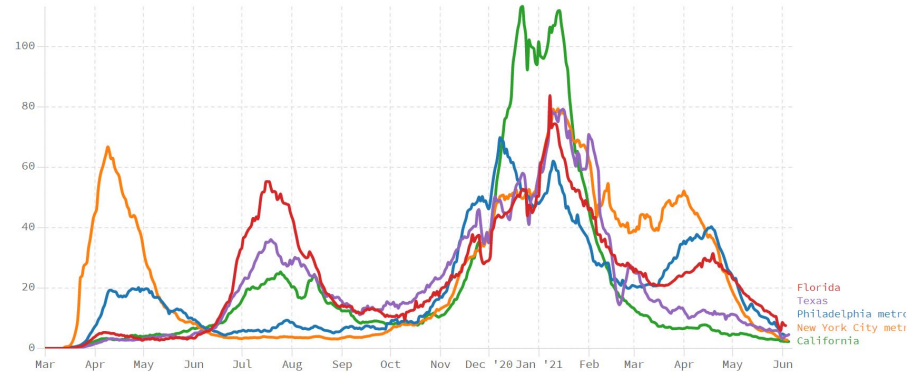
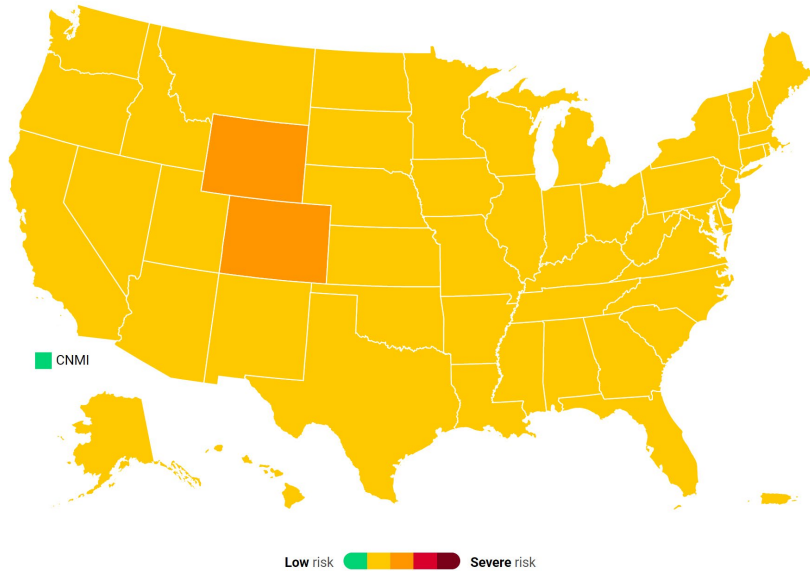


# COVID-19 Update

**Dr Mark Cunningham-Hill**  
**Medical Director NEBGH**

**Monday June 7<sup>th</sup>, 2021**

# US Continues to Improve

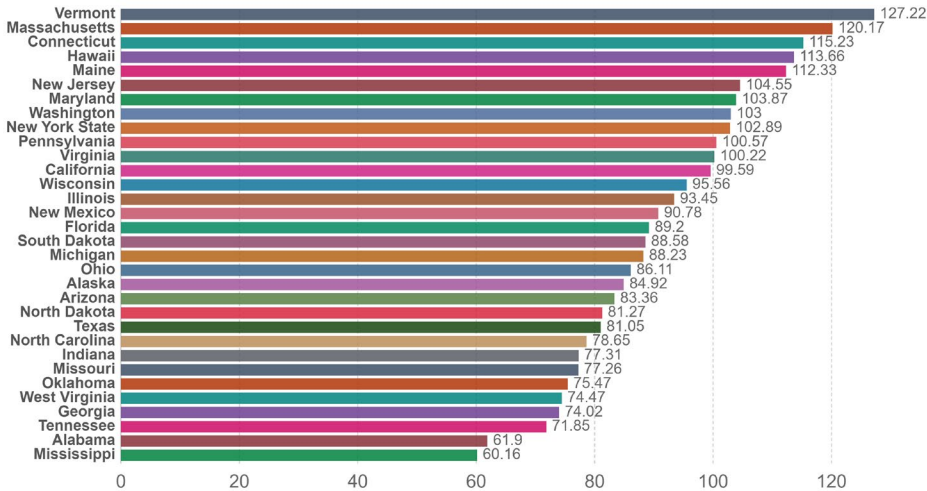


# Vaccination slow down

## US: Total COVID-19 vaccine doses administered per 100 people

Total number of vaccination doses administered per 100 people in the total population. This is counted as a single dose, and may not equal the total number of people vaccinated, depending on the specific dose regime (e.g. people receive multiple doses).

