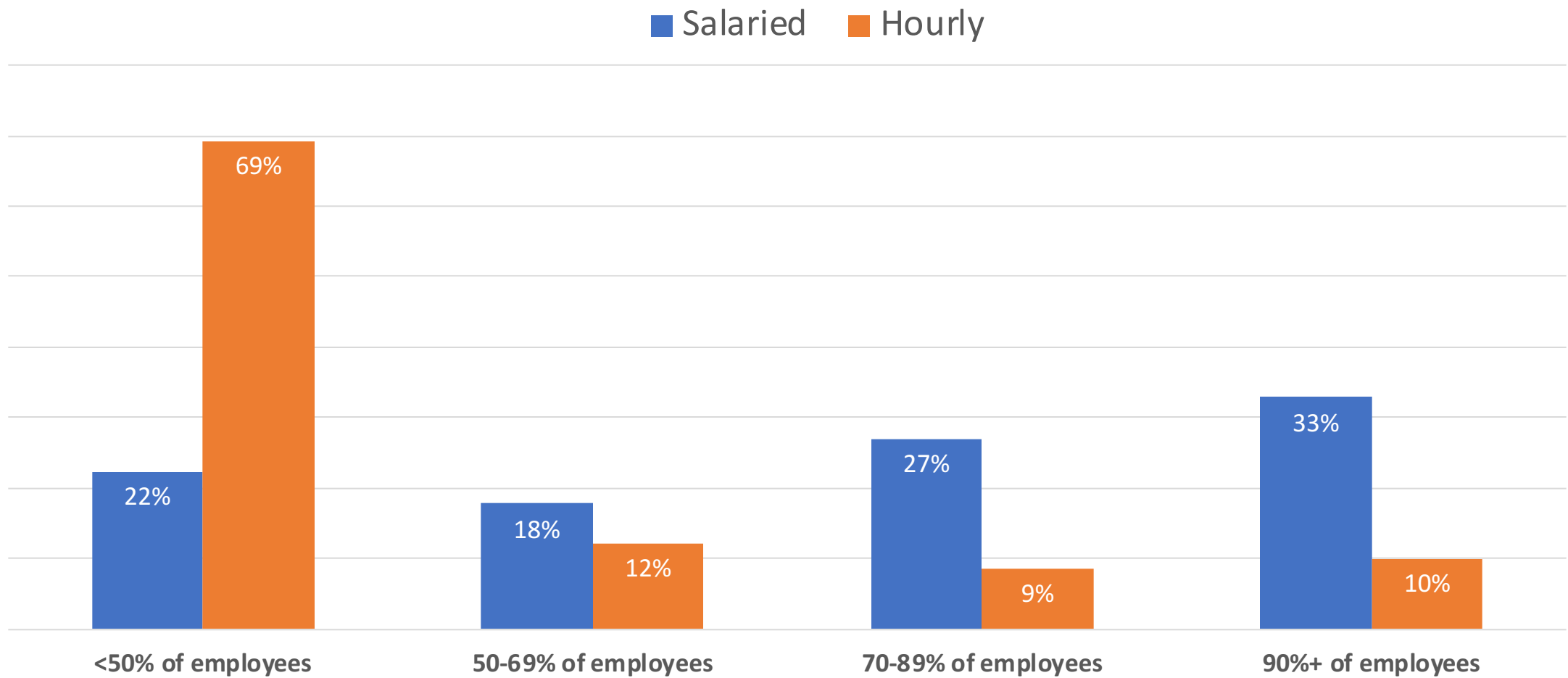
Addressing People Needs

- ☐ Facilitate Access to Social Resources
- ☐ Caregiving Support
- ☐ Individual Purpose & Connection

Addressing Community Needs

- ☐ Organizational Philosophy & Philanthropy
- ☐ Employee Volunteerism
- ☐ Collective Community Initiatives