Our World  
in Data

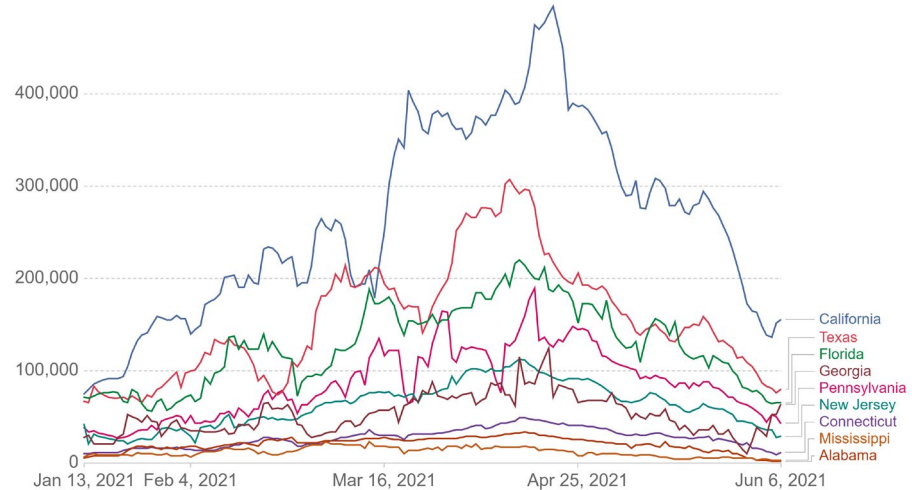


Source: Centers for Disease Control and Prevention – Last updated June 6, 15:50 (Eastern Time)  
OurWorldInData.org/us-states-vaccinations • CC BY

## US: Daily COVID-19 vaccine doses administered

Shown is the rolling 7-day average. This is counted as a single dose, and may not equal the total number of people vaccinated, depending on the specific dose regime (e.g. people receive multiple doses).

Our World  
in Data



Source: Centers for Disease Control and Prevention – Last updated June 6, 15:50 (Eastern Time)  
OurWorldInData.org/us-states-vaccinations • CC BY

# Reasons People are not Getting vaccinated

## Lack of access, real or perceived

- Good availability but for some access is an issue:
  - Transportation
  - Time off for vaccination and/or side-effects
  - Perceived cost

## Solutions:

- Education
- PTO
- Transportation

## Covid-19 isn't seen as a threat

- Young
- Republicans
- Had COVID-19

## Solutions:

- Employer mandates
- Incentives
- Prizes – money, tickets etc...
- International travel

# Reasons People are not Getting vaccinated

## Vaccine side effects

- Common – especially 2<sup>nd</sup> dose minor side-effects
- Rare side effects e.g., blood clots
- Misinformation e.g., infertility

## Solutions:

- Education
- PTO

## Lack of trust in the vaccines

- Too fast
- EUA not fully approved
- Anti-vaxxers, distrusting vaccines in general

## Solutions:

- Education on the COVID vaccine development
- Sharing being vaccinated
- FDA full approval

# Reasons People are not Getting vaccinated

## Lack of trust in institutions

- Not trust the government agencies, Pharma, or the health care system
- Trump voters and CDC
- Black Americans and the Healthcare system – Tuskegee, healthcare day-to-day discrimination

## Solutions:

- Education
- Incentives
  - Monetary
  - Prizes
  - Advantages of being vaccinated

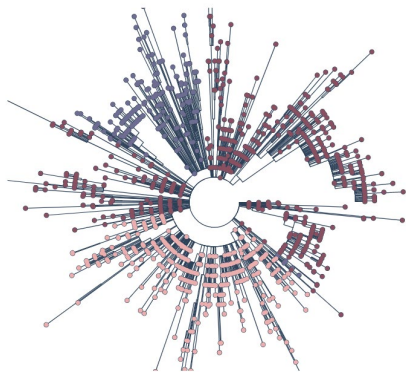
## Conspiracy theories

- 50% of those who say they will not get vaccinated believe 1 or more conspiracy theories