Disparities in Covid-19 Exposure - Ability to effectively work from home



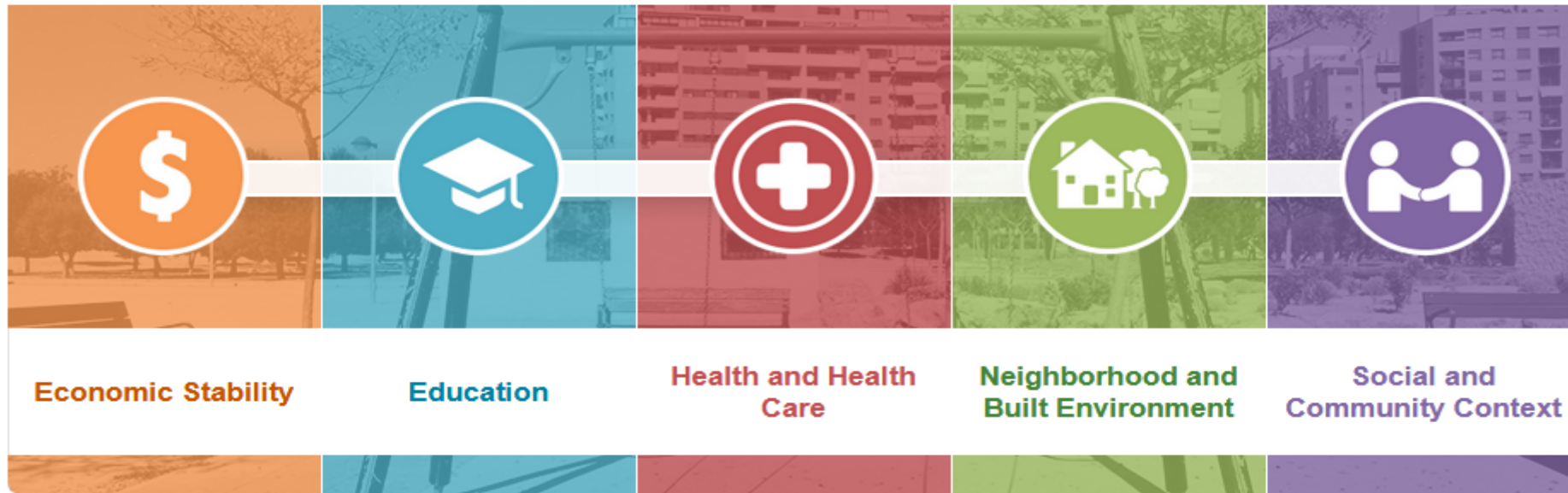
What does the term “social determinants of health” mean?

[Healthy People 2020](#) defines **social determinants of health** as:

- Conditions in the environments in which people live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.
- Conditions (e.g., social, economic, and physical) in these various environments and settings (e.g., school, church, workplace, and neighborhood) have been referred to as “place.”
- In addition to the more material attributes of “place,” the patterns of social engagement and sense of security and well-being are also affected by where people live.

Healthy People 2020 developed a “place-based” organizing framework, reflecting five key areas of SDOH





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



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Fauci says the coronavirus is 'shining a bright light' on 'unacceptable' health disparities for African Americans

In Chicago, more than half of all COVID-19 positive test results and 72% of recorded virus-related deaths have been among African Americans, who make up just 32% of the city's population and 15% for the state of Illinois.

"And the reason I want to bring it up, because I couldn't help sitting there reflecting on how sometimes when you're in the middle of a crisis, like we are now with the coronavirus, it really does have, ultimately, shine a very bright light on some of the real weaknesses and foibles in our society," Fauci said.

Long-Standing Racial And Income Disparities Seen Creeping Into COVID-19 Care

The biotech data firm Rubix Life Sciences, based in Lawrence, Massachusetts, reviewed [recent billing information](#) in several states and found that an African American with symptoms like cough and fever was less likely to be given one of the scarce coronavirus tests.

Delays in diagnosis and treatment can be harmful, especially for racial or ethnic minority groups that have higher rates of certain diseases, such as diabetes, high blood pressure and kidney disease. Those chronic illnesses can lead to more severe cases of COVID-19.

In Nashville, three drive-thru testing centers sat empty for weeks because the city couldn't acquire the necessary testing equipment and protective gear like gloves and masks. All of them are in diverse neighborhoods. One is on the campus of Meharry Medical College — a historically black institution.



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<https://khn.org/news/covid-19-treatment-racial-income-health-disparities/>



Why COVID-19 could make social determinants of health even worse

March 25, 2020

By Darby Sullivan and Emily Connelly

- Housing instability
- Food insecurity
- Social isolation
- Prejudice and discrimination (“Chinese virus”)

<https://www.advisory.com/daily-briefing/2020/03/25/social-determinants>



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Additional Thoughts

Health Literacy

- Ability to understand information from CDC and other sources'
- Difficulty processing rapidly changing information
- Interpreting information from conflicting sources
- Inaccurate or misleading information on social media



Additional Thoughts

Food Insecurity

- Systemic food insecurity exacerbated in current environment
- Hoarding by some, non-availability to others
- Disruptions in fresh produce supply chain and access
- Lack of income translates to lack of ability to purchase food (simultaneous federal SNAP cuts)