## Solutions:

- Stop propagation of conspiracy theories
  - Mainstream and social media
- Correct conspiracy theories when they raised

## Variants of Concern



## Variants of Interest

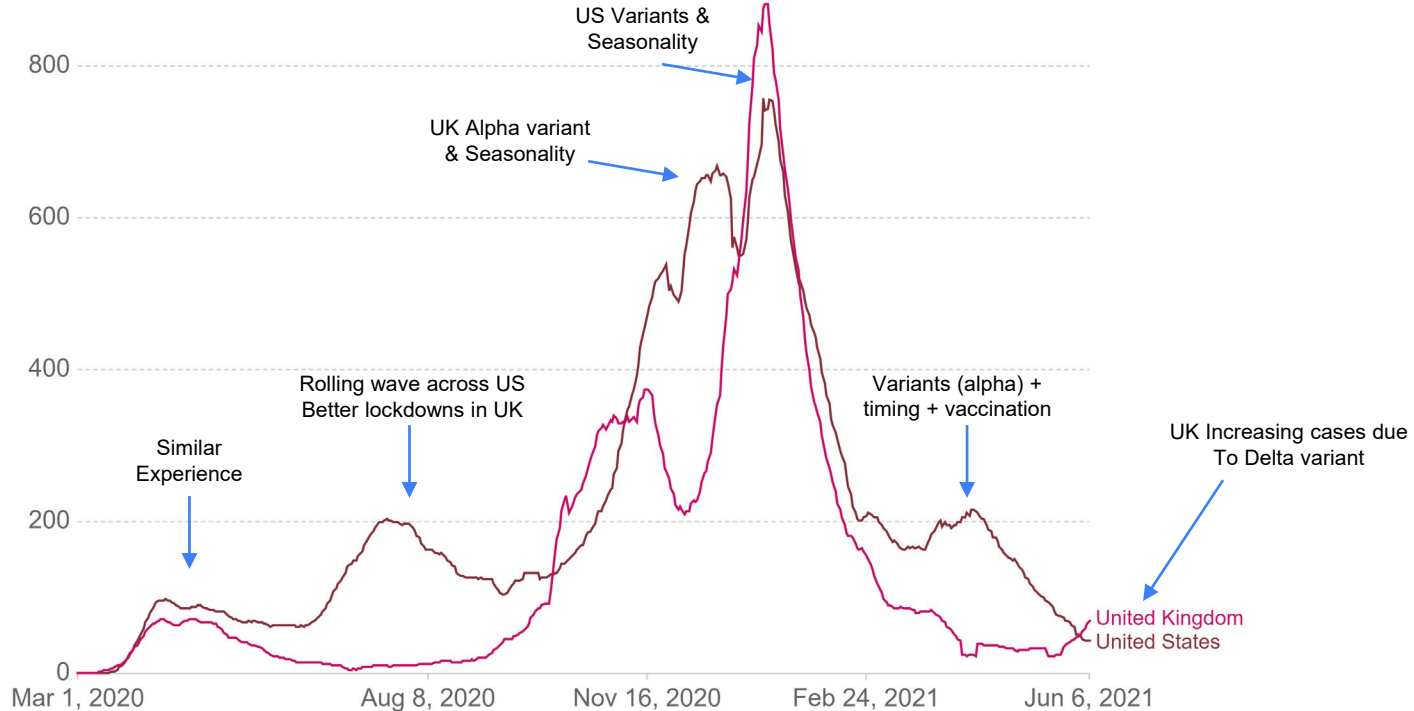
WHO label	Pango lineage	GISAIID clade/lineage	Nextstrain clade	Earliest documented samples	Date of designation
Alpha	B.1.1.7	GRY (formerly GR/501Y.V1)	20I/S:501Y.V1	United Kingdom, Sep-2020	18-Dec-2020
Beta	B.1.351	GH/501Y.V2	20H/S:501Y.V2	South Africa, May-2020	18-Dec-2020
Gamma	P.1	GR/501Y.V3	20J/S:501Y.V3	Brazil, Nov-2020	11-Jan-2021
Delta	B.1.617.2	G/452R.V3	21A/S:478K	India, Oct-2020	VOI: 4-Apr-2021 VOC: 11-May-2021

WHO label	Pango lineage	GISAIID clade/lineage	Nextstrain clade	Earliest documented samples	Date of designation
Epsilon	B.1.427/B.1.429	GH/452R.V1	20C/S.452R	United States of America, Mar-2020	5-Mar-2021
Zeta	P.2	GR	20B/S.484K	Brazil, Apr-2020	17-Mar-2021
Eta	B.1.525	G/484K.V3	20A/S484K	Multiple countries, Dec-2020	17-Mar-2021
Theta	P.3	GR	20B/S:265C	Philippines, Jan-2021	24-Mar-2021
Iota	B.1.526	GH	20C/S:484K	United States of America, Nov-2020	24-Mar-2021
Kappa	B.1.617.1	G/452R.V3	21A/S:154K	India, Oct-2020	4-Apr-2021

# UK vs USA

## Daily new confirmed COVID-19 cases per million people

Shown is the rolling 7-day average. The number of confirmed cases is lower than the number of actual cases; the main reason for that is limited testing.

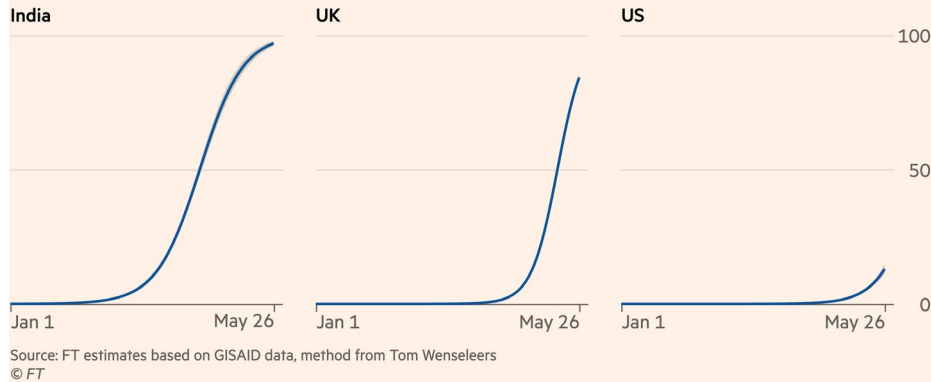


Source: Johns Hopkins University CSSE COVID-19 Data

# Delta is in the US – is it a threat?

B.1.617.2 is now dominant in the UK and India, and on the rise in other countries including the US