Additional Thoughts

Income Insecurity/Financial (non) Well Being

- Exacerbated by furloughs, reduction in hours, lay-offs
- Disparities in ability to take paid leave, and related policies resulted in emergency legislation
- COVID-19 spotlight on lowest paid workers in many sectors being essential
- Digital divide creates further inequities in ability to work from home

Additional Thoughts

Neighborhoods and the Built Environment

- Heavy reliance on public transportation
- Lack of safe places to walk (maintaining physical exercise while social distancing)
- Food delivery service inequities

Open Discussion



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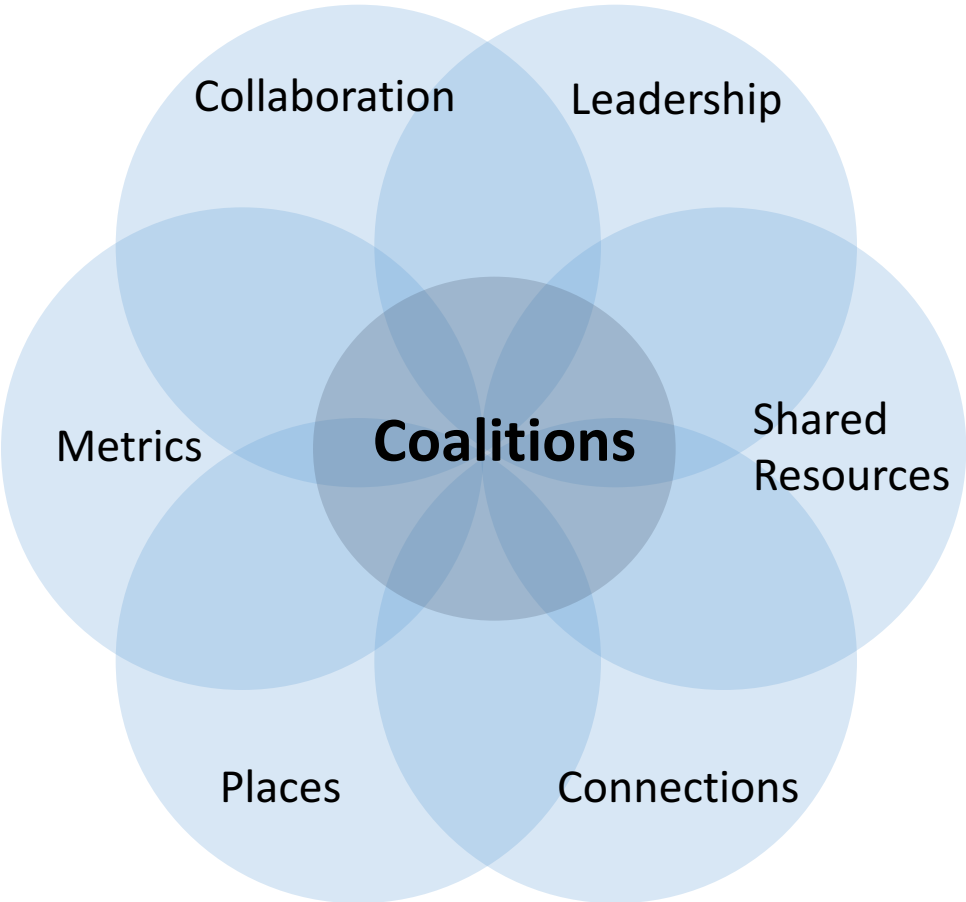
Christa-Marie Singleton, MD, MPH
Centers for Disease Control

Potential Role of Coalitions in Community Wellbeing

Levers within Organizations



Levers Across Community



The levers are parallel when moving into Community
☐ *Need for Selectivity & Financing*

Potential Approach to Support Coalitions & Their Members

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*

*Our
Places*

Upcoming Events & Contact Information

Future COVID-19 Employer Town Halls (at 5 PM ET): 4/22, 5/4, 5/13, 5/26

- Managing co-morbidities during COVID-19 environment
- Rethinking Care Delivery in light of COVID-19
- Financial Impact of COVID-19
- Pulse of the Purchaser: Getting Back to Work

Choosing Wisely in the Face of COVID-19 for Employers
(Recording Available)



Register today:

<https://nationalalliancehealth.swoogo.com/2020leadershipsummits/begin>

For more information on our COVID-19 Employer resources, visit our resources page.