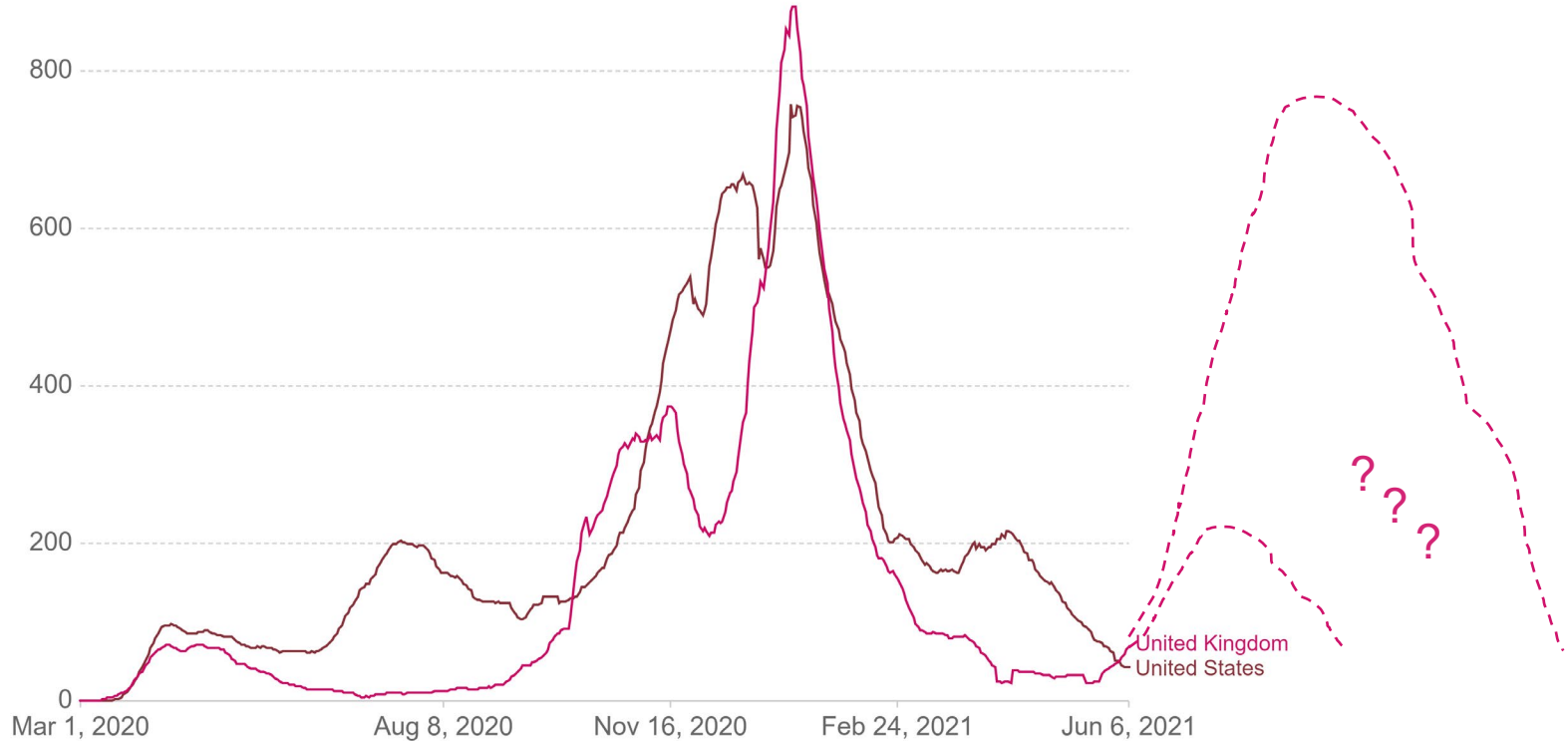
B.1.617.2's share of all sequenced cases (%)



- Delta – 40-60% more infectious
- UK vaccination program slightly ahead of US but:
  - Delayed second dose strategy – 1 dose only 33% effective against Delta
  - UK vaccinations >30-year-olds
- US vaccine hesitancy
- Restrictions much more in UK
- Watch UK and see what happens .... By the time we know it will be too late!

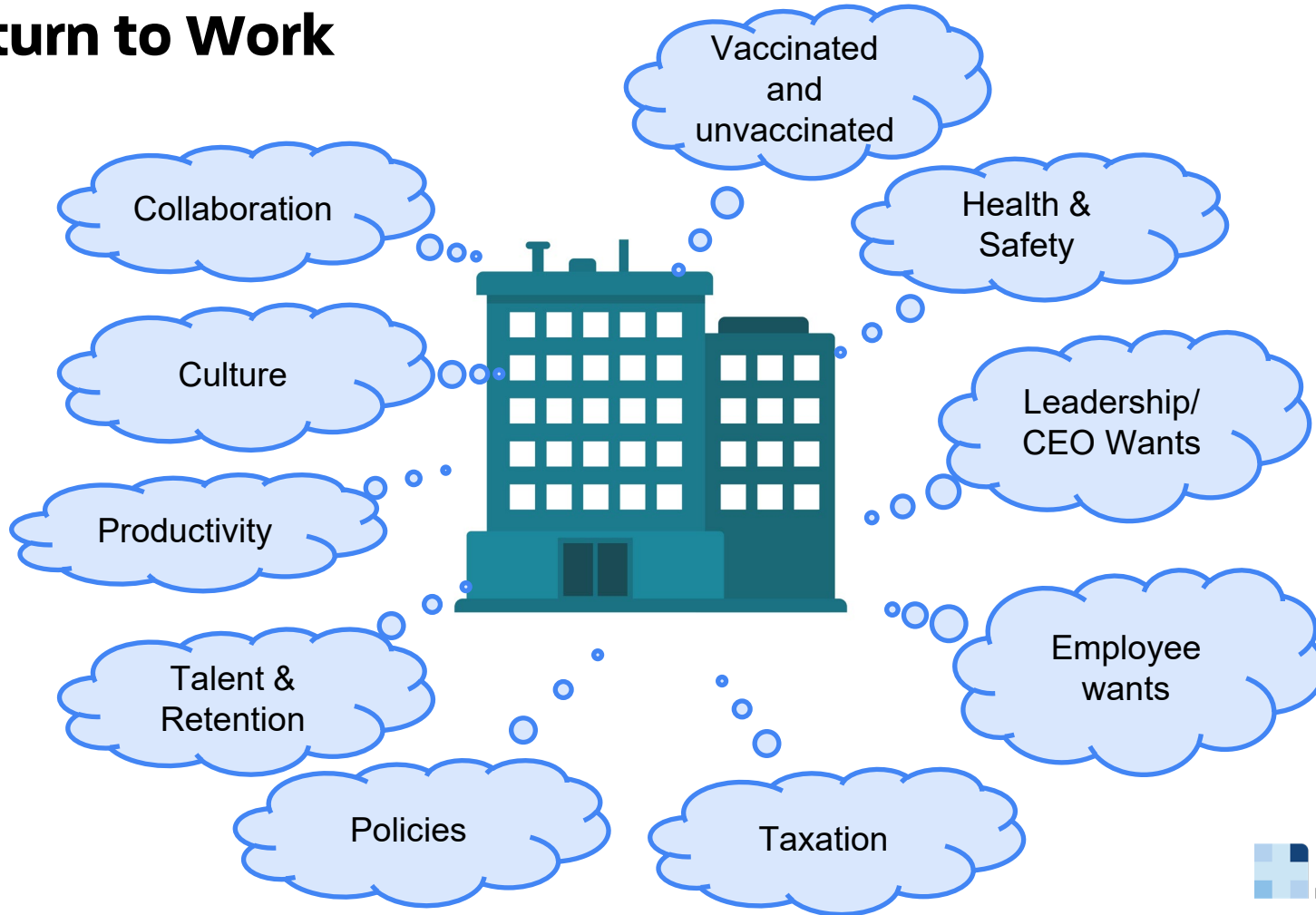
# Daily new confirmed COVID-19 cases per million people

Shown is the rolling 7-day average. The number of confirmed cases is lower than the number of actual cases; the main reason for that is limited testing.



Source: Johns Hopkins University CSSE COVID-19 Data

# Return to Work



# Microsoft – Hybrid Work a Guide for Business Leaders

- Accepted that flexibility is here to stay
- Building on what worked well during the pandemic
- Leveraging technology
- Meeting leadership and employee expectations
- Attracting and retaining key talent



<https://clouddamcdnprodep.azureedge.net/gdc/gdcSwn4Qe/original>

## People

- Hybrid work is inevitable. Create the culture to enable it.
- Empower managers to lead the shift.
- Make Viva your Employee Experience Cloud.
- Build a listening system.
- Help people learn and grow in the flow of work.
- Combat digital exhaustion from the top.
- Embrace flexibility to attract and retain new and diverse talent.



## Places

- Bring people back to the workplace safely.
- Design for the people not in the room.
- Transform your physical spaces into intelligent, cloud-powered services.



## Processes

- Use Teams to transform your business.
- Move everything to the cloud — as quickly as you can.
- Digitize every business process — from operations to sales.
- Mandate zero-trust security from cloud to edge.





## Key decisions

- What are your organization's guiding principles for hybrid work? What outcomes are you seeking for your workforce?
- What level of flexibility for hybrid work is best suited for your company? What is the appropriate balance between top-down policies and softer changes to norms and culture? How will you activate leadership to champion the behaviors that you want your organization to follow?
- Which policies and transition-to-hybrid plans should be driven companywide, and which should be driven by functions, BUs, and individual teams?

## Checklist of key actions

- 1 Clarify and abide by local laws and policies and ensure all employees have a safe and clean place to work**
  - ☐ Help teams understand restrictions related to time spent working from home, home office safety standards, documentation, immigration and geography
  - ☐ Prioritize employee health and safety above all else - implement health and safety measures, contact tracing and vaccine policy to support employees in feeling safe
  - ☐ Acknowledge that wellbeing goes beyond mental health; destigmatize mental health in the workplace, provide resources for employees and guides for managers
- 2 Define or confirm organization-wide policies and guidelines**
  - ☐ Define what 'hybrid' means to your organization and proactively define key dimensions (e.g., work site, location, hours) to offer employees flexibility
  - ☐ Identify which guidelines and standards apply company-wide, and where specific policies or approaches should be created by function or division
  - ☐ Determine the level of empowerment managers should have to make hybrid working decisions at the team level
  - ☐ Target initiatives to address audience segments and unique employee needs in different ways, including offering benefits where they're needed most
- 3 Train, coach, and incentivize leaders across the organization to proactively model equitable and inclusive hybrid best practices**
  - ☐ Make it clear to leaders how hybrid work fits into the overall talent strategy, and how personal decisions will impact how it will be lived, not just articulated
- 4 Establish direct and indirect listening systems to understand how employees' needs are adapting**
  - ☐ Don't assume - listen by having mechanisms to systematically collect and digest employee feedback across multiple channels (e.g., weekly poll, feedback portal, etc.)
  - ☐ Create one platform for all employees to input questions or comments related to hybrid work
  - ☐ Use indirect data from sources like [Microsoft Workplace Analytics](#) to detect hotspots and sense wellbeing
- 5 Use data from listening systems to refine your hybrid policies, guidelines and approach**
  - ☐ We're all learning - practice quick iterations between collecting and digesting real-time data and translating to action to address real issues as they arise
  - ☐ ID and engage proactively teams at risk of digital exhaustion
- 6 Provide managers with guidelines and training to facilitate team discussions and build team hybrid work agreements**
  - ☐ Use as mechanisms to align team members on in-office vs. virtual availability, communication preferences, work hours, and work site preferences
- 7 Equip managers to champion a transition to a hybrid working model that works best for their respective team**
  - ☐ Offer a platform for managers to share feedback and data with leadership to improve the transition to hybrid work
  - ☐ Without a water cooler, encourage managers to check in with teams on their life, be authentic, and be vulnerable to build social capital
- 8 Communicate consistently, e.g., through a single, easy-to-reach hybrid work portal for best practices, functional playbooks, tips/tools and Q&A**
  - ☐ Communicate proactively and provide transparency on leadership's decision-making processes
  - ☐ Provide targeted training to prepare all employees for the shift to hybrid work
  - ☐ Provide a 2-way forum for managers to clarify org-specific expectations, including a one-stop-shop for managers with guides, templates and digital tools
- 9 Challenge leaders to shift performance assessment to outcomes-oriented metrics**
  - ☐ Evaluating based on outcomes allows employees to have greater flexibility in how those outcomes are achieved
  - ☐ Stay the course on Performance & Development and help managers think about people's circumstances with empathy and respect
  - ☐ The Growth Mindset is a foundation for forward momentum - encourage a culture where employees can move quickly, make decisions, and learn from mistakes
- 10 Build a common roadmap with your organization's IT function ([see more in the Hybrid IT Quick Start Guide](#))**
  - ☐ Establish a robust governance model to coordinate human resources strategy and planning efforts together
  - ☐ Execute necessary privacy-sensitive employee data collection to identify elements of hybrid work that can be improved

"As always, we will learn, grow, and innovate. We will evolve over time with intention, guided by employee input. We will together, as One Microsoft, build a hybrid workplace that empowers our people to do their best work so we can empower the planet to achieve more"

**—Kathleen Hogan**  
Chief People Officer, Microsoft



## Risks and Opportunities



### Talent

Evolving expectations of your employees regarding hybrid work and flexible working

Competitors' policies on hybrid work

Employee satisfaction and attrition



### Culture

Culture change over time, with an increasing number of employees who have only experienced hybrid in your organization



### Tools

Continuing to strike a balance between the data-driven approach and employee's privacy in data collection

## Other resources

1. [Work Trend Index: Microsoft on Future of Work Trends](#)
2. [Microsoft Story: Embracing a flexible workplace](#)
3. [Work Trend Index: In Hybrid Work, Managers Keep Teams Connected](#)
4. [Microsoft Story: Reinventing the employee experience at Microsoft](#)



# Questions

## Upcoming NEBGH virtual events:

- **June 10** – NEBGH's 10<sup>th</sup> Annual Conference – Day 1
- **June 14** – Monday COVID-19 Update
- **June 17** – NEBGH's 10<sup>th</sup> Annual Conference – Day 2